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*"If you have knowledge, let others light their candles in it."*  
Margaret Fuller

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# 25 years dedicated to advancing gender equity

The University of Dayton is celebrating several anniversaries this year, and UD women have played vital roles in many of them.

The fall semester of 2003 marked 25 years of the Women's Studies Program (WST), which was established in 1978 by three female faculty members, Betty Perkins, Doris Drees and Elaine Dreidame.

The women's studies program came about as a result of the perseverance of these women and many others. A major impetus to its evolution was the Title IX legislation which prohibits discrimination in education based on gender.

The program has been a minor since 1978 and now consists of 26 courses from 12 academic disciplines.

In only the past five years, 114 students have earned minors in women's studies, and more than 450 students have taken women's studies courses each year.

WST professors agree that the program is invaluable to the academic and spiritual growth of students who participate.

## **Women's Studies Today**

Dr. Betty Youngkin, the current Director of the Women's Studies Program, has been interested in women's studies since it was referred to as "the woman question" in the 1960s and 1970s.

Youngkin finds the field valuable in helping her acknowledge and recover her own sense of independence.

She became involved in WST when Dr. Linda Majka, then-director of the program, invited her to sit in on a meeting.

A few years later, Youngkin applied for and received the position of Women's Studies Director.

One of Youngkin's main aspirations as director was simply to maintain and

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*"Women's Studies gave me the conviction to stand up for myself and for women's rights."*  
Tara White

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enhance the already well-established program.

Youngkin believes that "women need to be recognized in our culture for their accomplishments" and that "the discipline of women's studies has changed every other discipline."

Youngkin sees the faculty within the program as playing a vital role in the program's success and growth. It is they who are responsible for guiding students in their studies and searches for self-growth through women's studies, Youngkin said.

The women's studies faculty and staff find a lot of support through the program, she said, through speakers on topics of interest, conferences, networking, and participation in professional groups such as ACWI, POP and AFW.

Many women's studies faculty, staff and students are involved in community service through organizations such as Artemis House and Womanline, whose goals are to serve women in need.

The work of WST must "continue on all fronts," Youngkin said, in addressing the need for ongoing change and development within the discipline.

"The nuances and subtleties of a 'woman's place' are difficult to detect," Youngkin said. "Some people say that the problem is over and in some

ways, yes it is; in many other ways it is not."

According to Youngkin, the challenges facing 21<sup>st</sup> century college students are both those that faced past generations and new ones.

The "subtleties of power" is the new issue, she said, there is more attention devoted to international women's rights, as well as gay/bisexual/lesbian/transgender issues.

## **Ushering Women's Studies into the 21st century**

Dr. Linda Majka, a professor of sociology, has been involved in the Women's Studies Program since 1981, first lecturing in the Focus on Women course and later establishing the first Sociology of Women course.

Majka was the director of WST from 1995 through 1999 and helped bring it through the 20-year milestone.

"People thought it (the program) would go away – that it was a fad – but it didn't. It has become better," Majka said.

Majka said she considers helping UD develop its "Statement on Dignity" to be her biggest accomplishment as director of WST. The statement formalized the university's stance against harassment and for fair and equal treatment for all people, and it addressed the need for a violence-free campus.

"The Statement on Dignity (was) a way of

# What's Going On?

## Mentoring gets a positive start, high hopes for the future

The Women's Center mentoring program was officially launched in October and received a good response in the form of mentee applications and mentor volunteers.

Being the pilot year of the program, the cohort of mentors/mentees was limited to 12. The twelve women mentees were selected on the basis of their needs and goals as stated on their applications.

Mentors in the program are volunteers; men and women from throughout the University and were matched with mentees on the basis of the mentee's needs and goals and the mentor's skills and experience.

The program kicked off with a training session for both mentors and mentees on Nov. 17. Dr. Daniel Curran welcomed the participants and spoke of his support for and the value of a mentoring program for UD.

"Not only will you (mentors/mentees) reap



Photo by Lisa Rismiller  
 Dr Erin Shiner and Dr. Timothy Davis of the Counseling Center conduct a training exercise at the first Mentoring session.

personal benefits, but UD too will be better for your participation," Curran said. "We too will be beneficiaries of the new knowledge you come away with and the new relationships you make."

The Nov. 17 training was conducted using in-house resources. Dr. Erin Shiner and Dr. Timothy Davis from the University Counseling Center conducted a unique interpretation of the Myers-Briggs Personality Assessment. Richard Walsh of the Center for Leadership and Executive Development facilitated a Mentoring Short Course for mentors and mentees.

As a result of the training session mentors and mentees came away with an action plan and a set of mutually agreed upon goals and objectives that they would

like to achieve through the relationship.

Based on feedback given in post-training evaluations, the session was a very beneficial experience for the participants.

"This is a great opportunity to develop and become a greater asset to UD," said Jeannie Perry Human Resources.

Through the duration of the program, mentors and mentees will come together as a group on two more occasions to share experiences, concerns and get additional information and resources.

"I see this as a forum to bring individuals together to assist one another," said Lisa Warren, Career Services.

It is hoped that the program will become an integral part of the UD culture as it is re-launched in the fall of 2004.

• Tarika Daftary  
 Mentoring Program Coordinator

### Mentoring Participants

- Lisa Beutel  
Center for Leadership and Executive Development
- Patricia Delamer  
Ryan C. Harris Learning Center
- Joyce Dean  
Office of Annual Support
- Courtney Deutsch  
Alumni Relations
- Dick Ferguson  
Raymond L. Fitz, S.M. Center for Leadership in Community
- Denise Gorman  
Marycrest Food Services
- Jessica Gonzales  
Admissions
- Melinda Greer  
Chemistry Department
- Emily Hicks  
Roesch Library
- Jolly Janson  
Educational and Special Programs
- Lisa Kloppenberg  
Law School
- Mickey McCabe  
UDRI
- Kara Maicher  
Athletics
- Jennifer Minch  
UDRI
- Debra Monk  
Residential Programs
- Celine O'Neill  
Office of Human Resources
- Judith Owens  
Office of the Provost
- Frances Pestello  
Sociology Department
- Jeannie Perry  
Human Resources
- Judy Scheidt  
Chemistry Department
- William C. Schuerman  
Dean of Students
- Paula Smith  
Dining Services
- Teri Thompson  
Communications Department
- Lisa Warren  
Career Services



Photo by Lisa Rismiller  
 Mentors and Mentees worked together to plan goals for the year.

For more information on the Mentoring Program, contact Tarika Daftary at [daftartz@notes.udayton.edu](mailto:daftartz@notes.udayton.edu), or at (937)229-5390, or visit the Women's Center Website at [womenscenter.udayton.edu](http://womenscenter.udayton.edu).

# Women's Studies impacts the campus climate for women and men

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articulating community standards...even though people might have resisted a formal statement, it (was) an opportunity for common standards on compassion and dignity," Majka said.

The WST director and faculty have strived to uphold the quality of their program and improve the campus climate for women, through participating in a number of important campus movements such as the establishment of the Women's Center, creating policies for family leave and building a grievance process for faculty, and advocating tenure for UD's first specialist in women's history.

The late 1990s was a period of growth in the Women's Studies Program, in which it achieved the highest number of students in the minor, according to Majka. And while there have never been many men who earned a Women's Studies minor, male students take courses in the minor and cluster annually.

Majka considers the Women's Studies Program essential for gender equity.

"(The program) is a testing ground that allows us to ask, is education available to all on the basis of equality and opportunity?" Majka said.

She believes Women's Studies is a key to understanding the

commonalities in women and men.

## Women's Studies in Action

Tara White, class of '97, majored in Spanish and had a strong interest in women's literature and women's roles and perceptions in Latin American cultures, as well as the treatment of women in those cultures.

White minored in women's studies after taking Philosophy and Women to fulfill her humanities requirement.

"The instructor, content and format of the course were unlike anything I'd experienced before," she said. "We were encouraged to participate and question each other, learn from each other."

Not only was she impressed by the teaching style in her women's studies courses, White described the content of the program as "eye-opening."

"I really began to understand the foundations of our patriarchal world and began to question its influence in my own life," White said.

After graduating, White found a way to combine her Spanish major and women's studies minor by working with Latina immigrants in the United States.

White said the most important benefit of minoring in women's studies is developing the ability to be a critical thinker and to evaluate the impact of gender, race, class, ethnicity and other societal roles in the situations she faces every day.

"Women's Studies also gave me the conviction to stand up for myself and for women's rights," she said. "If we want to eliminate violence against women and gender discrimination, especially in the job market, we need to educate people with a gendered lens."

Stephanie Coe, an alum of the Women's Studies Program, got involved in women's studies because, cares about issues unique to women.

Philosophy of Women with Dr. Amy Morgenstern and Women's History with Ann Little were two of Coe's favorite classes because she said both professors inspired and challenged her.

"Both women were young and really demonstrated in their attitudes and professionalism how to be a successful outspoken woman while not losing their own feminine qualities," Coe said.

After graduating with a communication major and Women's Studies minor, Coe decided to go to law school at Ohio State University. She plans to be an advocate for children and believes that children's and women's rights are deeply tied.

"I want to work on behalf of children and many problems that women experience are significant factors for children," she said.

Coe is excited to hear about the Women's Center and said she hopes it will bring women together to have a stronger

voice and to assist women in the community. "I think it is important for universities to recognize the contributions of women as a whole and to inspire a new generation to careers they never dreamed possible," Coe said.

## The Future of Women's Studies

The next big step for the Women's Studies Program, according to Youngkin, is to develop a women's studies major.

Most of the courses that will support a major are already in place, she said, and more and more universities are establishing majors in women's studies.

"Doors are opening more and more to people who have women's studies majors... that is the future," Youngkin said. "Women who have moved through (the program) have so much to take into the future."

• Jennifer Rogers  
Women's Center Intern

*"I myself have never been able to find out precisely what feminism is; I only know that people call me a feminist whenever I express sentiments that differentiate me from a doormat."*

Rebecca West

## Women's Centers unite!...

For information from and about other Women's Centers around the country, check out these Web sites:

- Bowling Green State University Women's Center  
[www.bgsu.edu/offices/women](http://www.bgsu.edu/offices/women)
- Stanford University Women's Community Center  
[www.stanford.edu/group/womenscntr](http://www.stanford.edu/group/womenscntr)

A longer list of centers can be found at <http://creativefolk.com/wclinks/html/>

# Women's Health & Wellness

## How to Deal: Ways to keep cool under stress

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Write paper, buy dad birthday present, schedule meeting with professor, do laundry, write article.

Does it ever seem like life is just an endless "to do" list?

College is a busy time for everyone, and while there's never a dull moment, this type of chaotic lifestyle can generate a lot of stress.

Mastering stress management in college will help you become successful in the future.

What are some of the things that cause stress in your life? Can these things be helped?

Once you have pin-pointed the things that lead to undue stress, you can then work to alleviate them.

Stress is a major factor in our

everyday lives. The American Institute of Stress recognizes that, "stress can even help compel us to action. As a negative influence, it can result

*Here are a few tips from UD law professor Professor Vernellia Randall on diminishing your work in an anxiety-free way:*

- Try studying difficult or boring subjects first, once these are finished you will be motivated to complete the rest.

- Use your time wisely, study between classes. This time really adds up.

- Don't study in an environment where you will be easily distracted.

- Make sure you get enough sleep. Studies have proven that a lack of sleep affects

your proficiency during your waking hours.

- Write down your goals and put them somewhere you can view them often.

- Don't overwhelm yourself by thinking about the entire stressful work load. Take one task at a time, and then move on to the next one.

- Be proactive. If you're stressed you can work it off by engaging in a physical activity.

- Think ahead. If you procrastinate or fail to do something will you be satisfied with the outcome?

in feelings of distrust, rejection, anger and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease and stroke."

Depending on how we react to it, stress can either help us or hurt us. You are the only one who can decide how stress affects you.

If you are feeling stressed you may want to check out the Counseling Center, located in Gosiger Hall. Even if it's nothing major, they could help you talk through it out loud.

So, take a deep breath and have a stress-free day. Wrote article: check.

• Jaimie Guerra

First-year communication major

## Ask the Doc

Mary Buchwalder, M.D.

"I have heard that women who take synthetic hormones may have many side effects including increased risk for heart disease, depression, and more.

Do you have any information on Human Identical Hormone?

Do women who need hormone replacement due to hysterectomy or removal of the ovaries need testosterone replacement as well? What can you tell me about hormone treatments?"

Rosalyn

Hormonal treatments are in a real transition now. It is only in recent years that there has been really good research that is double-blinded, prospective and on-going. The Women's Health

Initiative is the study that had the medical profession questioning some of its long-held assumptions about hormone replacement therapy (HRT). Now we are finding that HRT with both estrogen and progesterone is not protective against heart disease, and may actually increase risk for some.

That may not be true for those who take only estrogen (only recommended in women who have had a hysterectomy, as estrogen alone can cause precancerous endometrial changes). This part of the study is still in progress.

Human Identical (also called "Natural") hormones haven't been prescribed much, not because doctors have anything particular against them; we just don't have much in the research literature that has used them. If there are no standard protocols for using them, how do I know

how much, what route (pill, cream, etc.), for what type of results (hot flashes, bone protection, heart protection)?

The problem is that those questions haven't been answered.

HRT still is useful for hot flashes, and a woman and her doctor must decide how long to continue the treatment. HRT was our only option to prevent osteoporosis 15 years ago, and that was a disease that caused many problems and loss of independence for senior women. Today we have non-hormonal alternatives.

Women who have had surgical menopause with removal of their ovaries do need some kind of hormone replacement, and, yes, many women do actually need a little testosterone replacement too.

I hope that covers the basics. The medical profession is

looking at hormone alternatives, but definitive answers are not yet available.

I think that as far as bone and heart health are concerned, the most important things are long-term lifestyle changes: exercise (cardiovascular for the heart, and weight-bearing for the bones) and a moderate-fat diet with adequate calcium. Older women, particularly petite, thin, white women who smoke or drink at least one alcoholic drink daily (those are the biggest risk factors for osteoporosis), should have their bone density checked to see if they need any further treatment.

Take care.

Dr.B

# Women's Center Profiles

## Charism 101: In step with Sr. Linda

Sr. Linda Lee Jackson, OP, didn't feel the call of a religious vocation until she was in her 30's. When she did take her vows with the Dominican Sisters however, she threw herself into her work of caring for other women, and she hasn't stopped working since.

Filling the role of Faith Development Coordinator for the Student Neighborhood, Sr. Linda is relatively new to UD. She arrived here this fall and says it has been a busy time for her, learning her job as she goes. Sr. Linda's congregation, the Dominican Sisters of St. Catherine de'Ricci, was founded in 1880 for the spiritual enrichment of women and have provided for their care through retreat ministry, residences for women, pastoral counseling, parish ministry and teaching. This group of sisters has a special sensitivity to women who are survivors of abuse, serious illness and recovering from addictions. Its members have a deep appreciation of Mary, not only as the mother of Jesus Christ, but as a woman rooted in reality and strengthened by her faith, she said. This connection between the Dominicans and the Marianists was one thing that attracted Sr. Linda to the job opening at

UD. Her former work as a retreat coordinator at a women's retreat center and encouragement by her fellow sisters also gave her the confidence to apply for the position. While Sr. Linda's job is rather broad, including responsibilities such as working with small discussion groups, serving

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*"If you want to love God; simply love God, and love God simply."*  
St. Francis de Sales

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students on an individual basis and working collaboratively with the other campus ministers, she has one main focus: to help students understand their spirituality as they experience it in their everyday life. "One of my dreams is to help students here get an appreciation of their spirituality – to help them learn to blend their everyday life with their spirituality," she said. "It's all about relationships. I would like the students to see that their spirituality is as easy as breathing." Sr. Linda was drawn to the Dominican order because of their charism, she said. She had often wondered if she was meant for a vocation, but never felt compelled to take vows until she met a group of Dominican sisters and heard one give a reflection on the scriptures of Holy Week. "I never knew where the journey would take me," she said of her decision to become a sister, "and I am both surprised and happy that it has brought me here to UD." She finds a unique humor to

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## POP celebrates 10 years

Ten years ago, a group of women administrative office professionals at UD felt that a support group was needed in order to promote and enhance university administrative personnel.

These women put their heads together and created POP, Professional Office Personnel, an organization whose vision is "to inspire and equip all office professionals at UD to attain excellence by providing educational programs, researching human resource initiatives, mentoring services, informative literature, and recognition."

Both Jane Perrich, POP president, and Karen Rosati, President-Elect, got involved with the group when they were new to UD and unfamiliar with the campus and its policies.

Rosati said the POP mentoring committee helps by issuing new hire packets with information about UD, and by placing new hires with mentors to whom they can go with questions and for support.

Perrich said POP strives to contact new staff members within the first few weeks they are here.

"For a new person at UD, POP is very welcoming," Perrich said.

As POP began its 10<sup>th</sup> year in 2003, Perrich said the organization decided to try to revitalize itself by taking a new approach to recruiting members. A survey was done at the beginning of the year to see what the members thought would help enhance the group.

As a result, POP is planning a series of brownbag lunches with guest speakers and

activities, as well as a larger membership drive.

Rosati, who will take over as president of POP next year, has even more plans to build the organization up. She said she would like to increase membership, as well as to enhance POP's visibility on campus through its programs and activities.

She also "would like to see POP continue to be a part of administrative decisions when it comes to professional training for administrative assistants," she said.

Perrich emphasized that POP is a group that serves a variety of functions to its members, including social, professional and educational opportunities.

Rosati agreed that a benefit of POP is forming friendships and making connections with administration and other staff members.

"With this networking, I have experienced exciting exchanges of ideas, sharing of skills and friendship with many other administrative personnel that I would not have otherwise ever come in contact with," Rosati said.

"(POP) is an outlet for creative people," Perrich said. "We're not only an organization of staff members, but we're doing our best to be of service to the community by providing information, events and networking opportunities."



# Voices Raised

## "Social Justice: Pushing it Forward"

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An exhibit, called "Social Justice: Pushing It Forward," including paintings and sculptures that address contemporary issues of racism in the United States has been on display since October in the Women's Center.

Co-curated by artist Issa Randall and UD art professor Judith Huacuja, the exhibit presents the work of individuals who are actively pursuing social change in the greater Dayton area.

This exhibition seeks to continue the conversation on race relations begun by the University of Dayton and the Dayton Dialogue on Race Relations at the recent "Community Summit on Ending Racism."

Local artists include Leesa Haapapuro, Robert Coates, Tess Little, Sharon Welch, Donovan Hahn, and Bing Davis. A special thank you is extended to the National African American Cultural Center, and to Central State Professor Debbie Stokes, for the loan of some works from their "Freedom of Spirit" exhibit.



"Homage to the Women of Sarajevo"

Tess Little  
1999, Plaster



"Millenium"

Tess Little  
2000, Paper Twist



"chuha"

Leesa Haapapuro  
2002, clay & mixed media



Young Warrior Bronze

Reginald Harmon  
In Honor of all the African  
American soldiers



"Cold Shoulders"

Sharon Welch  
2001, Acrylic

If you missed "Social Justice: Pushing It Forward" at the Women's Center, the exhibit will be on display in the Joseph E. Keller School of Law from March 1 through March 31.

# Women in science and math band together

When geology professor Heidi McGrew began taking yoga classes on campus, she expected to meet new people and make friends. She didn't expect to start an entirely new organization for women who teach science and mathematics.

McGrew said that the idea occurred to her that there was a need for such a group when she met and became friend with another woman who, although neither knew it, had worked in the same building as McGrew for the past five years.

The two had never met and McGrew decided this was her cue that something needed to be done to help the women in the Science Center get to know each other and learn from each other.

McGrew contacted the

Women's Center for help developing her idea and was put in contact with Dr. Shirley Wright of the biology department, who had long been active in speaking out for the women in the department. Wright agreed that an organization for the advancement of all women in science and math, including instructors, lecturers, part-time faculty, full-time non-tenure track faculty, and full-time untenured and tenured faculty was needed.

In the past year the two have been working together to put together a list of potential members and write a mission statement, and they have worked with the Women's Center to give a commencement dinner, which was held Nov. 20.

A group of about 35 women from the natural sciences,

mathematics and computer sciences departments were invited to a social and dinner in the Presidential Suite in Kennedy Union. UD President Dr. Daniel Curran, Provost Dr. Fred Pestello, and Associate Provost Dr. Deborah Bickford gave welcoming remarks.

McGrew said it was important that the dinner was in the Presidential Suite and that Dr. Curran was present in order to make the statement that every teacher - full-time, part-time and instructor - is equally important to the UD community.

"We wanted to include all women who teach," Wright said. "They all share commonalities, we want them to be able to share teaching styles and strategies, and to talk about student related issues."

According to McGrew, the

new Science Center was a big influence in the realization that there should be more interaction between people who work in the various buildings on campus.

"We have this great new building with the connector between Sherman and Wohlleben," McGrew said. "Now that we can connect across it, it's a great time to meet and make new associations."

• Jennifer Rogers  
Women's Center Intern

## Sr. Linda helps women be "the best they can be"

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religious life and keeps an upbeat attitude toward her work, which she believes plays a necessary role in society.

"I think there's a need for religious (orders); I have a freedom to be present to people that I wouldn't have as a married woman," Sr. Linda said. "Each of us has a particular part that is intentional within the

church. Together we can do wonderful things that can change the world."

The special focus on care of women is part of what Sr. Linda loves about her congregation and she is vocal about the importance of teaching women that they can make choices, take advantage of opportunities and live balanced lives.

She says that women, especially the students she sees daily through her work on campus,

are learning that they can do many things, although not all at the same time. She helps young women work together as a way of giving and receiving the support, and encouragement they need.

"It would be great if every woman could be the best she can be," Sr. Linda said. "People are starving for other people to use their gifts well."

Sr. Linda says that students teach her new lessons every day

about caring and genuine concern for others.

"They have taught me that each person is important, each has a gift and something to offer in every situation," she said. "These are precious gifts and I'm getting ready and looking forward to receiving a whole lot more."

• Jennifer Rogers  
Women's Center Intern

## A Good Read...

Emotional Health:

Silencing the Self: Women and Depression

- by Dana Crowley Smith

Self Help and Empowerment:

The Women's Book of Courage: Meditations for Empowerment & Peace of Mind

- by Sue Patton Thoele

Social Justice & Climate:

The Feminine Mystique

- by Betty Friedan

Women of Power & Diversity:

The Power of Soul

- by Dr. Darlene Powell Hopson and Dr. Derek S. Hopson

Search the Women's Center's book and video holdings via the Resources tab at [womenscenter.udayton.edu](http://womenscenter.udayton.edu)



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# From the Director's Desk

## We all have a stake in diversity at UD

*Recently I had the opportunity to participate in a "diversity panel" addressing members of the current cohort of Leadership UD. I was, obviously, asked to represent the perspective of UD women – no small task, I might add, given the size and, well, "diversity" of that group.*

The other panelists, Dr. Juli Burnell, Dr. Steven Dandaneau and Dr. Manoochehr Zoghi represented other traditionally "under-represented groups" at UD, gay/lesbian/bisexual/transsexual people, those with disabilities, and international men and women. [For the record, a member of the UD African American community had also been invited, but was ultimately unable to attend.]

The Leadership UD organizers had provided the panelists with a short list of questions pertaining to the climate at UD for our various groups, including challenges each still faced, as well as progress that had been made.

As I listened to my fellow panelists answer these questions from their assigned groups' perspective, a feeling of what I can only describe as "thankfulness" came over me. Listening to the very basic struggles each of these groups still faced at UD, I was reminded that there has been tremendous progress here for women. I knew this, and have tried to consistently acknowledge the commitment and sacrifices of those who had come before me and "fought the good fight" on behalf of UD women. But hearing the very difficult, often painful,

struggles of other "diverse" members of the UD community was a compelling reminder that while certainly progress has been made, as a community we still have a long way to go.

I wouldn't have thought it possible, but I left that Leadership UD meeting even more committed to the concept of diversity at UD. I left believing that until my fellow panelists could report that their groups had made similar progress to that of UD women, our institution's diversity work would not be done.

As we were wrapping up our panel, I tried to convey these feelings to the Leadership UD members when I answered their final question, "As leaders at UD, what can we do to better support your community?" I said simply, "Get involved." Don't leave the hard work of making UD an inclusive, welcoming community up to those who are diverse. Many of us are in there already, working hard, but often feeling like we're "preaching to the choir."

What we really need are caring, committed people who aren't members of these under-represented groups to join our efforts. Together, as a real community, we can create the inclusive, supportive UD we envision.

• Lisa Rismiller  
Women's Center Director

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