

CEW To Lead Statewide Campus Sexual Assault Conference

CEW has been awarded a \$20,000 grant by the U-M National Center for Institutional Diversity (NCID) to convene a working conference on October 4-5, 2012, for Michigan colleges and universities and their community partners. The conference will focus on sexual violence on college campuses in the context of Title IX.

The U.S. Department of Education Office of Civil Rights recently issued a policy guidance clarifying Title IX requirements as they relate to student-student sexual harassment, including sexual assault, finding that prevalent myths about “date rape” have led colleges and universities to adopt often-ineffective prevention and resolution strategies. As a result, campuses across the country, including the University of Michigan, are reviewing and revising policies and procedures to ensure compliance. Some of the required changes are controversial and are leading to challenging campus and national conversations.

Sexual Assault on College Campuses:

- 20-25% of college women experience attempted or completed sexual assaults but only 5% report their assaults to police or campus authorities.
- A 2002 study of male college students found that while 94% of men did not rape, nearly two-thirds of those who did were serial rapists who had an average of six victims each at the point of being interviewed.

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CEW Center for the Education of Women University of Michigan

*Menakka and Essel Bailey believe deeply in the power of education to transform lives and are strongly committed to projects that bring together people from the U.S. and other regions of the world. In keeping with that commitment, they have created the **Menakka and Essel Bailey Graduate Fellowship** at the Center for the Education of Women.*

Menakka and Essel Bailey Create New Graduate Fellowship

The new graduate fellowship will enable American students to pursue research, field work, cultural experience, or other study relevant to their graduate degrees in South or Southeast Asia (excluding China or Japan), with preference given to the areas of public health, health care, or environmental work. The Menakka and Essel Bailey Graduate Fellowship provides up to two grants of \$2,000-\$5000 each. The fellowships are supported through an endowment gift made early in 2011, and matched by the President’s Donor Challenge. The first fellowship awardees will be announced in April 2012.

Menakka Bailey grew up in a Sri Lankan family that strongly valued public service. During the late 1950’s her father, Oliver Weerasinghe, came to New York to serve with the United Nations as a consultant and town planner to various countries developing more and better housing in the post war period. In 1965 he was named Sri Lankan ambassador to the United States and served in that capacity in Washington until 1974. From 1956-65, her mother, Christobel Weerasinghe, was a representative at the United Nations for the World



Menakka and Essel Bailey

Federation of the United Nations Association and also created a series of multi-national written and recorded cultural materials for adults and children. Throughout her life, Christobel Weerasinghe promoted international understanding and cross-cultural dialogue, as well as women’s advancement. In 2004, Menakka Bailey honored her mother by creating the Christobel Kotelawela Weerasinghe Fund. The fund allows CEW to bring to campus international speakers who are scholars, activists and public servants in order help to promote global understanding. Menakka, too, has worked toward gender equality and international understanding. As an employee of the University of Michigan, she did early work bringing together U-M faculty members dedicated to conducting

research on women and gender. She has served on several non-profit boards including Planned Parenthood and is a dedicated supporter of the Center for the Education of Women. Menakka now works with her husband in private investments.

Essel Bailey, Jr., an attorney, corporate executive and private investor is currently, with Menakka, a Managing Director of Alpha Capital, Inc., a private investment firm. He serves on the boards of nonprofit organizations related to mental health and hospice services and is a Trustee of the Michigan Chapter of the Nature Conservancy. Mr. and Mrs. Bailey are directors and owners of companies engaged in commercial real estate, health care for the elderly, and pharmacy services.

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Center for the Education of Women
330 East Liberty Ann Arbor, MI 48104
734.764.6005
www.cew.umich.edu

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from THE DIRECTOR

In all of our activities, CEW maintains its focus on inclusion and addressing the career and educational needs of overlapping campus groups: namely, women staff and faculty of color, as well as nontraditional students and students of color.

CEW is excited to be embarking upon several new strategic priorities and this issue of the *CEW Newsletter* provides an overview of some of these initiatives.

CEW continues to build opportunities for undergraduate and graduate students by providing meaningful and engaging learning experiences that allow them to enhance skill building in their respective disciplines. Supporting the academic mission of the University is a critical CEW role. Our article on Pam Watson's experience as a School of Social Work counseling intern provides a personal account of how the students who work with us at CEW combine classroom learning with experience. CEW also supports students through our scholarship program, now featuring a new graduate student fellowship funded by Menakka and Essel Bailey.

Collaborations with other University units as well as with our community partners ensure that CEW's work is enhanced

and expanded. Through our support of the Women of Color Task Force, CEW is instrumental in bringing nationally recognized leaders in higher education, such as Dr. Johnnetta Cole, to speak to the campus community. In this issue, we share highlights of her WCTF Conference keynote speech.

Another collaborative effort highlighted in this issue is our newest funded project, which involves partner units here at U-M, at other Michigan campuses, and in the community. This unique convening of professionals who deal with sexual assault of college students will advance both discourse and practice in this area of service to college students as well as institutional policy development.

By enhancing the experiences of women faculty and staff, CEW continues to assist the University to prepare and retain the leaders and the best. You will also read about an innovative new program for women of color faculty and postdoctoral fellows developed by the Women of Color in the Academy Project.

In all of our activities, CEW maintains its focus on inclusion and addressing the career and educational needs of overlapping campus groups: namely, women staff and faculty of color, as well as nontraditional students and students of color. Our strategic priorities for the year ahead focus on providing meaningful experiences that will propel their skill-building, working with other partners to conduct this work collectively, and providing opportunities, whenever possible, to advance their leadership capacity. Take a look for yourself to see how you might lend a hand or benefit from what we have to offer.

Gloria Thomas, Director, CEW

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CEW Congratulates 2011-2012 Scholars at October Event

CEW's Annual Scholarship Awards Ceremony is held in October and misses the Fall newsletter deadline. But we would like to congratulate all 49 scholars honored this past year for their achievements and thank the donors that make it possible.

All 49 students have had an interruption in their educational progress but are now enrolled at the University of Michigan and show not simply academic achievement, but promise in achieving future professional goals and contributing to the wider community.

These scholars represent all three U-M campuses, both undergraduate and graduate degrees, and a wide variety of disciplines. Ranging in age from 25 to 54, the women and man who received scholarships join over 1,300 former CEW scholars who can attribute their academic persistence in part to CEW and its many generous supporters.

Save the date for this year's scholarship event: September 30th, 2012.

The Shirley Verrett Award

Glenda Dickerson First WOCAP Shirley Verrett Awardee



Glenda Dickerson

It was with pleasure that in 2011, the Women of Color in the Academy Project (WOCAP) announced the establishment of the Shirley Verrett Award in honor of the internationally acclaimed opera legend. It is with sadness that we recognize the recent passing of our inaugural awardee, Glenda Dickerson. On November 6, 2011, Glenda Dickerson, Professor of Theatre and Drama in the School of Music, Theatre and Dance, was honored with the inaugural Shirley Verrett Award. Established by the Office of the Senior Vice Provost in partnership with WOCAP to honor Ms. Verrett's legacy, the \$5000 award recognizes a faculty member whose work—teaching, performance, scholarship, or service—supports the success of female students of faculty in creative fields who come from diverse cultural and racial backgrounds, and promotes diversity as a central part of the University's educational mission.

Shirley Verrett has been described by the *New York Times* as a “remarkably complete and distinctive operatic artist,” and performed over 40 roles all over the world during the course of her illustrious career. As the James Earl Jones Distinguished University Professor of Voice at the University of Michigan, Ms. Verrett also touched the lives of countless students, one of whom said of her commitment to teaching: “Professor Verrett would have walked the world over for her students.”

It was especially fitting that Glenda Dickerson was the first person honored with the Shirley Verrett Award as these two women shared some wonderful qualities: both were internationally acclaimed artists, and were influential mentors and role models for students and fellow artists—especially women of color. Those who had the pleasure of seeing them perform also know that Glenda and Shirley shared another quality—a gift that one of Glenda's long-time colleagues called a “public calmness.” Whether performing at the Met, on Broadway, or in a more intimate stage or classroom setting, both women captivated and moved audiences with their charisma and serene presence.

Glenda Dickerson was a director, folklorist, adaptor, writer, choreographer, actor, black theatre organizer and educator. Over her career, she used the context of history and culture to increase awareness and understanding of women of color throughout the world. Her many prestigious awards, including an Emmy and a Peabody, were testament to how successfully she accomplished this. One of her more recent projects, *Kitchen Prayers: Performance Dialogues*, perfectly embodied that spirit—by giving voice to black women and celebrating their stories and strength.

At the University of Michigan, Ms. Dickerson established and directed the African American Theatre minor. She was also the founding director of U-M's Center for World Performance Studies, an interdepartmental and interdisciplinary center that has united artists, scholars, and the community through the international language of the arts. A charismatic teacher and inspiring role model for women of color, and according to one colleague, Glenda, “brought light into countless lives of those who have struggled throughout the years to become professional artists.”

There will be a memorial service honoring Glenda Dickerson at the Arthur Miller Theater on Thursday April 19 at 4:30pm. For more details, please contact the WOCAP Project Coordinator, Ching-Yune Sylvester at yunecs@umich.edu.



Shirley Verrett

Women of Color in the Academy Project “Write-ins”

Our lives are so busy with constant emails, texts and knocks on the door. When writing is integral to your work, how do you find the time to get it done? Particularly as faculty, it is so easy to get caught up in the immediate demands of teaching, traveling, and meetings, that making the time to write—journal articles, books, grant proposals—often falls by the wayside.

The Women of Color in the Academy Project (WOCAP) initiated a new series of bi-weekly “write-ins” targeted to women of color faculty and postdoctoral scholars. Every other Friday during the past academic year, the women met on campus for coffee, tea, and uninterrupted time to write—no phone calls, no visitors, no expectations for socializing. These “write-ins” have been a wonderful opportunity for academics to schedule time to write away from their offices, knowing that they will be in the company of others who are also committed to writing. At the end of last semester, participants gathered for an informal dinner to allow everyone who had been sitting together all semester, working in silence, a chance to get to know each other.

This initiative has been a wonderful way to meet WOCAP's mission of supporting the professional success and well-being of women of color academics at the University. This summer, WOCAP will hold a 2-day writing retreat that will address issues of how to write effectively and will allow plenty of time to work on individual writing projects and to get to know each other. In the Fall we plan to launch structured writing groups in addition to the “write-ins” for those who prefer to have more interaction, collaboration and accountability.

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CEW Inaugurates Carol Hollenshead Award

On October 27, 2011, CEW presented the first Carol Hollenshead Awards for Excellence in Promoting Equity and Social Change to Professor Edith (Edie) Lewis of the U-M School of Social Work and Department of Women's Studies and to Catherine Lilly, Senior Advisor to Tim Slottow, the U-M Executive Vice President and Chief Financial Officer.



Carol Hollenshead

The award recognizes a U-M faculty member, staff member or student whose sustained efforts have resulted in greater equity in the University community or beyond. CEW created the Hollenshead Award to honor Carol's twenty-year service as director of the Center and chair of the President's Advisory Commission on Women's Issues (PACWI), her previous service to the University and to women, and her broad commitments to access and equity. As CEW director, Hollenshead broadened the Center's role and impact, increasing its influence as a locus for advocacy and policy change, leadership development and research while sustaining core services. As chair of PACWI, Hollenshead initiated many policies of importance to women and men on campus.

Professor Edie Lewis



Professor Edie Lewis has made social justice concerns the center of her scholarship and activism throughout her career. Her work explores the intersections of gender and ethnicity in the lives of women of color, the outcomes of empowerment interventions for women and the development of interventions to systematically address

societal inequities. In Ghana, Lewis works on women's successful economic development strategies. Lewis's approaches to advocacy and problem solving for oppressed groups have become part of the MSW curriculum, as have the dialogue group strategies and skills she pioneered. Outside of the classroom, Lewis has actively fostered a sense of community for generations of women of color faculty, staff and students across the University and was a founder of the Women of Color in the Academy Project.

Catherine Lilly



Catherine Lilly has devoted her career to promoting diversity and inclusion and to developing leadership and organizational effectiveness among University employees. A collaborator and coalition builder, Lilly's accomplishments include directing the Business and Finance Leadership Academy, organizing and leading U-M Diversity

Community Conferences and helping to launch the Business and Finance-U-M Diversity Passport. She has also worked to promote labor-management partnerships to reduce conflict by addressing issues proactively.

CEW Is Awarded NCID Grant *Continued from page 1*

Sexual Assault and Students

CEW's "Campus Sexual Assault Policy and Programs: Promise, Problems and Progress" project is based in the understanding that sexual violence is both endemic and epidemic on college campuses, with women far more frequently affected than men. Freedom from violence is a key determinant of students' ability to successfully pursue higher education, and Title IX demands gender equity.

According to a year-long investigation of campus sexual assault by the Center for Public Integrity released in February, 2010, "students found 'responsible' for alleged sexual assaults on campuses often face little or no punishment, while their victims' lives are frequently turned upside down. Many times, victims drop out of school, while students found culpable go on to graduate."

Details of the Project

The CEW project has both statewide and institutional goals:

- To engage institutions of higher education across Michigan in conversations about best practices in gender violence prevention and intervention
- To increase campuses' access to state information about training, advocacy and legislative action and to strengthen capacity for collective action toward policy change
- To facilitate and influence statewide and national conversations about the effects of the Title IX policy guidance
- To sustain and deepen the conversation that will be taking place in the coming year about U-M policies and procedures for addressing sexual assault, building on an extensive set of discussions designed to ensure broad community participation
- To bring research-based information to bear on the policy discussion about long-term changes to the institution's procedures for addressing sexual misconduct

The conference will begin with a half-day working session on lessons learned from Title IX implementation involving teams from six Michigan campuses. The next day will be an open-access conference to which we will invite Michigan colleges and universities, community-based sexual assault service providers, and members of the U-M community. It will feature a series of presentations on campus sexual assault, looking at issues like male aggression, supports and barriers to survivor disclosure, evaluation and best practices.

Following the conference, we will create and disseminate proceedings and recommendations regarding institutional policies and practices and statewide policies and possible coordinated efforts to address this issue.

A Joint Effort

Our collaborators on this project, in addition to NCID, include multiple U-M units: Abuse Hurts, the U-M Sexual Assault Prevention and Awareness Center, Office of Student Conflict Resolution, Office of Institutional Equity, Department of Public Safety, and School of Social Work faculty members Rich Tolman, Dan Saunders and Mieko Yoshihama; Associate VP for Human Resources Laurita Thomas, General Counsel Suellyn Scarnecchia, VP for Student Affairs Royster Harper and Dean of Students Laura Blake Jones have endorsed this project. Community collaborators include the Michigan Coalition Against Domestic and Sexual Violence and the Domestic Violence Prevention and Treatment Board of the Michigan Department of Human Services.

Working together, we anticipate using our collective experience and leading research to shape policy at U-M, at campuses across Michigan, and nationally.

“I love it when participants realize that we can do more than help them find jobs. We’re interested in helping them achieve their full personal and career potential.”

Counseling Intern Sees Many Re-entering the Work Force

CEW’s core counseling mission thrives, including our commitment to the residents of Ann Arbor and surrounding communities. In order to serve everyone, the Center has re-instituted a partnership with the University’s School of Social Work. As at various times in the past, we are once again an intern field placement site for MSW students focusing on interpersonal practice. Pam Watson, who began seeing CEW participants in Fall 2011, is the first MSW counseling intern participating in this new program. She will be at the Center through August 2012, especially focused on working with women and men from the community.

Pam’s experience at CEW has served as a useful parallel to her coursework at the School of Social Work. CEW is an interesting internship site, according to Pam, “It’s not strictly career counseling, as I’d expected—CEW is a place where counselors consider a person’s whole life.” Pam indicated that she’s seen a lot of people who are entering (or re-entering) the workforce and that there are two quite different categories of these participants. Many of these people are experienced professionals but now face a labor market with a surplus rather than the shortage for which they were trained. She points out that much of her work with them is about considering broader

opportunities in which to use their skills. On the other hand, she sees young women, newly graduated from U-M, who “have no clue what they want to do or plan to do. Or, they are told they need experience but don’t know how or where to obtain that.”

“I’m amazed that people sometimes travel so far to come to CEW,” Pam says. “They find us through the website, by referral from another University unit, or simply by word of mouth. I love it when participants realize that we can do more than help them find jobs. We’re interested in helping them achieve their full personal and career potential.”

Pam is a perfect fit for the Center and the people we serve. She had been married for 14 years and had two sons when her marriage ended in divorce. “I didn’t see it coming,” she says, “but since then I’ve grown and learned a lot about myself.” Realizing she needed to redirect her life, Pam earned an associate’s degree at Washtenaw Community College in human services and a bachelor’s degree in social work at Eastern Michigan before coming to the University of Michigan for her MSW.



Now she’s able to integrate her learning with her experience working directly with people. As part of the internship, Pam meets with her supervisor weekly to review her appointments and to improve her knowledge and skills; she is

then able to bring those insights into classroom discussions. Similarly, she points out that having taken courses on working with families and with adults provides her with the knowledge needed to work on the complex and multi-layered circumstances and concerns of CEW participants. “I felt comfortable from the first time I walked into CEW,” Pam says. “It’s a great experience, and I think I’m a good role model for some of the women I see. Having learned to empower myself, I’m excited to have the chance to help empower others.”

Pam has also become actively involved with several area non-profit agencies, including the Collaborative Autism Center and Ele’s Place and is currently the president of the TLC Adventure Preschool board. During the year between her BSW and her MSW, Pam increased her volunteerism calling it “a gift to myself, something I’ve always wanted to do.” In the future, Pam—who is herself vision impaired—dreams of working with others, especially children and their families, who face vision-related challenges. “I know my parents and I could certainly have used the advice and support of a social worker when my condition was first diagnosed.”

We’re delighted to have Pam Watson as our first new counseling intern. And we look forward to a long and mutually rewarding relationship with the University’s outstanding MSW program: working together to serve the Ann Arbor community.

Remembering Myra Fabian

CEW lost one of its long-time counselors this past month. Myra Fabian joined the small staff of the Center for the Continuing Education of Women in 1965. In those early days when CEW was defining itself, Myra’s background and experience in counseling women students as Dean of Women at Wilmington College added a valuable component to the developing Center. Her commitment to the mission of CEW and to gender equity never faded. By 1973, Myra became the coordinator of CEW’s counseling services. Many CEW staff and counseling participants remember Myra’s caring presence in her 25 years at CEW. Her impact continues to be felt by countless women whose lives she touched.



Dr. Johnnetta Cole –“Continuing to talk the talk of higher education diversity and inclusion”

“**O**ne of the most critical tasks of this moment in history is for us to discover and celebrate the great diversity” said Johnnetta Cole, PhD, in her keynote address celebrating the 30th anniversary Women of Color Task Force career conference on Friday, March 2, 2012. Speaking to a crowd of over six hundred in Rackham Auditorium, Dr. Cole charged the audience with countering the “destructive myth...that excellence in education is impossible if there is diversity,” saying that in fact excellence is only possible with diversity.

An accomplished anthropologist, fellow of the American Academy of Arts and Sciences, and the holder of an honorary degree from the University of Michigan, Cole made history in 1987 when she became the first African-

American woman to serve as the President of Spelman College. She later served as President of Bennett College for Women and currently directs the Smithsonian National Museum of African Art .

Dr. Cole noted the essential role that staff play in higher education as critical partners to help create an environment outside of the classroom that includes the joy of working with, understanding and exchanging views with people of different communities, thus supporting the fundamental academic mission. Saying “We cannot teach what’s needed for productive citizens without taking on the creation of, sustaining, and profiting from diverse environments” she called on academic institutions to recognize the critical need for inclusiveness and of gaining insight into the locations of power and privilege.



Exploring the issues of power and privilege, Cole called upon her listeners to acknowledge their own multiple identities, including race, socioeconomic status, gender, sexual orientation, and so forth. “Each of us is capable of practicing bigotry,” she noted, based on those multiple identities and she charged her sisters in the auditorium to confront their multiple identities including being women of color. In parallel fashion, she charged those white faculty and staff to develop empathy, work at understanding the experience of African-Americans, and to take on the responsibility of bringing people of color to the campus—to do the hard work necessary to change academic environments, to embrace diversity.

Working Toward an Environment of Inclusion

The Women of Color Task Force (WCTF), a staff professional development network comprised of 43 women from all three U-M

campuses, chose Dr. Johnnetta Cole as this year’s conference keynote because throughout her career, Dr. Cole has consistently addressed the issues of racial, ethnic and gender parity.

The WCTF supports the academic mission by creating career development and mentoring opportunities for University of Michigan employees, which results in a more skilled and engaged workforce. The Women of Color Task Force is supported by the Office of the Provost, University Human Resources, and the UMHS Human Resources Office. Additional corporate support for the 2012 conference was provided by TIAA-CREF.

Note: A podcast of the 2012 WCTF conference opening session including Dr. Johnnetta Cole’s keynote address will be available on the CEW website in April.



Almost 600 participants enjoyed the day-long WCTF 30th Anniversary Conference. We thank TIAA-CREF for their Platinum Plus corporate sponsorship of \$15,000.