

Council on the Status of Women (CSW)

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<http://www.uiowa.edu/csw>

Chair: Diana Harris (2007-2008)

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Mission: The University of Iowa Council on the Status of Women acts as an advisory body to the University administration and as an advocacy group for all women on campus.

Much of the Council's work is done by committees; membership on CSW committees is open to anyone on campus. CSW members can form committees to work on an area of interest at any time. The current active committees are:

Diversity and Campus Climate
Gender Equity in Athletics
Unwelcome Behaviors
CSW Herstory
Jean Y. Jew Women's Rights Award

History: The Council was established in 1976 by May Brodbeck, Vice President for Academic Affairs, in response to the 1975 International Women's Year program on women's education and employment.

Reporting Structure: The Council is advisory to University administration.

Target Population(s): All (women) on campus.

Events: (annually) co-sponsor Celebration of Excellence and Achievement among Woman; Sexual Harassment Survey results (2006); Public Engagement kick-off and youth issues discussion (2005); Reception for new women faculty (2004); Sexual harassment survey (2004)

Initiatives: The Council on the Status of Women has been involved in and has been the catalyst for projects such as studies of salary and equity in the mid-1970s and mid-1980s, the 1993 survey of sexual harassment on campus repeated in 2004, and the campus climate report card. The Gender Equity in Athletics Committee is following the Athletics Review Committee to ensure that there be a review in 2008 of the merger (**Appendix B**). Unwelcome Behaviors working to publicize the results of the 2004 sexual harassment survey (**Appendix A**). The annual Campus Climate Report Cards, 1994-1998, were models that other institutions have copied (**Appendix C**). In 1995, the CSW subcommittee on Campus Homophobia submitted a proposal for the establishment of the Lesbian, Gay, Bisexual, and Transgender Resource and Education Office (**Appendix D**) and the Affirmative Action subcommittee in the 1980s reported on diversity efforts on campus and in specific units. Work by the Child Care Needs committee resulted in more child care available on campus. The Profession and Scientific staff system was review by CSW in 1989-90 (**Appendix E**).

Impact: The council has proposed campus policies regarding comparable worth, child care centers, affirmative action, family leave, and sexual harassment grievance procedures. Subcommittees have researched, written, and issued reports on affirmative action, the professional and scientific system, campus lighting, homophobia, and the UI report card.

Staff: The Council consists of twenty voting members (five faculty, five professional and scientific staff, five merit staff, and five students) and ex-officio members from several University offices.

GEF Support: \$2000/year from Provost's Office (Center for Diversity and Enrichment)

How CSW supports the Core Values and Goals of *The Iowa Promise*

The Council on the Status of Women works to create a campus environment where all women can live, work, learn in the most supportive and sustaining surroundings. The reports of past committees and the on-going support for the annual Celebration of Excellence and Achievement among Women and the annual Jean Y. Jew Women's Rights Award show a continued and on-going commitment toward the goal of creating the desired campus climate.

CSW has worked to improve the climate -- campus climate report card in mid- to late 90s; campus homophobia committee proposal for lgbt resource center in 1995; affirmative action committee reports in the late 1980s; comparable worth review in 89-92; child care needs in 88-89. Currently CSW has a committee working on issues of diversity and campus climate. This year CSW has joined with the Diversity Council Chairs to further the committee's engagement in diversity initiatives. When women on campus live and work in an environment that supports all women, the entire University community becomes a more vital place.