Progress Report

From the Director
Dr. Dorothy C. Miller

In this Progress Report we present you with our second strategic plan and a host of new initiatives. In response to outcome evaluations and your responses to what we do, we have honed our offerings while attempting to broaden our scope throughout the campus.

You will find, in these pages, fully realized programs and services for students, faculty, staff, community members and alumnae, as well as our hopes for the future. We hope that you like what you see. Regardless, if you are reading this, your feedback is important. Feel free to drop by and visit us in person or give me a call if you have questions or want to meet. The Flora Stone Mather Center for Women is about you and we want to hear from you.

Honoring Flora Stone Mather

Born Flora Amelia Stone in Cleveland in 1852 to wealthy parents, Flora Stone Mather was a philanthropist with religious, educational, and humanitarian interests. She founded the Legal Aid Society and Goodrich House, a social service settlement house, now Goodrich-Gannett Neighborhood Center.

Flora was particularly generous to the Women’s College of Western Reserve University, which was re-named Mather College in her honor in 1931. Mrs. Mather provided funds for Guilford House, Hayden Hall, and Amasa Stone Chapel. When she died in 1909, her will contained bequests to more than 30 charities.

The Center Staff

Susan Freimark
Associate Director of Faculty Leadership Programs

Katie Hanna
Associate Director for Women’s Health Advocacy

Mary Rouse
Associate Director for Women in Science, Technology, Engineering, and Math (STEM)

Mitzi Vazquez-Long
Associate Director for Programs
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Our Community Advisory Board

From the President: Beth Embrescia

“As the Center for Women continues to increase its campus and community outreach and service, greater numbers of CWRU women unlock their potential and better define their own individual and collective successes.”

CAB Mission

The Mission of the Community Advisory Board is to support the mission of the Center for Women at CWRU in the following ways:

- Help to increase understanding of the Center’s purpose and mission
- Help to increase the Center’s public visibility
- Work to generate and sustain a supporting financial network for the Center

Serving as Center emissaries, committee members help promote and raise awareness of the Center outside the perimeters of the University to its alumnae/i and friends, the media, and other entities and are instrumental in increasing the Center’s resources.

Community Advisory Board Members 2011-2012

Montrie Rucker Adams
Linda Alexander
Britney A. Bennett
Susan T. Berlin
Wanda Jordan Birch
Vikki Broer
Denise K. Davis
Beth Embrescia (President)
Katie Emerson
Lin Emmons
Terri Garfinkel
Collette Taddy Hart
Ka-Pi Hoh
Dianne Hunt
Mittie Imani Jordan
Kathryn (Kathy) Karipides
Rachel Kirsh
Sue Friedman Klarreich
Stephanie Mercado
Deb Nash
Noha Ryder
Lisa Weitzman
Victoria (Vikki) Winbush
Caryn Foltz (Honorary)
Susan Troia (Honorary, Past President)
Sandra Vodanoff (Honorary)

What CAB Members Appreciate about the Center:

“Knowing that women – particularly young women – are being helped, guided and encouraged in so many important ways.”

“CWRU’s Women’s Center is a megaphone for women’s and girls’ issues on campus (and beyond).”

“I love the WISER mentoring program.”

“The Center for Women has a ‘heart’ for young ladies’ whole being – spiritual, mental and educational.”
The mission of the Flora Stone Mather Center for Women at Case Western Reserve University is to support and empower women through education, advocacy and leadership.

We respect the diverse views and experiences of everyone, support activities that enhance inclusion and gender equity, and recognize diversity. We celebrate women’s contributions to society, create spaces for open dialogue, follow feminist principles and promote social justice.

The Flora Stone Mather Center for Women will serve as a resource to all women at the university by offering a variety of initiatives focused on leadership development and recognition, gender equity in Science, Technology, Engineering and Mathematics fields, and women’s health. We will serve as a source of empowerment and support for women and our advocacy efforts will be known for addressing violence against women and promoting dialogues on women and gender. Our collaborative work will bring together faculty, staff, students and community to create a synergy of effort that benefits both the campus and community. We will be inclusive of all women and encourage them to become actively engaged in the Center’s efforts while achieving their academic, professional and personal goals that will transform themselves and society.

We respect the diverse views and experiences of everyone, support activities that enhance inclusion and gender equity, and recognize diversity. We celebrate women’s contributions to society, create spaces for open dialogue, follow feminist principles and promote social justice.

Strategic Plan: July 1, 2010-June 30, 2015

**Mission**

The mission of the Flora Stone Mather Center for Women is to support and empower women through education, advocacy and leadership.

**Vision**

The Flora Stone Mather Center for Women will serve as a resource to all women at the university by offering a variety of initiatives focused on leadership development and recognition, gender equity in Science, Technology, Engineering and Mathematics fields, and women’s health. We will serve as a source of empowerment and support for women and our advocacy efforts will be known for addressing violence against women and promoting dialogues on women and gender. Our collaborative work will bring together faculty, staff, students and community to create a synergy of effort that benefits both the campus and community. We will be inclusive of all women and encourage them to become actively engaged in the Center’s efforts while achieving their academic, professional and personal goals that will transform themselves and society.

**Values**

We respect the diverse views and experiences of everyone, support activities that enhance inclusion and gender equity, and recognize diversity. We celebrate women’s contributions to society, create spaces for open dialogue, follow feminist principles and promote social justice.

**Goals & Strategies**

**Build gender and women-focused programming that will enhance women’s leadership skills, self-determination and awareness**

- Develop and strengthen skills based leadership programs for faculty, staff, students
- Create programs, dialogues and collaborations on women’s and gender issues
- Strengthen & promote the visibility and appreciation of women’s accomplishments

**Promote gender equity, especially for Women in Science, Technology, Engineering and Mathematics (STEM)**

- Grow and strengthen WISER student and professional mentoring programs
- Develop stronger outcome-based metrics for WISER
- Build initiatives that promote girl’s and women’s interest & participation in STEM fields
- Strengthen STEM faculty development & leadership programming

**Strengthen campus-based prevention education, advocacy and interventions that address violence against women (VAW)**

- Disseminate and encourage best practices for addressing violence against women on college campuses
- Strengthen partnerships on campus & in the community among those working to address violence against women
- Engage men in efforts toward preventing VAW
- Enhance support for survivors of violence

**Serve as a resource and advocate for women’s health issues**

- Provide support and educational programming that promotes women’s work/life balance.
- Develop alliances that address women’s sexual and reproductive health

**Build campus and community understanding of the programs and initiatives of the Flora Stone Mather Center for Women**

- Leverage social media to increase visibility and understanding of the Center
- Engage allies in updating the Center’s marketing plan
Our Women in STEM programs include advising the Women in Science and Engineering Roundtable (WISER) student group, Peer and Professional Mentoring, Professional Development programs, and outreach to K-12 girls. We have received national recognition for our programs.

**CWRU Engineer’s Week**

Light Bulb Drop contest sponsored by WISER

**Introducing Girls to Science and Engineering**

This bi-weekly club is run by WISER students and was started at John W. Raper School, and later moved to Citizen’s Leadership Academy and Monticello Middle School.

**After-school Girls’ Science Club**
Other Activities

Graduate Student Lunches
Scholarships for WISER summer research internships
Partnership with Laurel School
Professional Development Programs
WISER Seva Benefit Dinner to help educate girls in India

Due to the work of Associate Director Mary Rouse (left), CWRU was awarded the Women in Engineering ProActive Network (WEPAN) National Engineers Week Foundation award for WISER’s Introduce a Girl to Engineering Day.

On mentoring and being mentored:
“I was put into contact with a person who works in the field that I hope to enter eventually. That was super helpful.”
“[The best part was] knowing I shared some experience with a young woman - making a difference.”
Health Education and Advocacy

Programs and Initiatives

- Preventing Violence Against Women
- Judicial Board Training
- CWRU Take Back the Night
- BRAVO workshops about LGBT issues
- Collaboration with the Domestic Violence and Child Advocacy Center
- Collaboration with the Cleveland Rape Crisis Center
- CWRU Wellness website
- Women’s Empowerment (student) Group – weekly counseling
- Body image
- Assertion
- Collegiate Behavioral Health Committee
- Workshop on healthy relationships
- Cuyahoga County Stalking response committee

Take Back The Night 2010
Joint event with John Carroll University

Katherine Hanna (left) was the 2011 recipient of the New Professional Award from the Ohio College Health Association, presented at the annual meeting of the American College Health Association in June 2011.

Katie Hanna, (right) Associate Director for Women’s Health Advocacy

“I found out about the women’s center from a professor during a very difficult time. . . I found the center to be incredibly unique - it was focused and professional while maintaining a very casual, welcoming, and non-intimidating atmosphere. I was immediately provided with counseling services at a very flexible schedule . . . I will be forever grateful.” — Student/Alum
Health Education and Advocacy

International Women’s Group

Provides CWRU graduate students with mentoring and support.

World AIDS Day

Sexual Assault Awareness Month Panels

Bystander Intervention Training

Training Resident Advisors to intervene when language and actions get out of hand.
Women Faculty Leadership Development Institute

New Program - To Tenure and Beyond

To Tenure and Beyond, a joint project of the FSM Center for Women and the Office of the Provost, offers women faculty from CWRU and several other Northeast Ohio universities a program aimed to help them shape their academic careers through strategic skills, increased confidence and better understanding of academe. The program is funded by the National Science Foundation grant, Forward to Professorship in STEM, sponsored by George Washington University and Gallaudet University and awarded to CWRU by those universities.

Co-leading the project with Susan Freimark is Amanda Shaffer, Project Director, Institutions Developing Excellence in Academic Leadership (IDEAL), an NSF-PAID program from the Office of the Provost.

Programming

- Managing your Research Budget - workshop
- Women Faculty Connect – faculty networking group

Ellen Kossek Workshop

Work Life Balance for Faculty

Re: Women Faculty Connect:
“I am always struck by how common or similar (are) the issue areas across academic units and across women faculty, but also variability and differences...Thank you for sponsoring this.” [Advice from Full Professors – a dynamic meeting of senior and junior faculty sharing valuable advice]

HERS Seminar for Women

Each year the Provost Office sends a woman of ambition and promise to the HERS Seminar for Women, a prestigious professional development opportunity that prepares and advances women for leadership in higher education. Pictured above: Bryn Mawr HERS 2010 Nora Hennessy (top), Denver HERS 2011 Helen Salz.

School specific workshops and groups:
“I continue to have very positive feedback about the session you ran in the law school a while back. Several colleagues have said it really changed their lives and the way they have looked at their careers and priorities. I’m so pleased!” — Jacqueline Lipton, Associate Dean for Faculty Development and Research.
Annual Women of Achievement Luncheon

Laura Alonso

We were pleased to host world renowned Cuban Dancer, Master Teacher and Business Owner Laura Alonso for lunch and dialogue. Shown here with Mitzi Vazquez-Long.

Angelica Besnier

In partnership with Jacqueline C. Nanfito of the Department of Modern Languages and Literatures, we co-sponsored a conversation with visual artist Angelica Besnier whose exhibit, Return to the Source, was featured at CSU.

Melissa Wilcox

“Queer Women’s Religion: An Ethnographic Study in Los Angeles” – presented by Melissa Wilcox, Associate Professor of Religion and Gender Studies, Whitman College. – Co-sponsored with the Hallinan Project for Peace and Social Justice.

Joan Williams

Distinguished Professor of Law, Director of Center for Worklife Law, University of California Hastings College of Law. “Four Patterns of Gender Bias and Strategies for Handling Them: A Workshop for Faculty.” and public lecture, “Beyond the Academy in Pink and Blue: Constraints and Possibilities for Women and Men.” Collaboration with Women Faculty of the Medical School, the Program in Women’s and Gender Studies, and the Office of the Provost.

Tibet Adaptation to High Altitudes

Spotlight Series Lecture: Cynthia Beall, Sarah Idell Pyle Professor of Anthropology, Co-director, Center for Research on Tibet, College of Arts and Sciences.
Staff Initiatives

Women Staff Leadership Development Initiative (WSLDI)

We are going into our fourth year of this year-long program offering women professional staff an opportunity to enhance and energize leadership and career development skills through education, coaching, and the building of professional networks.

WILD Wednesdays:

Women Inspiring and Leading Discussions: Staff discussion lunches.

AdminPros

A list serve for CWRU administrative professionals to discuss everyday issues, methods and exchange resources.

Who’s Your Mama?

Discussion about raising multicultural children. Panelists: (l-r) Susan Hinze (College of Arts and Sciences), Amany Farag (Frances Payne Bolton School of Nursing), Mitzi Vazquez-Long (Center for Women) and Lisa Chiu (College of Arts and Sciences). Moderator (not shown): Aarti Pyati (University Counseling Services).
We have extended our mission of collaboration by co-sponsoring and/or offering small amounts of funding to groups across campus for programs that further our mission.

- **Real Relationships** – Workshop for students.  
  Office of Multicultural Affairs.

- **Black Hair & Conversations: A Gift or a Curse - Does your hair define your beauty?**  
  Muslimah Ali (natural hair culturist/nutrition specialist) and Rayna Dyck.  
  Delta Sigma Theta Sorority, Inc.

- **Good Mothers and Strong Embryos: Perspectives of Women Seeking Pre-implantation Genetic Diagnosis.**  
  Michelle McGowan, Ph.D., Assistant Professor in the Department of Bioethics,  
  in a discussion on reproductive health.  
  School of Medicine.

- **Women’s Health: Evidence for Treatment of Pregnancy Complications.**  
  Judy Maloni, Associate Professor of Nursing.  
  Frances Payne Bolton School of Nursing.

“I have had a fantastic experience collaborating with the FSM Women’s Center. Working with those in the Center has been an excellent way to reach out to faculty, staff and students on campus. I’m so grateful for this immensely valuable asset to our university.” — Aarti Pyati, Counseling Services

**Administrative Professionals Day Spring 2010**

Re: Adminpros:  
“Thanks for your quick responses. This mystery has been solved! I love that this adminpros@case.edu really works!!”

Speakers: Marianne Carroll and Lauren Bozich, co-owners of White Flower Cake Shoppe.
What About Men?
Programming on Masculinity and Gender

Kick it or Click it: Pornography and the Price of Pleasure
Presentation by Dr. Robert Jensen, Professor in the School of Journalism at the University of Texas, author of “Getting Off: Pornography and the End of Masculinity.”

Hunk, Hustler, Hard-Ass: Masculinity in the Media
Presentation by Dr. Matthew Ezzell, Assistant Professor of Sociology at James Madison University.

Dr. Robert Jensen speaks with attendees after the presentation.

Dr. Matthew Ezzell had a full house.
Women’s History Month & Black History Month

A League of Their Own
This event showcased a panel of women who have successfully broken through barriers in male dominated fields.
Panelists (l-r) Tari S. Rivera, President and founder of Regency Construction Services Inc., Stephanie Hall, the only woman member of the CWRU Police Force and former member of the Cleveland Police Force, and Kate Gunn, Professional Gamer.

Translating the F-Word: Defining Feminism in a Multicultural Society
Panelists (l-r) Courtney Martin (award winning Author and Blogger for “Feministing.com”), Dr. Siobhan Brooks (faculty of Gender Studies Department at Lawrence University), and Veronica Arreola (Director of Women in Science & Engineering Program, University of Illinois at Chicago, Professional Feminist and Blogger for “Viva La Feminista”) discussed their work and personal experiences as feminists.

Black History Month Luncheon
Featuring Sherrie Tolliver, actress from “Women in History” portraying activist and local heroine Eliza Bryant.

Actress Sherrie Tolliver with Marilyn Mobley, VP for Inclusion, Diversity and Equal Opportunity.
Alumnae and Community

We enjoy hosting community-focused events and are delighted that our Community Advisory Board sponsors our Salon Series as well as women-centered community programs.

Special Act III: Terry Trilling Josephson
Invited to discuss her book, *Café Society: The Wrong Place for the Right People*

Special Event:
Barbara Corrado Pope
Barbara Pope, (l) the author of *The Blood of Lorraine* and *Cezanne’s Quarry*, discussed her career transition from Women’s Studies History Professor to Historical Mystery Novelist.

Act III
A “drop-in” group for women of retirement age that meets twice monthly.

“Act III has been a pivotal support for those of us nearing retirement; providing peer mentoring, lasting relationships, educational input on age+stage-related issues, entertainment, and nourishment for the soul and body. . . . There are those of us who have attended regularly since the group’s inception, may the group continue on it’s meteoric trajectory.” — Ellen Rothchild, faculty
Community Advisory Board Events

Not Your Mother’s Politics - It’s Yours. An Inter-generational Discussion

Event Co-sponsored by the Shaker Heights League of Women Voters, and the Shaker Heights Library.

Keynote Speaker: Karen Beckwith

Salons:
Discussions of women’s issues hosted by community women.

This inter-generational event prompted lively discussion with the audience.
We are grateful to the following donors who are helping to make the future bright for our students and all of the women we reach.

**Lotus Circle Champions**

$10,000 and above

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**Lotus Circle Patrons**

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**Lotus Circle Stars**

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**Lotus Circle Advocates**

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Believe in Yourself!
Believe in the Future of Women!

Generations of women today are in much better circumstances and have expanded life choices due partially to the education and advocacy that flows from the hundreds of academic women’s centers throughout the country, many dating back to the early 1970s.

The Center for Women at CWRU is only 8 years old, but we are on the cutting edge of women’s centers’ programs and services. Already we have touched the lives of hundreds of young women in our workshops and mentoring programs, and thousands of people in our events! Our ventures empower women students, faculty and staff and give special needed support to women in Science and Engineering too. Won’t you help us continue to support and empower future generations of women?

We have been challenged by the Flora Stone Mather Alumni Association to raise $1 million by May 2012 – in order to receive $1 million from them. We are very close, needing only $200,000 to meet our goal. But we have less than 12 months to do it!

You may have other good causes on your list – we all do. But I am asking you to put yourself first as a woman this time, this year. Think of the support, encouragement and mentoring you received as a young woman and how much it meant to you. We can pass it on by helping countless young women like you.

Please don’t miss this chance to help secure a better future for the women at Case Western Reserve University.

If you would like to discuss your gift, including opportunities for having your name memorialized in the new Campus Center, call Gary Pillar (216-368-3992) or Dorothy Miller (216-368-0985)

The Flora Stone Mather Center for Women believes in you!
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We are pleased to announce that donors at $1000 or above will receive a Flora Stone Mather Alumnae Association pure silver MATHER ARCH PIN designed and created by local artist Marsha Brayton Everett. These pins were previously only given to Flora Stone Mather College Alumnae.