



2015-2016 Annual Report

Mission

The COSW advises Wayne State University's Office of the President and the larger campus community on issues facing women students, staff, faculty, and alumni including gender equity and equality, social justice, and intersectionality. The Commission advocates for women through programming, university service, outreach, research, and policy recommendations.

Officers

Chair: Kim Morgan

Vice-Chair: Sara Byczek

Treasurer: Gari Viney

Secretary: Nannette McCleary

2015-2016 COSW Activities

The Commission is comprised of 30 members (commissioners) who, with the help of other volunteers, do the work of the Commission through its committees. The active committees in the 2015-2016 academic year were Career Development, Executive Committee, Gender & Equity, Health and Wellness, Information & Research, Outreach, Public Relations & Marketing, Membership, and Scholarship. The full commission met six times and the Executive Committee met monthly. The other committees met as needed to support the development and implementation of their activities. All activities are designed to help the Commission achieve the objectives of its 2014-2016 strategic plan. Below is a brief summary of Commission accomplishments this year.

General COSW Activities and Accomplishments

Bylaw/Mission Statement Revisions, Service Hour Requirements and Meeting Changes

The Commission made several revisions to the bylaws, which included a revision of the mission statement to reflect the current goals of the COSW, inclusion of new commissioner service hour requirements (see Membership below for further details) and changes to improve consistency.

Traveling Exhibit

The COSW hosted a Michigan women's Historical Center & Hall of Fame traveling exhibition called "A Century of Women" January 12-31, 2016. The exhibit was housed in the UGL Atrium where hundreds of students, staff and faculty had the opportunity to view accomplishments of Michigan women, including

several Wayne State Alumni. We also held a drawing where viewers could send in the answers to several questions about the exhibit. The prize was a \$30 gift card and our winner was Fanar Azzou.

Center for the Study of Citizenship's Annual Conference on Gender, Sexuality and Citizenship

The COSW sponsored this event with a \$1000 contribution. The event was held on March 31-April 1, 2016. The COSW also wo-manned a table with COSW information. As sponsors, we were acknowledged at the podium and in promotional materials.

Pay Gap

The Commission has been very active in Pay Gap research and the continuation of work in regard to pay equity. Several commissioners have joined the Pay Equity Work Group that is a collaboration between the AAUP, School of Medicine and the COSW. The goals of the group are to increase previous research done on pay gap and to advocate for programming and/or policy changes to address the issues that are found as a result of the research.

Strategic Plan

The commission is presently working on the 2016-18 Strategic plan which will include the continuation of many of the initiatives of the 2014-16 plan as well as new initiatives.

Teal Out Basketball Game

The COSW partnered with DOSO for this themed basketball game which promoted sexual assault awareness.

Individual Committee Activities and Accomplishments

Career Development

Co-Chairs: Nannette McCleary and Tamra Watt, Number of Members: 16

The CDC presented or co-hosted a number of events and workshops this year. In continuation from last year's planning, CDC collaborated with Gender & Equity to host two screenings of the inspirational documentary, *The Empowerment Project* in September. Also during the fall term, the CDC presented "Know Your Value: Learn to Ask for What You're Worth," a negotiating skills workshop. This subject was so popular, CDC decided to follow-up with a 3-part hands-on workshop series during the winter semester called *Develop Your Pitch*. Once again, CDC coordinated with Gender & Equity and Information & Research to host a follow-up program to last year's successful gender pay gap presentation with a historical perspective and updates in March with "The Gender Pay Gap & You" in observation of Equal Pay Day. Also in March, CDC member, Tamara Serrano Chandler collaborated with the Gender & Equity Committee to sponsor the screening of *No Más Bebés*, a landmark documentary in recognition of International Women's Day.

In addition, CDC Co-Chair, Nannette McCleary, represented the Commission and committee at the Women's Resource Fair, "Working to Form a More Perfect Union: Honoring Women in Public Service and Government," at the PVM Federal Building hosted by the Federal Executive Board (FEB), Diversity Council of Detroit this past spring.

The CDC has also made strides in advancing the strategic initiatives assigned to the CDC by the COSW. In an effort to identify opportunities to expand mentoring on campus, CDC's sub-committee began to develop a needs survey that will help further outline where COSW can effectively make its impact. Sub-committee Chair, Tamara Serrano Chandler, also accepted a position on the WSU's Academic Staff Mentoring Committee, as the COSW Representative, replacing members who have cycled off the Commission.

Finally, CDC was instrumental in coordinating a COSW Committee for the upcoming redesigned recognition program, "Headliners" that collaborates with Alumni Relations and the Scholarship and Information and Research Committees. While the inaugural event is scheduled to be held in the spring of 2017, planning has begun with an established budget, site location research, and a proposed schedule of events.

Gender and Equity

Co-Chairs: Sara Byczek and Shauna Reeves, Number of Members: 19

Gender and Equity's major accomplishments this year were creating more events that could be considered annual events such as the Women's History Event and the Equal Pay Event and collaborating with more university groups.

The committee hosted or co-hosted the following events:

1. The Empowerment Project documentary screening: the journey of a crew of female filmmakers driving across America to encourage, empower, and inspire the next generation of strong women to go after their career ambitions.
2. The Invisible War documentary screening, which raises awareness of sexual assault in the military.
3. The Body and Sold event, in conjunction with Outreach, raising awareness of human trafficking.
4. Women, Gender and Politics in Historical Perspective: In recognition of Women's History Month, a panel discussion on gender and citizenship chaired by GSW Program Director Prof. Janine Lanza (History). Prof. Sandra Van Burkleo (History) spoke on "Political Equality: Rights, Obligations, and Sovereignty" and Prof. Liette Gidlow (History) spoke on "Hillary Clinton and the History of Women in Campaign Commercials, 1952-2008." The goal was to raise awareness on these topics.
5. The Gender Pay Gap and You: a panel discussion to raise awareness regarding Equal Pay Day and the continued gender pay gap.
6. Edward Jones Seminar: 5 Money Questions for Women: to increase knowledge on money management for women.
7. Ironed Jawed Angels movie screening on women's suffrage and No Mas Bebes movie screening on reproductive rights.

Health and Wellness

Co-Chairs: Shauna Reeves and Aleksandra Stoklosa, Number of Members: 20

Health and Wellness developed relationships with many university and community partners, which allowed us to collaborate on many events. We were able to invite experts from various areas to speak on variety of topics and provide guidance through various wellness related activities.

The committee hosted or co-hosted the following events:

1. Parenting and Professionalism Series: Mindfulness and Self Care: Education and assessment of balancing home and work responsibilities, as well as self-care.
2. Nurturing Healthy relationships with Friends and Family: Education about transition struggles and coping tips related to the changing relationships between parents and students during the transition to college.
3. Healthy Body: Yoga, Body Image, and Eating Disorders: Psychoeducation about eating disorders and body image, and practice of physical activity.
4. Health and Wellness in the New Millennium: Psychoeducation about caregiving and women's health.
5. Mental Health Walk: to raise awareness about the stigma of mental health.

Information and Research

July to March - Chair: Shan Ran, Vice-Chair: Alexandra Orchard
March to July - Chair: Alexandra Orchard, Number of Members: 6

Committee activities:

Poster presentations (collaborations with WSU Medical school and AAUP-AFT) on the WSU Medical School pay gap were accepted to the AAMC Conference and the AAUP conference; worked with CDC and Gender, Gender and Equity, and AAUP-AFT to host "The Pay Gap and You" event in March, and brought back the Equal Pay Day Bake Sale which raised funds for the WSU HIGH Program. Additionally, the committee researched the pay gap and made information sheets available on Blackboard.

Membership

Chair: Sara Byczek, Vice-Chair: Nannette McCleary, Number of Members: 5, with COSW as additional nonvoting member

The membership committee implemented a new service hour requirement for the Commission. This entailed communicating the requirements, setting up reporting procedures, reviewing the reports for individual commissioners, reporting the outcomes, assessment and restructuring. It also required rewriting of the bylaws to include this new initiative.

Outreach

Chair: Sara Byczek, Vice Chair: Gari Viney, Number of Members: 27

Their major accomplishment this year was getting more WSU groups involved with our programming. We were able to connect with two different student groups to assist with programming as well as partner with the Dean of Students Office on several events related to sexual assault awareness and education.

The committee hosted or co-hosted the following events:

1. Pledge Project: an opportunity for attendees to pledge not to raise a hand in violence.
2. Clothesline Project: an event to make t-shirts to raise awareness regarding intimate partner violence.

3. Silent Witnesses: silhouettes of victims of intimate partner violence displayed across campus to raise awareness.
4. No More Campaign: a photo booth event to raise awareness regarding intimate partner violence.
6. The Body and Sold event, in conjunction with Gender and Equity, raising awareness of human trafficking.
7. The Hunting Ground documentary screenings: to raise awareness of sexual assault on college campuses.
8. Human Trafficking Forum: to raise awareness of human trafficking.
9. Take Back the Night: to raise awareness regarding sexual assault.

PR and Marketing

Co-Chairs: Yuliya Harris and Devon Sterk, Number of Members: 5

The Public Relations and Marketing committee was able to transition the COSW Event Information form online to forms.wayne.edu from a paper copy. This transition allowed the committee to provide more timely assistance to other COSW committees with regard to promoting and raising awareness of their events. We were also able to create a comprehensive list of promotion mediums and divide equally amongst all committee members for full committee involvement (Facebook, Twitter, Academica, etc.).

The Public Relations and Marketing Committee was also able to increase both the quantity of social media posts and align these posts with the COSW's mission. The PR and Marketing Committee was also able to create and maintain a calendar specifically for COSW events within the Office 365 email system adopted by the Wayne State University community. This calendar allows commissioners to easily access information about scheduled, upcoming events and programs while not interfering with or overwhelming each commissioner's professional activities/role at the University.

The committee wo-manned two informational tables at Festifall and Student Organization Day.

Scholarship

Chair: Kim Morgan, Vice-chair: Cassandra Hall, Number of Members: 8

The Scholarship Committee is in its first year of heading up the Women of Wayne Incentive Scholarship. Previously scholarships had been taken from COSW's budget. The new scholarships are given from an endowed scholarship fund created by the Women of Wayne. This year, the committee awarded 30 \$3000 scholarships and worked toward creating a system for selecting the recipients that is consistent with the policies of the Office of Student Financial Aid, who now houses the award.