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Women's Center
Alumni Hall, 2nd Floor

9 a.m. - 5 p.m.
Monday - Friday
Other times
by reservation

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Title IX: Liberty and Justice for All

Think back...what were you doing on June 23, 2012? Working? Studying? Traveling? Playing or watching sports? For many, it probably seemed like an ordinary Saturday. Regardless of what you were doing that June day, if you are female, your opportunities that day forty years ago would likely have been very different. Enacted on June 23, 1972, Title IX of the Education Amendments said in part, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance..." While its effects in implementation have been far-reaching, the foundation of Title IX is about educational opportunity. So it is only fitting that on the 40th anniversary of Title IX the UD community reflects on its past and present impact.

Because Title IX has perhaps had its most visible impact in the area of women's athletics, many people mistakenly assume that it is all about women, all about students, and all about sports.

The reality is that the protections afforded by Title IX are available to every member of the campus community, female or male, student or employee, athlete or nonathlete. It touches every aspect of campus life and prohibits all forms of gender discrimination, from creating a hostile environment to denying someone a deserved grade or job promotion, to engaging in sexual violence. UD has made tremendous progress over the past several months toward becoming the equitable community envisioned by Title IX through adopting an updated statement of nondiscrimination

that clearly sets forth community members' rights and responsibilities under Title IX; developing new policies relating to confidentiality, privacy and reporting; beginning the process of reviewing and revising other policies and procedures to ensure an adequate, reliable, and impartial investigation of all complaints of discrimination; and appointing and training four deputy Title IX coordinators and a large team of Title IX investigators that includes faculty, staff and students.

We are fortunate in that the UD community has many strengths. Title IX reflects many of

our Catholic Marianist values such as inclusivity, community, and respect for the dignity of all, and the president and provost are supportive of our efforts. Student development and other University offices have been diligent in their efforts to foster a welcoming community. The alcohol and sexual misconduct taskforces have paved the way for success with their recommendations for change. The appointment of a sexual violence prevention

'TITLE IX GOES FURTHER THAN POLICIES – IT'S ABOUT DEVELOPING AND MAINTAINING A CULTURE OF RESPECT.'

education coordinator provides a wonderful resource for students and employees alike. Still, our work is only beginning. Working with offices across campus as UD's designated Title IX coordinator, we are in the midst of a comprehensive review of the many policies and procedures that come

into play when a complaint of discrimination is raised. But Title IX goes further than policies – it's about developing and maintaining a culture of respect. We need to educate every student and every faculty and staff employee about how to prevent and how to respond to sexual violence and other forms of discrimination.

We need the help of every member of the UD community to fully comply with Title IX. History teaches us that silence in the face of wrongdoing is often the easiest choice, though rarely the best one. If you believe that someone is being harassed or otherwise discriminated against, tell the Title IX coordinator or a deputy coordinator. If you don't speak out, who will? If you would like to be more involved in the process, sign up to serve as an investigator. We can always use more help.

– Lori Shaw,
UD School of Law

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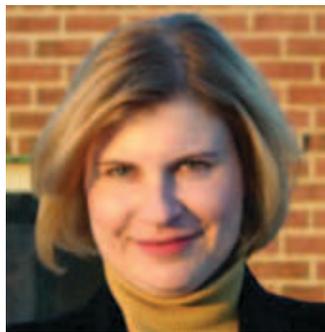
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WHAT'S GOING ON?

Inspirational Idol Barbara Palmer

On September 28, Dr. Barbara Palmer was welcomed here at the University of Dayton to host her event "From the 'Pink Lady' to 'Momma Grizzlies': Women Running for Office in the United States." Her trip was sponsored by the UD political science department and Women's Center and was funded by the League of Women Voters. On September 29, as part of the "Saturday Seminar" series, the Osher Lifelong Learning Institute at the University of Dayton (UDLLI) featured Dr. Palmer as a guest speaker. Her seminar, "From Elizabeth Cady Stanton to Hillary Clinton: A Century of Women Running for Political Office" evaluated women's changing roles in America's political system and explored how various factors have affected female candidates' opportunities.



Palmer

Dr. Palmer is an associate professor at Baldwin Wallace University, and is an expert on congressional elections and the success of female candidates in political office. She has taught courses on women and politics, American politics and constitutional law. Dr. Palmer has given interviews and presentations to a wide variety of groups across the country and the world on the history of the integration of women into Congress, the challenges faced by female candidates and the importance of getting young women interested and involved in politics. Her work has appeared in *American Political Science Review*, *Politics & Gender* and a wide variety of law reviews.

Most recently, Dr. Palmer and co-author Dennis Simon

released the book *Women and Congressional Elections: A Century of Change*, which provides a historical and contemporary perspective of women's elections into office in the United States. The book posits that over time, drawing districts to protect incumbents has had the inadvertent consequence of helping Democratic women get elected, while making it harder for Republican women to win their primaries. In fact, out of 435 U.S. House districts, over 150 are unlikely ever to elect a woman of either party. These issues are also discussed in Dr. Palmer's earlier work, *Breaking the Political Glass Ceiling: Women and Congressional Elections*, which explores the slow integration of women into Congress.

Dr. Palmer is also a founding member of Women Under Forty Political Action Committee and serves on the board of Running Start, a nonpartisan organization that works to inspire young women to get involved in politics. Her work to help women get more involved in politics is recognized and appreciated worldwide and has inspired so many to strive to have their voices heard.

With her years of expertise on women and politics, Dr. Palmer's presentation this September was an informative and exciting seminar, especially for women who aspire to become involved in American politics.

– Courtney Harchaoui '13

Magical Mentoring

The media have taught us that if we need a hand or a little support, a superhero or Prince Charming will appear in shining armor to save the day. Little do we know, these heroes work among us at UD. Over the last 10 years, 194 faculty and staff members have grown personally and professionally by participating as a mentor or mentee in the Women's Center mentoring program. The program began in 2003 as a means for improving the climate for women on campus.

While the mentors do not wear flashy costumes or grant their mentees three wishes, they are a tremendous resource for fostering personal growth and

professional advancement. The program begins with a three-hour training session consisting of Myers-Briggs testing and consultation, strategies for good communication, and a framework for building the mentor-mentee relationship. In addition, there is an interim meeting each semester to provide both mentors and mentees with the opportunity to come together as a larger group and share their successes and challenges thus far.

Though in its tenth year, the program continues to evolve. New ideas are being explored and this year the program will likely incorporate an optional journaling component. It could assist mentees in

strengthening their self-awareness and ability to track the achievement of their goals, allowing them to continue their progress after the program formally ends. The Women's Center is also looking into incorporating a relaxation activity into interim meetings as a means for self-reflection and enjoyment.

UD's greatest strength is that it is a community made up of people who genuinely care. This mentoring program demonstrates that we are surrounded by UD "superheroes."

– Elizabeth Reeves,
Graduate Student
in Communication

PROFILES



Altenau

Kickin' it with Kristen Altenau

The University of Dayton kicks off this fall semester with open arms for our brand new Sexual Violence Prevention Education Coordinator Kristen Altenau. Kristen is originally from Delhi, a small suburb of Cincinnati, and attended Miami University in Oxford, Ohio. This is her first year here as a staff member, and she is excited to join the University of Dayton community.

While at Miami University, Kristen studied psychology with a focus in pre-medicine. She intended to attend medical school to eventually become a medical doctor; however, after studying abroad, she realized that becoming a medical doctor was not her calling and instead sent out her application to Miami University's masters program in Student Affairs.

As our sexual violence prevention education coordinator, Kristen describes her duties as "developing programming, events," and an "awareness surrounding sexual violence prevention." "This includes updating the University website on sexual assault prevention education and policies and developing programs that help us do that." Her work also includes starting conversations within the UD community about sexual assault and how to build healthy relationships. She is fitting right into the Residence Life department and has already had some key accomplishments this semester.

In her position, Kristen says that she most loves having conversations about healthy relationships. She explains that the core of preventing sexual assault is learning your values, how to express those values and how to be sure you are living them in the way that you best see fit. She says that if everyone were to express

their relationship values and act in ways that honor them, "sexual violence would drop significantly." It is important for any person to understand the boundaries between healthy relationships versus the various ways relationships can become unhealthy. It is imperative to discuss these things with your significant other so that both parties have a mutual understanding when the relationship begins.

Along with her expertise, Kristen hopes to bring to UD "insight into the very complicated conversation surrounding sexual violence prevention and help UD faculty, staff and students discover their own values, morals, and beliefs." She says she will always be a student and that she loves to learn, whether it be in a classroom or an office. She is excited to experience different opportunities here at UD that will challenge her ways of thinking and help her gain new perspectives.

Miami University, a medium-sized, public university, is much different from the University of Dayton. Kristen says she can already see various differences in how the two institutions are run. While Miami University provided quite the opportunity and experience for her, she says she is "excited by the Marianist presence on campus and eager to see how we can work together to ensure quality experiences for every UD student." We as a community are excited to utilize Kristen's help, as there are a lot of things students can learn from her.

As the year continues, Kristen will be spreading her wings here at UD as she becomes more acclimated to the University and has more opportunities to meet students. For those who would like to contact Kristen, she can be reached at kaltenau1@udayton.edu.

– Megan Kennedy '13



Give Me Your Hand

Pregnancy, planned or unplanned, can be stressful and difficult, especially as an unwed college student. This is why the University of Dayton health center, counseling center and campus ministry work together to provide young women with the information, guidance and care they may need in a program called Hand in Hand. Its goal is to give women students a great deal of support from a respectful, nonjudgmental campus mentor who has gone through pregnancy before.

By providing young single mothers with ongoing love and acceptance, these women can make the healthiest decisions and gain help from knowledgeable professionals. There are also a plethora of services provided such as emotional support, counseling, free pregnancy tests, academic support, housing and resources for support off-campus. All of these services are free and confidential, making it a relatively stress-free and comfortable resource.

To get involved or find out more information, contact Bridget Ebbert with campus ministry, Dr. Mary Buchwalder or Denise Ross at the health center, or Erin Walsh Shiner with the counseling center. Hand in Hand pamphlets are available in the health center and women's center as well.

– Kaitlin Kenny '13

Hand in Hand Program

Bridget Ebbert

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937-229-1754
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Director of Nursing, UD Health Center
Gosiger Hall
937-229-3131

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Erin Walsh Shiner, Ph.D.

Assistant Director, UD Counseling Center
Gosiger Hall
937-229-3141



Ask Dr. B.

"I've thought about becoming a vegetarian. Is this a good idea?"

Well, it depends. Some people go veggie for ethical reasons: to better feed the world by decreasing our meat consumption, or to preserve the lives of animals. These reasons stand on their own merits. If you wonder if it is healthier than a diet that includes meat, the answer is yes and no. Americans in general eat too much fat and not enough fruits, vegetables and whole grains. Most vegetarian diets supply the latter but can also easily have too much fat if lots of whole-fat cheese, eggs and nuts are used for protein. Also, meatless diets tend to be low in iron, zinc and some B vitamins, so if you plan to avoid all animal products, extra care must be taken to include these nutrients and get adequate good-quality protein daily. If you also do not intend to eat or can't tolerate dairy, then you have to be careful to get other sources of calcium too. If you intend to go totally veggie, make sure to read about it first or talk to a

registered dietitian.

If you'd like to read more about the health (specifically cancer) protection provided by fruits, vegetables and whole grains, the following is a great resource:

www.aicr.org/foods-that-fight-cancer/

www.aicr.org/reduce-your-cancer-risk/diet/

Also, if you're interested, here is the information on a local group with an interest in vegetarianism:

Vegetarian Society of Greater Dayton
(937) 837-3576

Email: vsgda@yahoo.com

www.dayton.vegetariansociety.org

– Mary Buchwalder, M.D.
UD Health Center

Songs to Signs

Ah, music to our ... hands. Yes, you've read it correctly. Hands in Harmony, a sign language chorus here at UD, makes music possible for the deaf, mute and mentally disabled. Though only a small group with little recognition, Hands in Harmony has continued to make the beauty of music enjoyable for all. It may seem impossible, but this group has conquered that.

Meeting once a week on Thursdays, Hands in Harmony takes the music of the seasons and translates the actual words of the songs into signs. As the music plays, the students perform the signs in appropriate character. It is almost like attending a choral performance of a seasonal Jazz chorus, only you won't hear these students singing. The effect of their signs, however, is equally as lovely for the audience to experience. They perform both comical and serious pieces and enjoy putting on a show because it allows those less able to experience music to take pleasure in everything music has to offer.

Run by Heidi Reynolds, the director of the group, and Mary Ann Fraley, the interpreter, Hands has been part of the UD community since 1980 and is recognized as a performance ensemble. The group was inspired by the compassion and love the two women have for helping the hearing impaired – and what better way to do so than to provide the gift of music! Hands performs

for the Ohio Music Education Association conference (OMEA), as well as music therapy conferences and just for sheer delight.

Currently, the ensemble is focusing on signing a Christmas season performance. Their selections include holiday favorites such as "Step into Christmas" by Elton John, "Believe" by Josh Groban, "Baby, It's Cold Outside," and "The Twelve Days of Christmas" (the fun Muppets version, of course!). Watching the students perform and have fun with signing always makes for a great performance and a good time for all. The welcoming and thankful applause they receive from grateful audiences is always a most gratifying gift, as well as an indication that they are touching the lives of those who need help and providing a fun experience to be remembered for a lifetime.

Hands in Harmony performs several times in both the winter and spring semesters. This semester, Hands will be performing their "Christmas Spectacular" in medical centers around Dayton, as well as UD's Christmas on Campus in the Kennedy Union lobby at 7:30 p.m. Admission is free and the memories are priceless, and there is no better way to spread Christmas cheer than singing and signing loudly for all to hear.

– Joy Hamilton '14

Me, Homesick?

Often, first year students find the transition from high school to college is a bigger step than they may be ready to take. When you left home to attend UD, you may or may not have experienced homesickness to some degree. Some students get very caught up in the excitement of new friends and activities and seem to forget about their former life entirely. Other students are very excited in the beginning, only to find after several weeks that they are starting to miss what was familiar and wish for a visit with friends and family.

Still others dread the unfamiliar surroundings from the beginning and are sad and somewhat miserable for a period of time ranging from a few days to an entire semester. The problem can be doubled for an international student or a nontraditional student who lacks some of the built-in support factors that a traditional American student has access to, such as residence hall friends who speak the same language and have similar interests.



Homesickness can strike any of us when we have moved to new surroundings and are being called upon to meet our needs in a different way and with different people. Each of us has a unique tolerance for change and has learned

different methods for coping with unfamiliar surroundings. Here are a few tips to help you cope with homesickness, now or in the future.

1. Admit that you have it. Much of what you know and can rely on is back home. Homesickness is a natural response to this sense of loss.
2. Talk about it with an older sibling or friend who has gone away from home. It takes strength to accept the fact that something is bothering you and to confront it.
3. Bring familiar items from home to your new location. Photos, plants, even stuffed animals help to give one a sense of continuity and ease the shock of a new environment.
4. Familiarize yourself with your new surroundings. Walk around. You will feel more in control if you know where buildings, classes and services are.
5. Invite people along to explore. Making friends is a big step to alleviating homesickness.
6. Keep in touch with the people back home, but put a limit on calling or texting. Write letters and email of your activities and new experiences. Let them know you'd like to hear from them too.

7. Plan a date to go home and make arrangements. This often helps curtail impulsive returns and keeps you focused on your goals in staying.

8. Examine your expectations. We'd all like to be popular, well-dressed, well-organized and well-adjusted. Well, we're not. Setting a goal of perfection is the most predictable way of creating trouble for yourself. Laugh at your mistakes.

9. Seek new opportunities. As scary as it is to see all those people, classes, buildings and choices, they will provide opportunities to meet people who like what you like. Take classes that you're interested in and get involved in your favorite activity or try new ones.

10. Do something! Don't wait for homesickness to go away by itself. Buried problems often emerge later, disguised as headaches, fatigue, illness or lack of motivation.

There is no easy cure for homesickness, but it certainly feels better to talk with someone else when you're experiencing great sadness. Often, new people can show us the way to create new meaning for ourselves and can encourage us to stick with the problem and move through our feelings to new understandings. Homesickness is another way of saying we are scared to face the future, or we doubt our ability to cope. Talking with new friends, getting involved in activities or speaking with a counselor or professor can go a long way toward alleviating the worst glum.

Contact UD's counseling center in Gosiger Hall or stop by to schedule an appointment. We are here to help with this transition.

– Linda Rodgers, Ph.D., PC, CRC
UD Counseling Center



Political Prominence of Women

You've no doubt heard the saying "The hand that rocks the cradle is the hand that rules the world," and if the current election cycle tells us anything, it is that the women's vote has never been more important to the candidates. We encourage you to make every effort to become informed about the candidates, party platforms and issues that will assist you in making your decisions in November.



Obama

Michelle Obama, as well as campaigning with her husband for the presidential election this November, also works diligently on her own agenda as first lady. In 2010, she launched her Let's Move! campaign to help fight childhood obesity. Many prominent figures and celebrities have worked hard with her to support this cause and give children great examples to follow to promote healthy lifestyles. In 2011, Mrs. Obama worked with Dr. Jill Biden, wife of Vice President Joe Biden, to establish the Joining Forces Program to help establish support for and awareness of the service and needs of military families. Along with many other important tasks that come with being the first lady, she is mother to two daughters and a great political example for women everywhere.

Ann Romney, wife of Republican presidential candidate Mitt Romney, has been a basis of firm support for her husband throughout the presidential campaign. A victim of multiple sclerosis, Mrs. Romney highlights for the public the remarkable support her husband has given her over the course of their 42 years of marriage. After being publicly attacked for only being a stay-at-home mother, Mrs. Romney sought to appeal to women voters everywhere by addressing her family background and moral upbringing to prove the strong person she is and the strong family she has built her life around.



Romney



The League of Women Voters is a political, nonpartisan organization for both men and women that has a goal of education about public policies, as well as stressing the importance of participation in elections. Learn more about this organization at lwvdayton.org.

"Nuns on the Bus," part of NETWORK, a Catholic social justice lobby, is a group of Sisters who travel across the United States to speak out on behalf of people suffering as a result of the nation's economic woes. They promote the need for a budget from Congress which serves all people and will promote healthy living conditions for everyone. From June 18 through July 2, Nuns on the Bus traveled to Iowa, Wisconsin, Illinois, Indiana, Michigan, Ohio, Pennsylvania, Maryland, and Virginia, speaking out in public forums all along the way. They visited the UD campus on Oct. 10, 2012.





Each year a prayer service is held to celebrate the recipients of the Miryam Award. The award recognizes those who make the University of Dayton a better place for women. This photo highlights spiritual wellness, one component of the seven dimensions of wellness.

FROM THE DESK OF THE PROGRAMMING COORDINATOR

Nag, Nag, Nag ... How many times can you hear things like “take better care of your health, watch your diet, eat more fruits and veggies, drink water, get enough sleep and for goodness’ sake exercise.” It seems that no matter your health concern, from cancer to heart disease to energizing your love life, the advice is all of the above. We all know this, don’t we? However, there are only so many hours in our busy days, and the messages about health get tuned out like so much white noise.

Knowing that many are like me and suffer from “message fatigue,” my challenge was to find a way to do this October’s “Be a Better You: Love Your Body Month” without sounding like a broken record. So here I present the seven dimensions of wellness and challenge you to make small changes in just one or two of them each week to achieve your own results:

☐ **Social wellness** is the ability to relate to and connect with other people in our world. Our ability to establish and maintain positive relationships with family, friends and co-workers contributes to this.

☐ **Emotional wellness** is the ability to understand ourselves and cope with the challenges life can bring. The ability to acknowledge and share feelings of anger, fear, sadness, stress, hope, love, joy and happiness in a productive manner is included.

☐ **Spiritual wellness** is the ability to establish peace and harmony in our lives. The ability to develop congruency between values and actions and realize a common purpose binding creation together contributes to the spirit.

☐ **Environmental wellness** is the ability to recognize our own responsibility for the quality of the air, the water and the land that surrounds us. The ability to make a positive impact on the quality of our environment is important.

☐ **Occupational wellness** is the ability to get personal fulfillment from our chosen career fields while still maintaining balance in life. Desire to contribute in our careers to make a positive impact in work and society as a whole is key.

☐ **Intellectual wellness** is the ability to open our minds to new ideas to be

applied to personal decisions, group interaction and community betterment. Desire to learn new concepts, improve skills and seek challenges contributes to our intellectual wellness.

☐ **Physical wellness** is the ability to maintain a healthy quality of life that allows us to get through our daily activities without undue fatigue or physical stress. Adopting healthful habits (routine checkups, a balanced diet, exercise, etc.) while avoiding destructive habits (tobacco, drugs, alcohol, etc.) will lead to optimal physical wellness.*

Of course, we will still have some great programming and send you some interesting information, but this overview will hopefully give you a different perspective on wellness – without all the nagging.

– Pattie Waugh
UD Women’s Center

*“Seven Dimensions of Wellness” from the University of California, Riverside wellness site.

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