

Women's Center Congratulates Honorees, Scholarship and Award Winners

The Women's Center is delighted to congratulate those who have been honored recently for their accomplishments and for their contributions to the University of Louisville, including:

Honorees at the Women's Center tenth anniversary celebration on March 11 for their leadership in establishing three UofL women's organizations: Barbara Lewis and Linda Shapiro, Commission on the Status of Women; Ann Allen, Lucy Freibert, and Nancy Theriot, Women's Studies Program; and Judi Jennings and Lucy Freibert, Women's Center.

Winners of the Carolyn Krause Maddox Prize in Women's Studies: award for undergraduate student: Jill Clark; award for

graduate student: Genevieve Petty.

Winner of the Harry S. Truman Scholarship: Elizabeth Sawyer.

Winners of Fulbright Teaching Assistants: SaMae Burrage and S. Seabrook Jones.

Winners of the University of Louisville Women's Club Scholarships: Mary Christine Burgess and Joy Carter.

Winners of the Commission on the Status of Women Scholarship for the Study of Women and Global Issues: Carole Boudreau, Anita Damjanovic, Eleni Simeou, Ashley Gray, Tayana Hardin, Meghan Carrigan, Arianna Carroll, Sharon Scott, and Disha Pancholi.

Nominees for the University of Louisville Distinguished

Faculty Awards. Distinguished Teaching: Beth Boehm, English. **Distinguished Service:** Grace Giesel, Law; Joy Hart, Communication; Riffat Hassan, Humanities; Susan Kennon-Williams, Diagnosis and General Dentistry. **Outstanding Scholarship, Research and Creative Activity:** Anita Barbee, Social Work; Carolyn Mervis, Psychological and Brain Sciences; Michele Pisano, Pharmacology and Toxicology. **Exemplary Multicultural Teaching:** Nefertiti Burton, Theatre Arts; Harlina Churn-Diallo, Health, Physical Education and Sports Studies; Margaret D'Silva, Communication; and Sharon Moore, Social Work.

Focus on ...

U of L's Commission on Diversity and Racial Equality



Front row (l. to r.): Ed Laster (Chair), Georgetta Moore, Erika Stith, Michael Byrne, Mordean Taylor-Archer, Ibrahim Imam. Middle: Linda Wilson, Brenda Hart (Vice Chair), Ed Segal. Back: Cathy Patus, Julius Wong, Robin Harris. Not shown: Eric Baker, Gabino Fernandez-Botran, Al Herring, J. Blaine Hudson, Ricky Jones, Irving Joshua, Sambreddhi Kharel, Sha'shray Moore, Pat Spearman.

It has been almost five years since former University of Louisville President John Shumaker established the Commission on Diversity and Racial Equality, or CODRE, to serve as his chief policy advisor on issues of diversity at U of L. Currently, CODRE has 22 members who monitor and assess university efforts to enhance campus diversity and report them to President James Ramsey. CODRE also recommends ways to make UofL more welcome to persons of color and, through its association

A Sincere Thank You...

To everyone who attended the tenth anniversary celebration of the Women's Center and to those who generously sponsored the event:

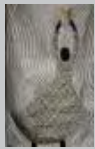
Sponsors for Equality: Friends and Family of Eugenia Powers; The Rudd-Sarfin Family Trust; Kathleen Kearney Schell; University of Louisville Commission on the Status of Women; University of Louisville Office of the Provost; University of Louisville School of Medicine – Office of the Dean; Virginia L. Woodward. **Sponsors for Advocacy:** Ann K. Benfield; Robin R. Harris; Delinda Stephens Buie; Susan J. Herlin. **Sponsors for Education:** Emily Bingham; Lee Cochran; Kim Greene; Sandy Gulick; Marsha Weinstein.

Sponsors for Community-Building: Theresa Butler, Martha Neal Cooke; University of Louisville Multi-Ethnic & Cross-Cultural Programs; Cheryl Lindsey; Laura Rothstein; Linda Shapiro; Terry and Nancy Singer; Shirley Willihnganz.

(To see pictures from the event, check out the Women's Center at <http://www.louisville.edu/provost/womenctr>.)

The Women's Center News

Editorial Board: Lucy Freibert, Barb King, Kathy Kremer, and Kathy Pendleton. Please send letters, questions, and comments to The Women's Center, University of Louisville, Louisville, KY 40292. Call 502-852-8976 or e-mail womenctr@louisville.edu.



A Message from Women's Center Director Mary Karen Powers

On the evening of March 11, during her remarks for the Women's Center tenth anniversary dinner, Professor Brenda Hart said, "*The poet Alice Walker once observed that justice and hope are twinned. So justice doesn't bloom without hope; and hope can't bloom without some experience of justice. Tonight we are honoring a legacy through which seeds of justice and seeds of hope have been planted at the University of Louisville.*" Professor Hart then introduced the first of three speakers who outlined the work which has been done over the past ten years by the President's Commission on the Status of Women, the Women's Studies Program, and the Women's Center.

During the speakers' remarks, individual women whose work has significantly contributed to gender equality at the University of Louisville were recognized. These women are: Linda Shapiro and Barbara Lewis, who co-chaired the 1994 UofL Task Force on the Status of Women, Lucy Freibert, who taught the first UofL women's studies class, and Ann Allen and Nancy Theriot, who have provided leadership to the Women's Studies Program during the past ten years. The final speaker recognized the founding Director of the Women's Center, Judi Jennings. Each woman received a sterling silver pin representing the "dancing lady" on Dr. Mary Craik's wall hanging, "Reaching for the Stars," which was a gift to the Center on the occasion of our tenth anniversary. The pins were created especially for the Women's Center by goldsmith and jewelry designer Joe Kremer.

The following morning, I was stopped by several women who had attended the dinner. One said, "That was a lovely event. I felt really proud to be a woman." Obviously, then, seeds of justice and hope have created pride in ourselves – which is a wonderful way to celebrate ten years at the University of Louisville.

Yes! Please add my name to your mailing list!

Name _____

UofL Dept. (or) Address: _____

City _____ State _____ Zip _____

***Mail: to: Women's Center, University of Louisville,
Louisville, KY 40292. Thanks!***

Please add me to your email list _____

Notes from the *Third Wave*

Marea Stamper

Women's Center Student Coordinator

How Great She Was

The tenth anniversary dinner was a **time of celebration** for all of us in and around the Women's Center of the University of Louisville. I was particularly celebrating the words and person of Naomi Wolf, who is both a longtime personal heroine and favorite writer to me, not to mention an all-round and especially fantastic good old-fashioned uppity woman. I just discovered Wolf on a trip a couple of years ago on my mother's bookshelf and stole her book outright to read on the Greyhound back to Louisville. The paperback I found was ***The Beauty Myth***, and it has meant so much to me ever since I found it. I guess you could say that

I had an "Aha!" moment.

This is what Naomi gave me. Not only did I begin to think about the ways that the myths of beauty oppress all women, I also learned a valuable lesson: when a myth is revealed to be a myth, some of the power of that myth decreases.

And it did. The power of that myth decreased for me personally. Thank you for that!

When I found out that Naomi Wolf was going to come and speak to us I got really excited. I didn't know what to expect from a writer who thinks on such a wide scope. Needless to say, I was not disappointed. The tenth anniversary dinner was not just a celebration, in name alone, of a milestone passing, it felt like a celebration from the heart. Ms. Wolf was vibrant, wild, and full of energy--and most importantly--solutions. It was exactly what I needed to hear to reinvigorate my commitment to resolving women's issues. I think we all left feeling a bit taller...a bit more free...a smidge more uppity? Thanks to everyone who came and shared the evening with us.

Women Who Write Seventh Annual POETRY AND SHORT PROSE CONTEST FOR WOMEN

Submissions must be received or postmarked by May 31, 2003. First Place winners in each category receive \$75 cash and a \$20 gift certificate good at any Hawley-Cooke Booksellers. Second Place winners in each category receive \$50 cash and a \$15 gift certificate good at any Hawley-Cooke Booksellers. Third Place winners in each category receive \$25 cash and a \$10 gift certificate good at any Hawley-Cooke Booksellers. ALL winning entries will be published in the 2004 *Women Who Write* literary anthology. The writers will be invited to read from their winning entries at a reception at Hawley-Cooke Booksellers. **SUBMISSIONS MUST BE RECEIVED OR POSTMARKED BY MAY 31, 2003.** For rules of entry check out the UofL Women's Center web site at: http://www.louisville.edu/provost/womenctr/women_who_write.html.

**U of L
Women's Center
1992-2002:**

***Who's up for
another
ten years?***

An Interview With...

Belinda Roundtree-Chandler

Superintendent, Custodial Services, University of Louisville

One of the largest and busiest divisions in the University of Louisville's Physical Plant is the Department of Custodial Services. Its staff cleans and maintains about five million square feet of space in 131 buildings on three campuses, spread out over 660 acres of land. The Physical Plant web page lists their areas of responsibilities as "restrooms, offices, classrooms, public building areas, interior window cleaning, snow/ice removal from building steps, cleaning of flooded areas, cleaning upholstery, maintaining building entrance mats, trash removal, infectious waste handling...stripping and waxing of floor tile and shampooing of carpets in entire building areas."

Belinda Roundtree-Chandler became superintendent of Custodial Services in 1991. In an interview, Roundtree-Chandler said her responsibilities are "maintaining the cleanliness of the university buildings." With her staff of five, she supervises 175 custodians.

Over the years, the number of custodians has declined. "With the university increasing its staff, we reduced ours. We have learned how to work smarter and not harder and we're more sophisticated in the way we do things." Nevertheless, she predicts that her staff will grow as UofL expands. Presently, Each custodian is required to

maintain an average of 30,000 square feet of building space on a daily basis.

The changes at U of L in the last 12 years have been amazing to Roundtree-Chandler, not only because of the university's growth and of product and technological improvements in the cleaning industry, but also because of her own experience. She began working at UofL as a custodian 27 years ago. This gave her time "to see a lot of things" as she worked her way into administrative positions, developing her own ideas about what she thought would be good for custodial services. "I would implement some of these things. I would spend a lot of



energy, undying energy, to help make the custodial staff see how important they are to the university and to make sure that they are happy in their jobs." She was "scared to death" at first to head the department because she hadn't had much administrative experience. She succeeded, she says, because her predecessor encouraged her and because she thought the challenge was exciting. "I am very proud to be the first woman superintendent and, being a

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with the Commission on the Status of Women, works to improve the campus climate for UofL's students and employees. CODRE makes every effort to work with UofL to overcome racial discrimination and respond to the ever-changing national and international cultural climate.

Ed Laster, director of UofL's Multicultural Academic Enrichment Program on the Belknap campus and current CODRE chair, said in an interview that he thinks the Commission is an "evolving" organization because it carries on the work of the Black Advisory Committee and it has merged with the University Diversity Committee, which worked with the administration for years to address areas of concern related to diversity.

CODRE gets its work done through monthly meetings, three standing committees for staff,

student, and faculty concerns, and a diversity programming committee. CODRE also serves as UofL's Campus Environment Team. It is an extension of the work begun in the 1980s, when the Kentucky General Assembly agreed that efforts were lagging to eliminate remaining effects of segregation, and it enacted a law requiring public colleges and universities to

increase the African American representation in faculty, students, and staff. Laster said CODRE, in its capacity as UofL's Campus Environment Team, holds public hearings to

gather information regarding climate/diversity issues. After UofL, "I think other state institutions began to start their own campus environment teams, so we were kind of the

lead group for them as it relates to diversity issues on college campuses in Kentucky," Laster said.

When asked what he thought the potential is for increasing the number

of people of color at UofL as students, tenured faculty, and administrators, Laster said that the potential "always exists," but that change will occur only with a well-funded plan of

"You can't expect to change things or improve things by doing things the same way" Laster said, "so you have to have a plan of action, you have to have the resources to implement a plan of action, and you have to hold people accountable for those actions."

action that holds people accountable. "You can't expect to change things or improve things by doing things the same way" Laster said, "so you have to have a plan of action, you have to have the resources to implement a plan of action, and you have to hold people accountable for those actions." Although UofL has increased the number of African American faculty and executive administrators, Laster said progress has slowed in recent years. Associate Provost Dr. Mordean Taylor-Archer is the highest-ranking African American woman at UofL and one of the few women of color in executive administrative levels. "There are no African American women of color in key positions in the Athletics Association and only one woman of color dean in Arts and Sciences." People, though

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***Roundtree-Chandler
continued from p. 3***

woman of color is kind of a plus, too," she said.

Roundtree-Chandler thinks being "firm, fair, honest, and caring" describes her leadership style. Managers need to focus on the "total person," she says, so that their employees are comfortable in their jobs. The interaction with people is what she enjoys the most about her own position. "I like the challenge of seeing things clean and orderly and in place, but I enjoy the people."

Many women have encouraged her over the years. Elaine Whelan, who was assistant to the dean when Roundtree-Chandler worked in the School of Education, told her she could "do anything she wanted to if she put her mind to it." She also credits her mother and sisters. "Mom never said that there was

something you couldn't do," and "My sisters never stop whatever they put their minds to." Roundtree-Chandler also believes that her life as a Christian and her belief in God have contributed to her success, and having the "best management team in the world does help a great deal."

As for the future of Custodial Services, Roundtree-Chandler hopes that the wages for her staff will increase in recognition of their important role in "preparing the University of Louisville for what it does best—education every day." She also hopes that people will get past the stigma of janitorial work, as she has done. "Once I identified the fact that people like to see things clean and orderly, it gave me a sense of gratification." Providing a place where people can learn

and succeed gives her a sense of pride, too, and thus she encourages people to consider a career in custodial services. "As long as there is a world, there are buildings and somebody's going to have to clean them."

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still supportive of the concept of diversity, are more inclined to allow their opinions to "crystallize" on one side of the issue or another. "There doesn't seem too much room for tolerance in the middle," Laster said. He wonders whether general concerns over UofL's budget woes may have shifted the university's attention away from diversity issues.

One key ingredient to achieving these goals is creating a welcoming campus

climate. Through his many years working at UofL and now with CODRE, Laster has come to believe a woman of color will feel welcome and appreciated if she senses that the university values her as a person and a woman of color, even though she knows that the majority of people here, and most of the people in positions of authority, are of a different race or ethnicity. He feels, moreover, this depends on one's awareness and acceptance of herself as a person of color. This awareness and acceptance, Laster believes, can be helped along if UofL encourages diversity.

For more information about CODRE and UofL's diversity initiative, check out <http://www.louisville.edu/diversity> and <http://www.louisville.edu/provost/diversity/>.