



UNIVERSITY of NEW HAMPSHIRE

18 June 2008

Mark W. Huddleston
President
University of New Hampshire
Thompson Hall, Room 204
University of New Hampshire
Durham, NH 03824

Dear President Huddleston:

The past year has been one in which the President's Commission on the Status of Women has worked on a number of very important issues. Foremost among them are the needs for a women's center, on-site child care, and a comprehensive policy and additional space for lactating mothers. The Women's Commission has continued in its role of developing programming that addresses a variety of subjects integral to women's lives. In addition, we discussed ways in which student reporters (as well as the faculty advisors) on *The New Hampshire* could be trained to be more sensitive in the reporting of issues and crimes related to gender and sexuality biases.

Women's Center/Room:

The Women's Commission, along with the Violence Against Women Committee, held special meetings in December and March to discuss strategies for establishing a Women's Center on the UNH campus. At these meetings members of the two groups focused on starting out by creating a Women's Room, preferably in the MUB, that could be used by a number of student groups, as well as a virtual women's center for online access to information on relevant events and other resources.

Child Care Center:

The Women's Commission feels very strongly that available, on-site child care should be an integral part of the family friendly policy of the university. Not only would it fill a desperate need for students, faculty, and staff already at UNH, but it would be also an important recruiting tool. The child care committee has been working to gather information on the need for child care on campus, possible ways to achieve that goal, and what steps have been made over the past several years. The Child Care committee plans to continue working over the summer months.

Lactation Policy: The committee has been working with Donna Marie Sorrentino to find space for additional lactation rooms. So far this has been unsuccessful. They have also been working with Donna Marie and Human Services to establish a system-wide lactation policy.

Programming: The programming committee has continued to develop new kinds of programming, such as the Spirituality Bag Lunch Series, and to co-sponsor programs of other groups, such as the Violence Against Women Committee and Women's Studies. Highlights of the Women's Commission programming include hosting the New England Conference on Land Grant University Women in September and the 24th Annual Women's Commission Awards Celebration, with Pulitzer Prize-winning *Boston Globe* journalist Eileen McNamara as the featured speaker, in April.

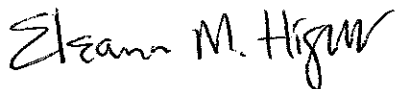
At the last meeting, it was proposed to add more students to the Women's Commission, as the students felt that they did not have the number needed at commission meetings, especially if one or two students were not able to attend, to have their concerns, such as the Women's Room, be given enough attention. This would necessitate changing the commission's bi-laws.

Members of the Commission greatly appreciated Wanda Mitchell's attendance at the last commission meeting and her support for the Women's Room. They also expressed their disappointment that you, the President, were unable to attend a meeting. The commission members hope that you will be able to do so toward the end of next year so that they may present their work to you in person.

Next year the Women's Commission plans to continue working on the Women's Room, Child Care, and Lactation Policy initiatives, as well as review and update the bi-laws of the commission.

Attached please find the documentation for this year's work of the Women's Commission.

Respectfully submitted,



Eleanor M. Hight
Chair, President's Commission on the Status of Women
Associate Professor of Art History

Cc: Wanda Mitchell, Janice Pierson

President's Commission on the Status of Women

Draft of Proposal for a Women's Room

("A Room of Her Own")

May 2008

Description: The Women's Room will be a place that can be used by a number of women's groups, and other groups that support the equity of women on campus, for meetings and as a resource center. Though the Women's Room will focus on women's issues, it would be inclusive of all genders and sexual orientations. Most of these groups involved are student groups, though the Women's Room would be open to all. Information gathered on women's centers at other New England Land Grant Universities by Donna Marie Sorrentino for the Women's Commission will be helpful in developing the mission of the Women's Room.

Location: Preferably the MUB, or another centrally located, accessible location.

Staffing: Initially this would be entirely student run, in unpaid positions. These positions could possibly be internships or independent studies for course credit. The students would determine whether they would like input from the Women's Commission, Women's Studies, or faculty and staff advisors. It does seem natural, however, that the Women's Commission and the Violence Against Women Committee would be affiliated in some way.

Funding: Initial funds from those set aside by UNH for student organizations. Once the space is secured, additional funding for things such as furniture, computer(s), office supplies, Xeroxing, etc., can be obtained through grants from organizations such as the Parents' Association. The Women's Commission could also help raise money for the Women's Room, possibly through an event that would be a special fundraiser.

How to get it done: The student groups that are interested need to apply together to the MUB (Mary Anne Lustgraaf) for a room. Since there are a number of groups together, it is thought that might give the request a priority.

The support of President Huddleston, Wanda Mitchell, and others would help make this a reality.

President's Commission on the Status of Women

Recommendation of the Women's Commission
To the UNH Central Administration:
Child Care at UNH

Draft
5/19/2008

The child care study working group has worked to put together this summary sheet. We will continue to meet over summer 2008 and look forward to increasing our efforts to address this pressing issue in the 2008-2009 academic year.

In many printed materials, including the Diversity Progress Report, UNH emphasizes the importance of providing campus programs and services for students, faculty, staff, and administrators.

The 2007 Diversity Progress Report cites three indicators that directly support the goal of providing child care at UNH:

- 1) **Campus Climate** (how do we improve campus programs and services for students, faculty, and staff?),
- 2) **Institutional Recruitment and Retention** (how can we increase the number of culturally diverse students, faculty and staff?), and
- 3) **Community Outreach** (how do we advance a community of inclusion?).

The findings of the 2006 report on Child Care at UNH by Professors Mary Banach and Karen Van Gundy are persuasive. A child care facility for the wider university community is more a public than personal need. We should place a priority on its development and implementation.

Summary Points

- A genuine need for childcare is evident.
 - 286 (number of faculty age 24-45)
 - 984 (number of staff age 24-45)
 - 84 (number of faculty with children ages 0-6)
 - 260 (number of staff with children ages 0-6)
- The creation of a facility supports UNH's claim to a "family friendly" workplace.
- Choose a vendor to run the facility. One particular vendor manages 88 of the 100 Fortune 500 companies that have them.
- Use the facility as a key faculty, staff, and student recruitment tool. The potential of this facility to enhance diversity recruitment efforts is impressive.

Other Points of Note:

- Parents will pay full price. A sliding scale may not be necessary, although it would certainly be of great assistance to people of diverse economic backgrounds.
- An on-campus facility is not a necessity. A near campus facility is.
- Some of the greatest benefits, in addition to diversity recruitment, will be in morale and performance of continuing faculty and staff. Reducing turnover and absenteeism conserves University resources.

President's Commission on the Status of Women

Programming Committee Events:

9.06- present International Women's Club

Average attendance: 10

Meetings build community among international women at UNH.

9.05 – present Violence Against Women Committee

Point persons and record keepers for the Violence Against Women Committee.

Arranged a joint meeting spring semester to explore the need for a women's center and to receive an update from Vicki Banyard on the survey: "Unwanted Sexual Experiences at UNH".

9.27 – 9.28 New England Conference on Land Grant University Women

Attendance: 21

The group shared program successes and challenges on issues of women's safety and progress toward equity and inclusion in education and employment opportunities.

UNH women's programs shared the following: 1) *Bringing In the Bystander Project*, Mary Moynihan, 2) *Sexual Harassment and Rape Prevention Program events and awareness education*, Mary Mayhew, 3) *The Unwanted Sexual Experience Survey*, Mary Moynihan, 4) *The Violence Against Women Committee programs and initiatives*, Sarah Linz. President Darlene Miller, New Hampshire Community Technical College in Manchester delivered the luncheon address "How Are We Serving Our 'Non-Traditional' Students?"

Collaborator on 10.04 Spirituality Café: Faith Traditions: A Hindrance or Enhancement to our Democracy?

Attendance: 40

Keynote speaker Prof. Marla Brettschneider, Political Science and Women's Studies presented a talk on the Discovery discussion topic of Democracy, and discussion tables focused on freedom to practice: how much freedom under-represented groups have to practice the religious faith of their choice and Democracy and how under-represented faiths work under the current climate of majority rule.

Collaborators: The Office of the Vice Provost for Diversity, the United Campus Ministry to UNH, The Office of Multicultural Student Affairs (OMSA), & the UNH Chaplains Association, Campus Ministry at St. Thomas More, Women's Studies Program, and the Discovery Program

2.07 – 2.21 Spirituality Bag Lunch Series

Average attendance: 6

Lunch discussions on spirituality, faith and religion. A collaboration of the Women's Commission and the Women's Studies Program

2.07

"How we Define Spirituality, Faith and Religion" with Rev. Dr. Mary Westfall, Durham Community Church

2.14

"Social Justice and Spirituality: How do we combine these worlds of social action and faith?" with Julie A. Tracy, Associate UNH Chaplain

2.21

"How Might Spirituality Connect With Personal Growth?" with Paul Cody, Ph.D., UNH Counseling Center

Collaborator on 3.04 Spirituality Café: Women and the F Words: Faith, Feminism, Forgiveness, Fundamentalism, Forbearance . . .

Attendance: 43

An honoring of religious and spiritual diversity to Women's History Month on religious/spiritual gender identity, equality or inequality for women, and feminist transformations of spiritual/religious communities. Discussion table questions included: "Has your religion or spirituality sustained/enhanced gender identity?" and "Are there practices and/or rituals that you grew up with in your faith (religion) or spirituality that sustain and enhance your sense of gender identity?" We collaborated with United Campus Ministry, the UNH Counseling Center, OMSA, Campus Ministry at St. Thomas More, The Discovery Program, Health Education and Promotion and the Women's Studies Program.

3.04 Sex and Candy

Attendance: 20

An initiative of the VAWC, this program featured Keith Labelle of LNL Training Associates of the University of Rhode Island who presented a program on training stereotypically difficult audiences. The title of the program will be *Sex and Candy*, Adam McCrery, the Greek Affairs Coordinator, was asked for assistance in bringing fraternity brothers to this event. SHARPP collaborated on this event.

4.09 24th Annual Women's Commission Awards Celebration

Attendance: 76

Keynote Pulitzer Prize-winning *Boston Globe* journalist Eileen McNamara delivered "Gender and Race As They Apply to the 2008 Presidential Elections".

Awards were presented to student, faculty and staff members who had made outstanding contributions to the equity and inclusion of women in this community.

4.09 Women's History Lecture with Pulitzer Prize-winning *Boston Globe* journalist Eileen McNamara

Attendance: 15

Lecture and Discussion: "Responsible Journalism in a Diverse and Changing World" including the editor of *The New Hampshire*. The topic of the rights and responsibilities involved in using the First Amendment in daily work revealed that priorities be given to the perception of the reader versus the intent a newspaper's writers and editors.

Remarks from McNamara offered pause for thought. Participants of diverse backgrounds and cultures expressed that several student-run publications are not meeting the needs of students of multicultural identities.