Focus on Liberia: April 19th and 20th

CEW is joining with several other U-M units to focus on Liberia and women’s leadership in that country. Through a combination of speakers and film we explore recent developments in Liberia that led to increased involvement of women in the political discourse and to the election of Africa’s first woman president.

Pray the Devil Back to Hell
Film Screening with remarks by Abigail Disney, Producer, April 19th, 5:30, Michigan League

Women in Charge: Leadership and Social Action in the Twenty-First Century
Vivian Lowery Derryck, The Bridges Institute, April 20th, 5:00 pm, Michigan League

Register at www.cew.umich.edu

BE PART OF THE FOCUS ON LIBERIA

Please join us on Tuesday, April 19, 2011, at 5:30 p.m. in the Vandenberg Room, Michigan League, to view Pray the Devil Back to Hell and hear Abigail Disney speak about her commitment to the film’s creation. Plan to stay for the reception that will immediately follow. The event is free to the public, but registration is requested on the CEW website at www.cew.umich.edu.

On Wednesday, April 20, 2011, Vivian Lowery Derryck, who has a distinguished career in national and international public affairs, will speak at 5:00 p.m. in the Hussey Room of the Michigan League. In her address, Women in Charge: Leadership and Social Action in the Twenty-First Century, Derryck will discuss the current situation in Liberia in order to illustrate a new era in global political leadership—one in which women are rising to the highest political offices.

Support for the Pray the Devil Back to Hell event is provided by the CEW Cristobel Kotelawala Weerasinghe Fund. Menakka Bailey created the fund in honor of her mother, who continues to dedicate her life to advancing women’s lives and promoting cross-cultural dialogue. This fund allows CEW to bring to campus a visiting scholar with an international focus on issues that touch women’s lives.

FILM PRODUCER ABIGAIL DISNEY TO SPEAK AT EVENT

Abigail Disney, Ph.D., says she produced Pray the Devil Back to Hell out of fear that this story “of enormous courage and integrity and perseverance and fortitude would dissolve into the mist as so many other women’s accomplishments had.”

Disney describes herself as “just a regular old mother of four.” But her credentials extend beyond that role. She’s also the founder and president of the Daphne Foundation, which supports grass-roots programs in low-income communities in New York City. Grants from the Daphne Foundation have poured millions of dollars into such causes as women’s rights, AIDS advocacy, and children’s health. Disney, a granddaughter of Walt Disney, has long been involved in various social and political causes, many of them devoted to women’s issues: The New York Women’s Foundation, the White House Project, and the Global Fund for Women.

“I have spent many years thinking about, talking up, and generically advocating for women’s political leadership at all levels of the political spectrum,” says Disney. “I haven’t done this out of any cosmic sense of women’s superiority, but rather because I believe that the world has been managed by only half of its inhabitants for too long. Down to the tips of my toes I know that the addition of women’s voices to the bargaining tables, conferences, businesses, boards and heads of the world would enrich and strengthen the integrity of the decision-making processes in those places and there for make the world a better, cleaner, safer and more just place.”

(Continued on page 3)
As I write this, it is Women’s History Month. But rather than reviewing what women have done in the past, this newsletter offers a glimpse of what women today are doing to change the world.

Singly or in community, in Africa, in the U.S. and across the world, women are addressing ongoing struggles with courage, commitment, and action.

We salute the women of Liberia as wielders of newly acquired political power. The film Pray the Devil Back to Hell portrays the activism of women working to end civil war in Liberia; Vivian Lowery Derryck of the Bridges Institute, provides analysis and understanding of these events. At the same time, we salute Abby Disney for using her position in the film industry to advance this project.

Here at home, women like Kim Bobo—our 2011 Twink Frey Visiting Social Activist—create innovative approaches to long-standing problems. Gathering members of faith communities together with workers, Bobo works to address the issue of wage theft. If wage theft is a new concept to you, as it was to some of us, be sure to read more in the story on page 7. As our Visiting Social Activist, Bobo has been able to update her important book on wage theft while also connecting with the local community. Her presentation on wage theft was co-sponsored by groups as varied as the Ecumenical Center and Internatonal Residence, the Institute for Research on Women and Gender at U-M, the Interfaith Council for Peace and Justice, and the Washtenaw County Workers Center, among others.

On our campus, CEW’s affiliated group The Women of Color in the Academy Project (WOCAP) and the Women of Color Task Force (WCTF) continue to monitor the climate for women of color faculty and the career advancement of all staff—but particularly women of color—at the University. This year’s WCTF career conference featured State Representative Shanelle Jackson as keynote speaker, sharing her own story about balancing the commitments to family, work, and self while achieving her goals.

Over 40 workshops were offered throughout the day on topics ranging from leadership to exercise to social media.

Dr. Rusty Barceló addressed women of color faculty and others who joined WOCAP at the conference Advancing Together: State of Women of Color Faculty at the University of Michigan. Barceló’s discussion of her long career in promoting diversity in higher education, along with her challenges to those in the audience, was supplemented by a variety of panels offered to participants. (For more on Barceló’s address, see page 8).

And let’s not forget the difference that one person can make. If you haven’t yet read The Immortal Life of Henrietta Lacks, you can find out more about this amazing book from our review.

At CEW, we celebrate the struggles and triumphs of women individually and collectively. Our work leads to differences in lives: a careerchanger successfully transitioning, or a student receiving the support to complete a degree. We also aim to make a difference in our community, both at the University and beyond, through workshops, special events, a docvery and research. As always, we are especially thankful for the generosity of donors near and far who support the work of the Center for the Education of Women in these lean times.

Gloria D. Thomas, Ph.D. gthomas@umich.edu

In this Issue:
Page 1.3 Focus on Liberia
Page 4.5 Honor Roll: A special thanks to our annual fund donors
Page 6 Books of interest: The Immortal Life of Henrietta Lacks
The new litation law
Page 7 Visiting Scholar Kim Bobo looks at wage theft
Page 8 Words from the WOCAP Conference

Center for the Education of Women University of Michigan Spring 2011

From the Director

Singly or in community, in Africa, in the U.S. and across the world, women are addressing ongoing struggles with courage, commitment, and action.
Focus on Liberia: April 19th and 20th

FOCUS ON LIBERIA: PRAY THE DEVIL BACK TO HELL
(Continued from Page 1)

The film features Leymah Gbowee, a Liberian social worker who inspired both Christian and Muslim women to join together to demand peace for their country. Dressed in white, thousands of Women of Liber Mass Action for Peace members staged non-violent protests. Their relentless efforts eventually forced Liberia’s then-President Charles Taylor to attend peace talks and drove warring groups to reach a peace agreement.

Pray the Devil Back to Hell premiered in 2008 and won the Tribeca Film Festival Award for Best Documentary. It has since won over 15 other awards for documentary filmmaking. Its message about the political power of women to bring about change is both inspirational and essential in all corners of today’s world.

FOCUS ON LIBERIA: VIVIAN LOWERY DERRYCK, THE BRIDGES INSTITUTE, TO SPEAK ON WOMEN AND THE POLITICAL PROCESS APRIL 20

As part of Focus on Liberia, CEW welcomes Vivian Lowery Derryck to our campus on Wednesday, April 20. Derryck co-created the Bridges Institute in Washington DC in 2009. The mission of this non-profit organization is to strengthen democracy, promote senior leadership development and foster economic growth in Africa by increasing connections between Africa and its global partners, particularly through trade and social development.

Before becoming president and CEO of the Bridges Institute, Derryck participated as an inaugural Fellow in the University’s Advanced Leadership Initiative. Her 35-year career in international development, especially in Africa, includes being the Assistant Administrator for Africa at the US Agency for International Development (where she managed an annual $1 billion in US foreign aid), president of the African-American Institute, senior vice president at the Academy for Educational Development (an annual $500 million US-based NGO), and Senior Advisor of the Africa Leaders Forum.

We invite you to join us for Vivian Lowery Derryck’s presentation and the reception that follows. Given her long time commitment to education and advocacy as well as to gender equity, political participation, conflict resolution and economic development, she will offer a perfect complement to the Tuesday evening, April 19 Pray the Devil Back to Hell program.

FOCUS ON LIBERIA: THE OLDEST REPUBLIC IN AFRICA

Liberia, the oldest republic in Africa, was established in 1822 by the American Colonization Society (ACS) as a colony for both free-born African-Americans and freed slaves. Rather than integrate freed slaves into U.S. society, the ACS established Liberia, which from its beginning had a complicated social structure. The Libreans of Liberia, the Afro-Liberians (those who settled in Liberia from the US) long maintained political and social dominance despite the fact that they made up less than 5% of the population. Liberia’s sixteen native tribes, who have always comprised the vast majority of the country’s inhabitants, have historically been at the bottom of the caste system.

Liberia became an independent state in 1847. With financial support and interference from the U.S. and other nations, the Americo-Liberians maintained their rule for over 100 years. Then, in 1980, Samuel Doe, a member of an indigenous tribe, led a coup against the settlers’ rule. What has followed is a long years of bloody turmoil and infighting amongst the various tribal factions, culminating in Charles Taylor seizing control of Liberia in 1997. Taylor’s corrupt leadership and human rights violations against Liberian citizens led to his ouster in 2003. The current, 24th president of Liberia is Ellen Johnson Sirleaf, the first elected female president of an African country.

According to an article in the New York Times (Daniel Bergner, Oct 24, 2010), Johnson Sirleaf is regarded as “‘a figure of pro found hope for Africa by many in the West and as a savior by some Liberians…partly because she is a woman.’” Faced with nearly insurmountable poverty, corruption and lack of infrastructure, the President has faith in the future of Liberia and in the power of Liberian women. “She doesn’t hesitate,” explains Bergner, “in declaring that women make better leaders. Women lead more than a quarter of her ministries...‘Women are more committed,’” Johnson Sirleaf says. “Women work harder...They are more honest; they have less reason to be corrupt.’”

Pray the Devil Back to Hell
Film Screening with remarks by Abigail Disney, Producer,
April 19th, 5:30, Michigan League

Women in Charge: Leadership and Social Action in the Twenty-First Century
Vivian Lowery Derryck, The Bridges Institute,
April 20th, 5:00 pm, Michigan League

Free and open to the public. Register at www.cew.umich.edu

We would love to hear your CEW story

Over our nearly 50 years, the Center for the Education of Women has come into contact with thousands of women and men. Are you one of them? Do you have a CEW story to tell?

This summer CEW will begin collecting comments, reminiscences and stories from people whose lives the Center has touched in some way—through a scholarship, a research grant, financial support for a personal crisis, a workshop or special program, one-on-one counseling, or any other connection.

Members of our extended family often tell us how much they value the support and awakened self-confidence they received from the people and services at CEW. This is your opportunity to use your experiences as “payback,” as a way to encourage other women in their personal and professional journeys.

We hope you will want to take part in this exciting new project. For more information about how you can contribute, please contact CEW staff members Jean Wattman (wattman@umich.edu) or Elissha Dernmor (edernmont@umich.edu). They are eager to speak with you.

Over Forty Years of Providing Service, Research and Advocacy
Thank you

The Center remains thankful for all the many individuals, families and foundations that choose to support our clients with their financial gifts. Without such gifts, many lives would go untouched by the power of the Center’s programs, services and support. The Center staff, CFW Leadership Council and clients offer our heartfelt thanks.

This list reflects gifts received from January 2010 through December 2010

Joan Campbell and Timothy Williams
Paula Caproni
Deborah Carey and Robert Yehl
Eugenia S. Carpenter
Noreen and Leo Carrigan
Marjorie and Donald Carter
Rita and Vincent Caruso
James L. Casserly
Kathleen M. Cavanagh
Maria A. Cervone
Letha A. Chadha
Ross Chambers
Audie and Susan Chang
Ann T. Chapman
Ann and Robert Chappuis
Debra Chopp
CMMB Real Estate Holdings, LLC
Jean Colby
Lucile B. Conger Alumnae Group
Ann Cook and Daniel Siivola
Kimberly Cook-Chennault and Marc Chemnault
Jane W. Cooper
The Cove Point Foundation
Maria and James Coward
Penelope and Richard Crawford
Constance J. Cress Trust
George H. Cress Trust
Geraldine R. Custer
Mary Ann and Roderick Daane
Lynuba Dubich
Constance J. D’Amato
Sheldon and Sandra Danziger
Julia Donovan Darlow
Carole and David Dar
Belinda Davis and
Peter M. Appelbaum
Mildred F. Denecke
Gayle Dickerson

Judy and Steve Dobson
Molly H. Dobson
Esther Donahue
Allan L. Dreyfuss
Joyce P. Duke
Jane Dutton and Lloyd Sandelands
Dee and Marilyn Edington
Deborah B. Edson
Morgan and Sara Edwards
Elizabeth and Gary Elling
Myra and Hans Fabian
Ruth and Stefan Fajans
Dr. Falls, Henderson, Wolter, Cox, Gutow & Lich
John and Margaret Faulkner
Sheila Feld
Peggy and James Fisher
Camille Fitzsimmons
Nancy Fitzsimmons
Andrew Flint
Lynda S. Flood
Susan and James Florsheim
David A. Follett
Bob and Patti Forman
Elaine A. Franco
Dale and Bruce Frankel
Linda and Larry French
Jo Freudenheim
Twin Frey and Jim McKay
Katharine and Dan Frohardt-Lane
Sumiko and Koichiro Fujikura
Harriet Fusfeld
Ann C. Gawler
Paula Gaylord and John Gaylord
Elaine K. Giza
Janice R. Geddes
Florence L. Gerber
Linda C. Giuliano

Joanne L. Goodwin
Lee Gorman and Mark Edward Ritz
Linda M. Grant
Marion A. Guck
Sondra Gunn
Susan and Richard Gutow
Janice L. Hall
Jeannie W. Halpert
Samantha Hand Fratus
Charlotte Hanson
Janice and Randall Harvey
Deborah and Norman Herbert
Vicky B. Hoffman
Carol Hollenshead and Bruce Wilson
Esther and David Howell
Ann D. Hungerman
Joan and Everett Irlend
Ruth and Martin Jaffe
Reshma Jagsi and John Pottow
Kay Kiner James and Christopher James
LaTres L. Jarrett
Sarah H. Jessup
Harold R. Johnson
Diane and Paul Jones
Josephine H. Wiley
Judy M. Judd
Julie Evans
Tom and Marie Juster
Beatrice and Robert Kahn
Sonya Kalousdian and Ira Lawrence
Carol Ann and C. William Kauffman
Susan W. Kauffman
Sara L. Kellermann
Mary Lou Kemme
Sally and David Kennedy
Evelyn S. Kennedy
Mary and William Kinley
Constance M. Kinnear
Patricia and Richard Kirschner
Wallis and Robert Klein
Kumar Family Charitable Fund of the Fidelity Charitable Gift Fund
Marlene and John Kondelik
John and Janice Kosta
Constance and Charles Olson
John Corbett O'Meara
Elizabeth Oneal
Susan and Mark Orringer
Colleen B. Pace
Pain Recovery Solutions, P.C.
Donna E. Parmelee
Julia Patterson and Robert Morgan
Elizabeth M. Payne
Erika Peresman and David Jaffe
Patricia A. Pueser
Nancy S. Pickus
Lana and Henry Pollack
Jennifer R. Poteat
Kathy and Philip Power
Susan H. Rasmussen
Agnes and Stephen D. Reading
Bonnie and James Reese
Cheryl Reichert
JoAnne M. Reid
Crystal Hearne Reinoos
Anne and Frederick Remley
Elisha P. Remne
Margaret J. Ressler
Sandra J. Rice
Betty Richart
The Rajo Riders
Karen Ridgway
Ranny Rieker
Joyce and Stuart Robbins
David C. Romans
Noel R. Rosenbaum
Joan and Marc Ross
Janice and David Rourke
Jean P. Rowan
Alice and William Roy
Jane L. and Walter J. Ruehe
Swanna and Alan Saltiel
Bernice Sandler
Miriam Sandweiss
Helen S. Schaefer
Elizabeth A. Schlenk
Claudia and Anthony Sciolty
Michelle L. Segar
Madeleine V. Seiler
Gil Seinfeld
Susan Sekreta
Harriet Selin
Ingrid and Cliff Sheldon
Zetta Simmons-Clarke
Sandra and Richard Simon
Alice Simsar
Virginia Simson Nelson
Barbara Furtis Sloat
Jean and Thomas Shope
Greta Smith
Hilary J. Smith
Pamela M. Snider
Lydia M. Soo
Eleanor and Andrew Soves
Elizabeth Spring
Lloyd & Ted St. Antoine
Mary P. Stadel
Ann Stagier
Virginia and Eric Stein
Janice F. Stephens
Ruth H. Stang
Ellen and Jeffrey Stross
Barbara and Donald Sugerman
Charlotte Sundelson
Nanora L. Sweet
Peg Talburt and Jim Peggs
Gloria D. Thomas
Lundea M. Thomas
Natalya A. Timoshkina
Deborah and Michael Tirico
Alicia E.M. Tisdale
Janet M. Topolsky
Cecilia Trost
Nelly S. Ullman
Aline Underhill Orten Foundation
Mary L. Unterburger
Andrea and Douglas Van Houweling
Rebecca and Charles Vest
Kristina M. Voros
Jean A. Waltman
Patricia and Kenneth Warner
Karl E. Weick
Zelma H. Weisfeld
Darragh and Robert Weisman
Mariella Wells

Matching Gifts
Microsoft Corporation
PepsiCo Foundation, Inc.
Square D Foundation
Steelcase Foundation

Every effort has been made to ensure the accuracy of this list. We apologize if your name has been misspelled, omitted or incorrectly listed. Please notify Kristina Bingham at 734.784.6005 or binghamk@umich.edu so that we may correct our records.
New Law Helps Nursing Mothers Who Work

Provides "reasonable break time" for breastfeeding moms

Approximately 75% of mothers start breastfeeding immediately after birth, but less than 20% of those moms continue to breastfeed after returning to work, according to Corporate Voices for Working Families. Workplace barriers such as inflexible break schedules, inadequate facilities, and professional stigma have contributed to women's breastfeeding decisions. One benefit of the Patient Protection and Affordable Care Act that President Barack Obama signed into law March 23, 2010, is that it includes a section on Reasonable Break Time for Nursing Mothers. This federal law amends the Fair Labor Standards Act (FLSA) of 1938 by requiring employers to provide time and space for nursing mothers to pump breast milk. In addition, this amendment does not diminish any state law that gives workers more rights to pump at work. (For the actual text see Public Law 111-148, sec. 4207 at http://thomas.gov.) While this act does not remove all workplace barriers that prevent women from breastfeeding, it does help to reduce the restrictions.

With the new legislation, employers must provide "a reasonable break time to an employee to express milk for her nursing child for one year after the child's birth each time such employee has need to express the milk." The location provided must be a suitable place other than a bathroom and must be shielded from view and free from any interaction from co-workers and the public. Although this law is a significant gain in securing workplace rights for nursing mothers, it applies only to non-exempt workers (i.e., most non-salaried employees) and excludes employers with fewer than 50 employees if the firm can prove that it would "impose an undue hardship."

The benefits of breastfeeding to both mother and infant have been well recognized by medical personnel. Women who breastfeed have a reduced risk of breast cancer, ovarian cancer, type 2 diabetes, postpartum depression, and cardiovascular disease. Also, breastfeeding protects infants and children from ear infections, several acute and chronic diseases, and reduces the risk of obesity.

CEW and the University of Michigan's Work/Life Resource Center (WLRC) have long been advocates for breastfeeding moms. As members of a committee addressing student parent issues in the mid-2000's, CEW and WLRC assisted U-M in developing a number of lactation sites across campus. WLRC continues to expand the number of sites and provides extensive lactation resources. For more information, please visit http://hr.umich.edu/worklife/parenting/lactation.html.
Wage theft and its impact: Workers and taxpayers suffer

Are you recently enjoyed dinner in a nice restaurant? You might be shocked to discover that you could have been spending your money in a business that's practicing wage theft. What is wage theft? In this situation it could be a restaurant that requires workers to work overtime but doesn't pay them for it, as mandated by law. Or, it could be that the tip you added to your credit card payment was never passed on to the server. Perhaps the prep cooks in the kitchen are being paid a flat weekly salary, no matter how many hours they work. Wage theft is any practice that denies workers the total wages to which they are legally entitled.

Kim Bobo, CEW's current Twink Frey Visiting Social Activist, literally wrote the book on wage theft: Wage Theft in America: Why Millions of Working Americans Are Not Getting Paid—And What We Can Do About It and she is spending the month of March at CEW updating it. The first edition proposed many changes to U.S. Department of Labor enforcement practices, some of which have now been incorporated into the Labor Department's practices. And since the original publication of the book, local and state activists have achieved passage of wage theft laws in municipalities and in states.

Ms. Bobo notes that wage theft takes many forms, is more common in certain business sectors, and is most likely to affect vulnerable workers. Given the current economic downturn, virtually all workers feel “vulnerable.” Even victims of wage theft may state “At least I have a job.” However, low income and unskilled workers tend to be most vulnerable, as they are more easily replaceable.

Although wage theft has the greatest impact on the workers themselves, Bobo points out that it also hurts ethical businesses (who may be underbid), the public (because taxpayers face the burden of supporting workers whose employers have not paid into social security taxes and other funds), and the overall economy. The average low-wage worker loses $2,500/year in unpaid wages; money that is not reinvested in the economy.

Another common form of wage theft is the illegal use of independent contractors—a practice often seen in the construction industry. Paying workers as independent contractors instead of employees means the business will not pay:

- overtime
- employer contributions to FICA or social security
- unemployment insurance.

Consider the implications of this practice in these situations: When a contracted painter is laid off a construction job, she receives no unemployment because the employer has not made contributions. When a roofer falls, he isn't entitled to worker's compensation for the extended medical expenses. Meanwhile, the businesses who do hire their workers as employees find it hard to compete in the market with their additional employee-related expenses. Paying workers as independent contractors when they should be paid as employees is pay roll fraud.

Kim Bobo is the founder and Executive Director of Interfaith Worker Justice (www.iwj.org). During her stay at CEW, Ms. Bobo presented a community forum where she discussed working across faith communities to develop local awareness and campaigns regarding wage theft. The event was co-sponsored by several interfaith organizations, U-M units, and labor organizations.

Each year, the Twink Frey Visiting Social Activist (VSA) Program brings to CEW a social justice activist whose work affects women and recognizes gender equity issues. The program is made possible through a generous gift from U-M alumna Twink Frey and her husband James McKay.
Lessons from Dr. Rusty Barceló, President, Northern New Mexico College

WOCAP conference: nationally recognized leader for equity in higher education addresses attendees

On March 18, the Women of Color in the Academy Project hosted Advancing Together: State of Women of Color Faculty at the University of Michigan. With the goal of “promoting an equitable, diverse campus environment,” this one-day conference offered a public forum for faculty and administrators to share their experiences, hear about achieving career success, and connect with colleagues from different departments and campuses. All six panel sessions, designed by and primarily for women of color faculty, covered career advice valuable to all-U-M faculty and graduate students: Mentoring for Junior Faculty, Promotion from Associate to Full Professor, Considering Leadership Positions, Balancing Work and Personal Life, Engaging with your Community, and Promising Practices for a Diverse Campus.

Confereence attendeees came from across the U-M campus, from area universities, and as far away as Chicago. A highlight of their day was the luncheon keynote address by Dr. Nancy “Rusty” Barceló, President of Northern New Mexico College and nationally recognized leader for equity and diversity in higher education.

We share with you here some key points of Dr. Barceló’s message:

Women and people of color have historically stood on the outside and on the margins of academia. They took their stands at the river's edge, shouting over the waves at higher education institutions on the opposite bank, demanding entry and loudly voicing their issues and concerns. Now more minority faculty and--to a much lesser extent--minority administrators have bridged the waves and claimed their places in university classrooms and administrative offices.

The dilemma these professionals face, however, is how to straddle the river: Maintaining their voices of dissent in the face of ongoing discrimination and injustice and, at the same time, working within the ivy-walled benefits for the best interests of everyone they serve. Barceló used her own experiences to illustrate the complexity of this dilemma. Throughout her long career as a student, faculty member and administrator, Barceló has been an outspoken critic of the lack of diversity in higher education. Now as the new President of Northern New Mexico College, Barceló knows that, while continuing to press for transformational change around issues of equity and diversity, she must also represent and address the needs of everyone on her campus.

Barceló directly challenged the leaders of colleges and universities to take advantage of the experience and wisdom minority faculty can provide for problems facing higher education. “If you want to know how to run a program on a shoestring budget, just ask us.” “If you want to manage interdisciplinary studies, just ask us.” “If you want to incorporate diverse points of view, just ask us.” Barceló noted that too often “diversity” and “excellence” are posited as opposites, when in fact they are intertwined. She repeatedly challenged this opposition, whether found in recruiting practices, graduate education, or tenure decisions.

One of Barceló’s concerns (echoed at the afternoon panel Considering Leadership Positions) was the need for succession planning. She indicated that, in her experience, without people of color, women, or LGBT folks in positions of leadership their concerns have a greater tendency to fade away. In the forty years since the Civil Rights Movement, leaders have emerged, but at this point many of those people are close to retirement. Challenging women of color faculty in the audience, Barceló pointed out that it’s time for some of them to step forward and decide to become those new leaders. She charged them to ask “What am I going to do?” Although she acknowledged that the move from faculty to administration is difficult in some ways, and that the role of diverse champion can feel lonely, Barceló pointed to the fact that, unless these roles are filled, colleges and universities soon won’t have the women of color graduate students to be hired into the faculty ranks, nor the faculty available to move into administration. Despite the fact that the role Rusty Barceló has played as an administrator focused on building diversity in academia has been difficult and lonely at times, it is clear from her spirit and enthusiasm that it has also been immensely satisfying.

The Women of Color in the Academy Project (WOCAP) was founded by a group of female faculty of color at the University in 1994 to highlight the contributions women of color make to the university community and to society at large; build a campus-wide network of women of color faculty; advocate on behalf of women of color faculty and graduate students; and serve as a model for future recruitment and retention programs for women of color faculty at the national and international level.

Contact WOCAP coordinator Ching-Yane C. Sylvester for more information at yuncs@umich.edu