

Report of COSW Gender & Equity Committee

Submitted May 12, 2011 by Elizabeth Clemens, Chair

Committee Members:

Darrell Brockway, Academic Services Officer III, Classical and Modern Languages

Wei Chen, Assistant Professor, Karmanos Cancer Institute

Katora Cole, Development Officer, WSU Development Department ***Note:** Removed from the GEC in February 2011 after failure to respond to communications or attend meetings

Elizabeth Clemens, Audiovisual Archivist, Archives of Labor and Urban Affairs

Dr. Eldonna May, Certified Online Professor, CFPCA/Music

Johanna Russ, AFSCME Archivist, Archives of Labor and Urban Affairs

Synopsis of Activities

Guided by our new mission: “to examine issues related to the current status of gender and equity in the campus community,” the Gender and Equity Committee sponsored two events for the 2010–2011 academic year. Our budget for the year was \$1200. As of May 12, 2011 we had \$421.55 left unspent due to the fact that our second event was sponsored in full by COSW member support and donated materials from campus units.

Event #1: “Keys to Success: A Woman’s Perspective”

On March 2, 2011 the GEC sponsored “Breaking through the Glass Ceiling: Your Keys to Success” in rooms Hilberry B/C of the Student Center Building. The event was comprised of a panel discussion between professional women on what it takes to succeed in the modern workplace and a Q&A session. Boxed lunches were provided to all registered guests. Participants included: Dr. Margaret Winter, Chair of the Classical and Modern Languages Department at Wayne State University; Judge Elizabeth Gleicher, Judge, Michigan Court of Appeals and Alumna of the Wayne State University Law School; and Carolyn P. Hafner, Assistant Vice President, Internal Audit, Wayne State University. Each of the women spoke of the challenges they faced in obtaining success in their own

particular field: Academics, Business Management, and Law. The event was well attended, with an audience of 73 people, and received numerous compliments from attendees.



Dr. Margaret Winter takes questions from the audience during the “Breaking through the Glass Ceiling” event, March 2, 2011

Event #2: Pay Equity Day



The Gender & Equity committee celebrated Equal Pay Day on April 12, 2011 by distributing information to students and WSU faculty/staff on the prevailing wage gap. The information distributed highlighted not only the difference between men and women, but between women of different ethnic backgrounds as well. In addition to talking to interested parties and distributing flyers, fact-sheets, and bookmarks the GEC also held a bake sale to raise money for the WSU Health Clinic. Men were charged \$1 for each item and women were charged 80¢ to illustrate the fact that women typically get paid 80¢ for every \$1 men earn. This contextualization was a hit, particularly with the students. In the end nearly \$138.00 was raised. The money will be used to help students without health insurance obtain prescription medicines. The bake sale/informational table was located in the South Lobby of the Student Center Building and all of the baked goods were donated by COSW members and volunteers.