



Fall 2016
Vol. 23, Issue 1



The Women's Center

www.louisville.edu/womenscenter

News

Women's Center Empowerment Luncheon Set for Wednesday, Nov. 16, 2016

Carla F. Wallace, Social Justice Activist to be Keynote Speaker

by Phyllis M. Webb, M.Ed., Program Coordinator UofL Women's Center



Carla F. Wallace
web photo: forwardradio.net

Carla F. Wallace will be the keynote speaker at the 14th Annual Women's Center Empowerment Luncheon which will take place on Wednesday, Nov. 16 from 11:30 a.m. until 1 p.m. at the University Club.

Wallace has done social justice work for over 30 years. She is a co-founder of Louisville Showing Up for Racial Justice and a founder and leader in the national SURJ network which works to broaden the base of white people engaged in racial justice work. She believes in lifting up the interconnections between immigrant rights, war, economic, environmental,

education, health and gender justice, and that we will make no progress on any of them without placing racial justice central. She is also founder of the Fairness Campaign and helped establish the University of Louisville Audre Lorde Chair in Race, Class, Gender and Sexuality. She will speak on "Race & Economics' Impact on Women's Equality: Creating Change That Leaves No One Behind".

The Women's Center will also recognize a member of the community for its Women Center Empowerment Award as well as announce the 2016 recipient of the Ann T. Allen Endowed Scholarship.

Criteria and applications for the Tachau and Nichols awards can be obtained by emailing the Women's Center service account at womenctr@louisville.edu or by visiting the Women's Center web site at <http://www.louisville.edu/womenscenter>. The deadline to apply for the Tachau and Nichols Awards is Friday, October 7, 2016. (See the sidebar for details on the awards).

The luncheon seeks to empower women in all aspects of their lives—politically, socially and economically. Tickets are \$50 per person. Reservations can be made by calling the Women's Center at 502-852-8976 through Nov. 9.

Bonsteel Tachau was a constitution scholar; the first woman to serve as chair of the UofL History Department, and the first woman chair of the Faculty Senate. The award will be presented to a member of the University of Louisville community whose performance and contributions promote equity for women, are consistent with the scope of the Women's Center and UofL's Commission on the Status of Women, and reflect the interests of Dr. Tachau.

Nichols Professional Development

Award: Dr. M. Celeste Nichols is the first African American to receive a Ph.D. from UofL's English Department. Dr. Nichols taught African-American literature and basic writing at UofL, Kentucky State University, and at Bellarmine University before her death in 1996 at age 45. The award will be given to a graduate or professional student to support academic and professional enrichment beyond normal graduate program expenses.

Women's Empowerment Award:

This award is given to a person, organization or corporation who exemplifies and supports the attributes necessary to empower women. Through their determination, skill and persistence they have achieved professional success and broken barriers for women. They are well regarded and proven leaders in their professional lives and they serve as role models and advocates for women.

Join the UofL Women's Center
in March 2017 for its
25th Anniversary Celebration.

A complete list of spring events
will be available soon.



Message from Director Valerie Casey

This year, the Women's Center celebrates its 25th Anniversary! To commemorate this exciting milestone we will spend the year recognizing supporters and highlighting some of the empowered women who have served as role models and helped us along the way.

Our passionate and enthusiastic staff have planned a wide assortment of exciting programs for students, faculty and staff alike. For our student population, we'll be hosting motivating programs and opportunities to get involved on campus. The Friday before classes, we kicked off the semester with a well-attended workshop for student leaders and a presentation on Financial Literacy led by Mary Jackey of Class Act Federal Credit Union. The 1st week of classes, the office and its student groups: Women 4 Women, Student Parent Association and AAUW of Louisville tabled at the Recognized Student Organization (RSO) Fair where we met hundreds of students; provided information and celebrated Women's Equality Day. We will be hosting

more motivating programs and opportunities to get involved on campus.

Our Women's Empowerment Luncheon on Nov. 16 promises to be another inspiring and exhilarating program with wonderful stories from our students and our speaker. We are also happy to once again be presenting our Women's Empowerment Award.

For those who work with students, please consider sharing information about the American Association of University Women UofL student group and the award winning Women 4 Women Student Board (W4W). These groups provide extraordinary opportunities for students with fantastic leadership and networking programs. If you know a student parent, we offer some wonderful opportunities and support through our Parent Visibility Day and annual Angel Tree initiative. Student veterans also have a place at the Women's Center through our association with Athena Sisters. If you work on campus, please contact us about supporting some of these wonderful student programs.

To support the amazing faculty and staff at UofL we bring the mobile mammogram unit on campus to encourage women to stay healthy.

We host programs for our Physical Plant personnel and we also offer Staff Forums to provide employees an opportunity to network. To celebrate our anniversary, we'll be bringing more of these supportive and programs to campus throughout the year. In March we'll host the 11th annual Kentucky Women's Book Festival followed closely on its heels by our 25th Anniversary Gala. The Gala will be new for the Women's Center so call us if you want to be involved in planning.

We want you to be part of this fantastic community of women on campus. Whatever your interest, **"You Belong"** at the Women's Center and the Diversity Offices at the University of Louisville.

Looking forward to hearing from you!
Valerie



Valerie M. Casey
Director



Jamieca Jones

I am excited to be working on not one, but two Master's programs this fall at the Kent School of Social Work and Women and Gender Studies. Helping people and women's issues are passions of mine so getting to focus on both will be great. I am

looking forward to utilizing what I learn as a student to strengthen my role as a Program Coordinator at the Women's Center and further establish more relationships with other UofL departments.

Way to go!

Congratulations to **Caitlin Rothrock** as one of the recipients of the UofL Women's Club Scholarship and to all the Women Center student graduates: **Aaisha Hamid**, who graduated this past May and **Tiarra Clark** who will be graduating in December.

Kentucky Women's Book Festival Celebrates 11th Year

In 2017, the Kentucky Women's Book Festival will celebrate its 11th anniversary with the festival taking place on Saturday, March 4.

Sponsored annually by the UofL Women's Center and UofL Libraries, the festival highlights Kentucky women authors and writers and features networking, an opening session, concurrent sessions, luncheon and book signings.

Check the KWBF web site for updates :

<http://louisville.edu/womenscenter/programs-events/community/kwbf> and
<http://louisville.edu/womenscenter/programs-events/community>





The State of Breastfeeding in the Commonwealth: A Call to Action

by Glenda M. Adams, RN, MSN, PhD candidate, IBCLC, Assistant Professor, School of Nursing

Kentucky ranks 48th in the United States with 61% of women initiating breastfeeding and 31% continuing for 6 months (CDC Breastfeeding Report Card, 2014). There are approximately 57% mothers with infants in the workforce with (Bureau of Labor Statistics, 2013). Work place lactation programs have decreased health care costs an estimated \$240,000 and absenteeism, while increasing employee productivity, morale, and retention 83-94%. Lack of lactation accommodations have led to lower breastfeeding duration for working mothers (hrs.gov, 2015). Three factors determine breastfeeding success while working: support; time; and space. For more information go to <http://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/>.

National and state legislation support mothers in the work force. The Affordable Care Act (2010) entitles women to reasonable break times to express breast milk for her

nursing child for one year after the child's birth in a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. State law KRS 211.755 (2006) protects a mother to breast-feed or express breast milk in any location and is not considered indecent exposure. 29A.100 excuses breastfeeding mothers of jury duty. This past March, Governor Matt Bevin signed SCR 9 resolution that recognizes the importance of removing barriers to breastfeeding in the Commonwealth and encourages employers to support breastfeeding by providing appropriate accommodations (<http://breastfeedkentucky.com/>).

The University of Louisville is committed to improving breastfeeding rates in Kentucky by supporting mothers and students on campus. The Lactation Work Group (LWG) is comprised of volunteer faculty and staff from various departments on Belknap and



Glenda M. Adams, RN

HSC campuses. The LWG collaborated with Dr. Kate Snyder, faculty member in the College of Education and Human Development, and UofL graduate student Brittany Inge to develop a survey to measure UofL employees' perceptions of support for breastfeeding and lactating personnel. The survey aimed to measure the potential relationship between perceptions of breastfeeding/lactating support and important workplace outcomes. The goal of the study was to explore the current climate for breastfeeding/lactating support at the UofL. By better understanding the needs of the breastfeeding/lactating community, the LWG is better informed and equipped to develop and advocate for

institutional policies to support lactating/breastfeeding employees. The survey, sponsored by Get Healthy Now, launched during World Breastfeeding Week August 2015. Survey respondents included faculty, administration, and staff. The survey results were presented to the Commission on the Status of Women.

The LWG, with the assistance of Amber Peter, Office of Communications and Marketing, developed an interactive map of lactation rooms on both campuses for employee and student use. To access the map, go to <http://louisville.edu/womenscenter/resources/lactation-information>. Visit http://louisville.edu/hr/items_of_interest for breastfeeding and lactation guidelines.

The LWG request the university community support breastfeeding women not only at the UofL but also for the commonwealth and the future health of our state.



“Supporting the Academic Success of Pregnant and Parenting Students: Under the Title IX of the Education Amendments of 1972” is a revised (June 2013) pamphlet published by the U.S. Department of Education Office for Civil Rights. The first section provides background on school retention problems associated with pregnant and parenting students. The next two sections, “Title IX Requirements Regarding Pregnant and Parenting Students” and “Frequently Asked Questions Pertaining to Title IX Requirements Regarding Pregnant and Parenting Students,” provide information on the law’s specific requirements regarding pregnancy and parenthood. The final two sections, “Strategies to Assist Educators in Supporting Pregnant and Parenting Students” and “Programs Designed to Support Pregnant and Parenting Students,” include strategies that educators can use and programs that schools can develop to address the educational needs of students who become pregnant or have children.

To get a copy for your review, go to: <http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>.

(Source: U.S. Department of Education, Office for Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students under Title IX of the Education Amendments of 1972*. Washington, D.C., 2013.)



Staff Spotlight on Becky Wimberg

Executive Assistant to the Dean, Brandeis School of Law

by Robin R. Harris, Public Services Librarian, Brandeis School of Law

When Becky Wimberg first walked through the doors of the University of Louisville School of Law in 1974, she never dreamed she had arrived in the place where she would spend her entire career. Fortunately for the school, she had found a home.

Becky began as a receptionist, moving on to work for the assistant dean and several associate deans, including Linda Ewald, Jackie Kanovitz and Kathy Bean. Eventually she moved into the position she has held for the past 26



years: Executive Assistant to the Dean. This vitally important job includes maintaining the dean's calendar and handling Human Resources issues for faculty and staff. The school's current dean, Susan Hanley Duncan, calls Becky "the heart and soul of this law school. She is reliable, hardworking, dedicated and extremely

talented. Becky not only makes sure no balls are dropped, but she is also a wonderful advocate for the school. Many past deans are forever grateful that Becky was at their side. Becky is more than an assistant—she is a true friend."

In the 42 years that Becky has devoted to the law school, no fewer than six UofL presidents and ten law school deans have served, and Becky has memories of them all. Her institutional memory is truly amazing. She has

Karen E. Johnson Receives 2016 Unsung SHero Award

by Phyllis M. Webb, M.Ed, Program Coordinator, UofL Women's Center

Congratulations to Karen E. Johnson, a Tech Specialist Sr., in Information Technology. She received the 2016 Unsung SHero Award at the annual Transformation Tea for Women of Color and Their Allies this past April.

The award recognizes a woman of color who has made a significant impact in the lives of women either in the Louisville metro community and/or at UofL.

A UofL employee since 1979, Johnson began her journey as a telephone operator and as a HelpDesk agent. In 2008, she helped establish the iTech Connect Center where she currently serves as the team leader supervising staff and assists UofL faculty, staff and students who come to iTech to connect with computer issues. She and the staff at IT diagnose,

troubleshoot software problems and connectivity issues. In her work at UofL, she has been involved with various university departments, such as the International Center's Resource Fair, the Contemporary American Literature Scholars Program and the Southern Police Institute's Administrative Officers Course (AOC), where she assists all the incoming students and guests with connecting their smartphones, tablets and laptops to the University's network and helping them log into their blackboard and email accounts. She has devoted numerous weekend hours over the years and is working with Family Scholar House residents. She is providing free, basic computer training and developing courses to enhance the residents with technology skills that will aid them with their school



Karen E. Johnson, of Information Technology (IT), is presented the 2016 Unsung SHero Award by committee member Virginia Bradford at the Transformation Tea this past April. Photo by Debra Dougherty, Office of the Commissions.

assignments to better prepare them for job advancements.

One of her nominees said, "Mrs. Johnson is a great candidate for the award because of her passion, dedication, hard work, intelligence, presence and overall reputation as a woman of color. From my time being under her as an employee, I have seen that she strives to make each and every day a positive day and she never hesitates to enlighten a smile upon an individual with whom she comes in contact.

Another nominee also praised Johnson for being a helpful employee. "Ethical, helpful, caring, involved, intellectual, are just a few of the many words that describe Mrs. Johnson."

Johnson is involved in her church; served on previous Transformation Tea committees, and volunteers at athletic events and training/open houses.

NOTE: The Transformation Tea for Women of Color and Their Allies is held in the spring of each year. The UofL Women's Center, along with other units, serves as a co-sponsor.



survived building additions and renovations, the technology revolution, numerous American Bar Association accreditation site visits, various administrative reorganizations, the closing of the night school, and many, many budget cuts—15 cuts in the last 15 years alone! Through it all, Becky's upbeat attitude, her exercise regimen, and her healthy eating habits have kept her balanced and sharp. Her sincere appreciation of UofL's ongoing commitment to health and fitness for its employees, as well as its generous tuition remission program, made UofL the ideal working environment. "I just never wanted to leave."

Some of Becky's fondest workplace memories are rooted in her early days at the law school. "I was here for ten years before computers—in the old days. Registration was by hand; students filled out index cards, and the staff would count the cards, and decide which rooms would be scheduled for which classes, based on the numbers. This was all done at the very last minute! It was hard work, but it was fun and we worked together as a team to make it happen."

For Becky and her husband, Bobby, UofL is definitely "a family thing." Bobby will retire from his UofL job as an HVAC mechanic this coming October, on the same day that Becky will retire from the law school. Their daughter, Micki (a graduate of UofL's nursing school) will soon give birth to their third grandchild, and both want extra time to spend with the family, and to enjoy their new home in Bullitt County. Becky believes that retiring this fall is absolutely the right choice: "I still love working here, but I'm leaving because it's time. Forty-two years is a long time!"



Community Walks for Women's Health

by Phyllis M. Webb, M.Ed., Program Coordinator, UofL Women's Center

- Of the 5 million Americans living with Alzheimer's, nearly two-thirds with the disease are women. Alzheimer's is the sixth-leading cause of death in the United States.
- In the United States, 1 in 4 women dies from heart disease. In fact, coronary heart disease (CHD)—the most common type of heart disease—is the #1 killer of both men and women in the United States. Stroke is the third leading cause of death for women (in comparison, stroke is the fifth leading cause of death for men).
- Of the three different forms of arthritis, 25.9 percent of women have arthritis as opposed to 18.3 percent of men. The adult form of lupus affects women between eight and ten times more than men. With the aging of the U.S. population, the prevalence of doctor-diagnosed arthritis is expected to increase in the coming decades.

**Sources: Fact sheets from the Alzheimer Association; American Heart Association and the Stroke Association; and the Arthritis Foundation.*

This fall and early winter, put on your comfortable shoes, get with family and friends and join in the fight for women's health. Whether you run, walk, volunteer or donate, your support is welcomed and appreciated.

(Events will take place in Louisville, Ky., unless otherwise stated.)

Walk to End Alzheimer's, Sept. 10, Great Lawn, Waterfront Park

<http://www.alz.org>

Kentuckiana Heart Walk, Sept. 17, Great Lawn, Waterfront Park (South Lawn)

<http://kentuckianaheartwalk@heart.org>

Walk to End Lupus Now, Sept. 24, E.P. Tom Sawyer State Park

<http://lupus.org/midsouth>

National Kidney Foundation Walk, Sept. 25, Waterfront Park

<http://donate.kidney.org>

Dare to Care Hunger Walk/5K, Sept. 27

http://daretocare.org/events/hunger_walk

Susan G. Komen Race for the Cure, Oct. 18, Louisville Slugger Field

<http://louisville.info-komen.org>

Jingle Bell Run/Walk for Arthritis, Nov. 12, E.P. Tom Sawyer State Park

<http://jbr.org>

(Please note that the list above is not all inclusive.

Check the Internet for additional walks in the community that may be of interest to you.)



Pictured are women veterans and supporters at the Women Veteran Lunch 'N Learn Workshop Series: "History of Warrior Women of Kentucky" session held March 2016 during Women's History Month. The U of L Women Center partners with Athena Sisters, a local women veteran organization to bring topics of interest for women veterans and their families. (Photo: U of L Women's Center photo files/Phyllis M. Webb).



2016 AAUW: Student Reflections

Thanks to the generous sponsorship from our donors, the Women's Center was able to send three University of Louisville students to the American Association of University Women (AAUW) National Conference for College Women Leaders (NCCWSL) this past May at the University of Maryland in College Park, Maryland. They were accompanied by Jamieca Jones, a Program Coordinator in the UofL Women's Center. The group also visited Congressman John Yarmuth's Office in Washington, D.C., prior to the conference.

Here are the students' comments about their experiences.

Hadley Hendrick, a junior Bioengineering major from Naperville, IL

I had an amazing time on the trip! I would definitely recommend that this be a program to continue to sponsor, not only for the wide array of topics that were covered at the conference itself, but also

to provide the opportunity to expose students to different parts of the country. The speakers were all great and I loved the variety offered as far as breakout sessions. It gave students the opportunity to fit the conference to what would really benefit them.

Macie Owens, a sophomore Women & Gender Studies (WGST) major from Lexington, KY

I loved the conference and would definitely recommend it for next year's students! The Elect Her pre-conference (which we went to because I was sponsored by AAUW) was very interesting and helped a lot with networking skills and gave me many tools for the future. This session was also geared toward women who were interested in entering politics. Women of Distinction awards was amazing. I loved hearing from all five women. Being in a room with so much love, knowledge, experience and empowerment was an incredible feeling.



Women Center staff, Jamieca Jones (pictured on right), and UofL students, Elizabeth Pena, McClain "Mackie" Owens and Hadley Hendrick at the Capitol in Washington, D.C. during a visit in June 2016. They visited the offices of Congressman John Yarmuth (D-Ky) and also attended the American Association of University Women (AAUW) National Conference for College Women Student Leaders (NCCWSL) at the University of Maryland, College Park, Maryland.

The keynote speakers were very powerful. And the performances from each one were amazing. We had a West African inspired drumming group perform for one and an all-women a capella group for the other.

At the end of the conference I felt like I could do anything!

Elizabeth Pena, a sophomore (major undecided) from Chicago, IL

I loved the experience at the conference! The travel arrangements went smoothly and I appreciate that Women's Center sponsored the trip. The

conference was informative and inspirational. All of the speakers were exceptional women and had very moving speeches. The topics of the conference were excellent. I liked all of the sessions I attended. There were a great variety of sessions such as street harassment and how to negotiate salary as well as ones pertaining to student activism. The tour was fun and our host was kind. He was knowledgeable and we were able to experience all of the capitol.



Caitlin Rothrock, of the Student Parent Association, with her son and friend at the SPA Picnic this past April in the Student Activities Center.

Other student parents at the event includes Tiarra Clark (in the foreground); Corretta Marshall and Carolyn Abdullah in the background with Women's Center Student Events Coordinator, Lusía Trujillo, in the center.

Student Parent Association Picnic



Nichols Professional Development Award Nominations Due Friday, October 8, 2016

Nichols Award Recipients Discuss Their Research & Travel Experiences

University of Louisville graduate and professional school students can apply for the 2016 Dr. M. Celeste Nichols Award through Oct. 7. The award—up to \$500—is to support academic and professional enrichment beyond normal graduate program expenses. To download an application and criteria, visit

<http://louisville.edu/womenscenter/resources/uofl-women-center-awards-and-scholarships>.

2015 Nichols Award recipients **Lauren L. Evanovich, Heidi Williams** and **Nadia T. Nelson** reflect on their research and travel experiences. Below is Nadia Nelson's reflections.

(See the highlights of Lauren Evanovich & Heidi Williams' research and travel experiences in the Women Center Student Newsletter)

Nadia T. Nelson, M.S. — 2015 Dr. M. Celeste Nichols Award Recipient

A Post-Conference Analysis

In receiving the Dr. M. Celeste Nichols Award, I was honored to attend and present research on Citizens Attitudes toward the Police — A Three Year Study at the 53rd Annual Meeting of the Academy of Criminal Justice Sciences (ACJS). It was held March 29 to April 2, 2016, in Denver, Colorado. The ACJS Conference is one of the most prestigious and well-known conferences held in the nation, culminating each year with scholars, practitioners, and researchers from around the globe. With the number of incidents that have been spectacted by the media regarding the police and the issues with their treatment, response, and behavior in these, it is absolutely important that law enforcement officers understand how their actions are perceived by their citizens. With this in mind, we conducted a survey of approximately 2400 residents in a Midwestern city inquiring about the perceptions of police in their neighborhoods. Areas of interest for the citizen's police perception surveys included questions regarding effective crime prevention techniques, fear of crime within neighborhoods, police fairness, ability to help victims, politeness towards citizens and more.

As a doctoral student in the Criminal Justice department, it is imperative that we

use the resources available to us not only to meet other professionals in our field, but also to show them the magnitude of our research. The attendance at conferences has been emphasized not only as a chance for networking but also an opportunity to learn about the programs and services outside of the University of Louisville. During my presentation panel at the conference, I was able to meet with other individuals who had been studying the effects of gun laws and mass shootings in our nation. Additionally, I was able to network with current professionals in the criminal justice field regarding different areas of research, including international crime and immigration, a nuanced area full of concern but lacking direct inquiry.

In attending the 53rd Annual ACJS Conference, I learned that the road to success in this field is not smoothly paved — but, it is still manageable. It is imperative that, as I progress in my program and in this field, I remain driven, determined and continue to persevere. There are challenges to be expected along this journey, but the criminal justice field remains a source of contention and my role in affecting change is prominent and requires diligence. There is a lot to be learned in this field and I find it is

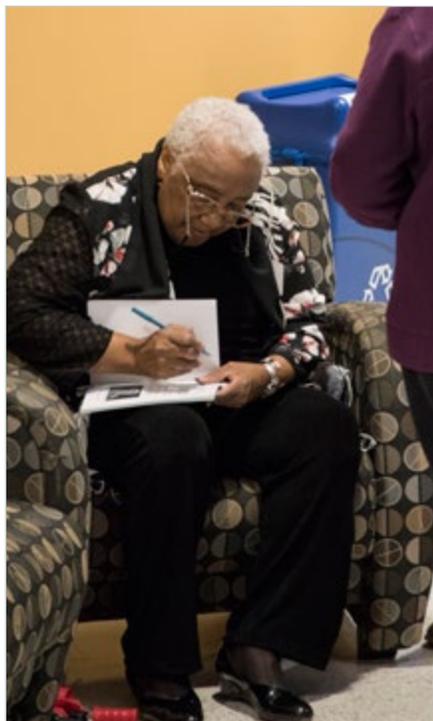


Nadia Nelson

underrepresented regarding racial diversity and women. It is important that in my actions I strive to be an example for other young, minority women, showing them that the sky really is this limit. Dr. Nichols set a precedent for women and paved the way for future scholars in generations to come. I was blessed with this honor and sincerely hope others will be as well.

Another Successful Year for the Kentucky Women's Book Festival

The Kentucky Women's Book Festival is sponsored annually by the UofL Women's Center and UofL Libraries. The festival, held at Ekstrom Library, highlights Kentucky women authors and writers and features networking, an opening session, concurrent sessions, luncheon and book signings. This year's event was held on March 6. Photos by Tom Fougerousse, UofL photographer



Above: Carridder "Rita" Jones, founder of the Festival, taking notes.

Pictured at right: Women conversing during the 10th Annual KWBF.



New York Times best-selling author, Tania James, was the keynote luncheon speaker at the 10th Annual KWBF held in March 2016 at the Ekstrom Library.



International Women's Day

International Women's Day is a one-day Cultural Awareness Event hosted by Women 4 Women Student Board. It is dedicated to celebrating the cultural differences of women by raising awareness of some of the many underrepresented cultures or religions on campus.

The event features various dancing, speeches, and activities that allow women at our university to learn about various traditions.

UofL Women 4 Women Student Board President Tailore McLennan and another student participating in a panel discussion at the International Women's Day this past March 2016.



See the Women's Center Student Newsletter for other photos and articles highlighting Nichols Award recipients; events: International Women's Day, College Women's Leadership Conference; Human Trafficking Conference, led by the Women 4 Women Student Board; and the Women Center Student Parent Association; Kentucky Women's Book Festival and the AAUW National Women's Leadership Conference.

you belong.

U OF WOMEN'S CENTER

The Women's Center News

A publication of the Women's Center at the University of Louisville

Editorial Board: Valerie Casey, Brenda D. Gunn, Robin Harris, and Phyllis Webb. The Women's Center News is a free, quarterly newsletter.

It is available online at www.louisville.edu/womenscenter. To receive a hard copy of the newsletter or to sign up for email announcements, write to: Women's Center, University of Louisville, Louisville, KY 40292; 502-852-8976; or send an email to: womenctr@louisville.edu.

The University of Louisville is an equal opportunity institution.

This publication was prepared by the University of Louisville with state funds KRS 57.375.

525520— 9/16

