HISTORY OF GENDER EQUITY AT IUPUI

Women-identified faculty, staff and students have been a vital part of the life of IUPUI since its creation in 1969. They have been partners and leaders in the development of IUPUI as a modern urban university.

Gender Equity from the beginning

Since the founding of IUPUI in 1969, the campus administration has supported various initiatives to insure gender equity and equal opportunity for women faculty, staff and students. The earliest of these measures was the first IUPUI Commission on Women appointed by Chancellor Maynard Hine and chaired by Professor Frances Dodson Rhome in 1973. The purpose of this commission was to assure that the campus was in alignment with Title IX of the Education Amendments of 1972 that prohibited sex discrimination in federally-funded education. The campus climate which makes IUPUI an institution where women can succeed....

In 1975, the IUPUI Continuing Education Center for Women opened under the leadership of Maureen Provost as director of Continuing Education. This was a continuing education center that addressed the needs of women who were returning to school as adults and needed financial aid assistance, transfer credit, and workforce preparation. The need for the women’s center was based on the increased demand for services as adult women returned in large numbers to higher education as well as the statistic that 58 percent of continuing education enrollees were women. The center was located in a house on the corner of 38th Street and Black Street. The center moved to the downtown campus in 1981 and was guided by Patricia Boer. By the late 1980’s the center was closed and its tasks absorbed by the Office of Women’s Research and Resources.

The Office for Women and the Commission on Women

The Office for Women was established in 1996 following this recommendation with funding from an Indiana University Pathology Strategic Directions grant. Kathleen Warfel, Professor of Pathology, was named its first director by Chancellor Gerald Bepko. In 1997, the Commission on Women was organized to address concerns in the areas of pay equity, recruitment and retention of women, sexual harassment, childcare needs, campus climate and work/life balance. In 1998, Kathleen Warfel resigned and Kimberly Quaid (de Cordon), Assistant Professor of Medicine and Molecular Genetics, became the director. Upon the initial grant funding ended in 2000, financial support for the office was assumed by the campus and administration was transferred to the Office for Professional Development.

Upon the resignation of Kimberly Quaid in 2001, the position of director was vacant for several years. Staff members of the Office for Professional Development oversaw the activities of the office. These included Sherree Wilson, Director of Multicultural Professional Development, and research assistants, Jeanne Barney and Anita Muhammad.

In 2004, Kathleen Grove was hired as Director, a part-time position in the Office of Professional Development. Subsequently in 2007, at the 10th anniversary celebration of the Office, Chancellor Charles J. (Bud) Eichet announced that the position of director would become a full-time position. In 2008 the Office for Professional Development was closed; however, the Office for Women remained in the portfolio of the Office of Academic Affairs reporting to the Senior Associate Vice Chancellor for Academic Affairs.

THE OFFICE FOR WOMEN

The Office leads campus-wide efforts to ensure gender equity for faculty, staff and students through partnerships with other campus units, programming to address professional development and career strategies, leadership skills workshops, mentoring programs, policy review and analysis, and recognition of excellence through awards and exhibits.

Another Task Force on the Status of Women was organized by Chancellor astras Paydar to lead a 20-year review of campus progress towards gender equity. The 2014 Task Force Report on the Status of Women at IUPUI noted progress made on campus and identified challenges remaining.


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“The mission of the IUPUI Office for Women is to build a campus environment that is inclusive of all and to create a climate where all community members can succeed and reach their full potential as faculty, staff, or students.”

- Kathleen S. Grove, Director

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HERRON SCHOOL OF ARTS AND DESIGN – Jane Fortune Outstanding Women Visiting Artist Lecture

The Jane Fortune Outstanding Women Visiting Artist Lecture was created in 2007 to bring internationally acclaimed female artists to Indianapolis to share their insights with the school, campus, and Indianapolis communities. The lecture series was funded by a gift from the late Indianapolis philanthropist, author, and art historian, Jane Fortune. The talks are hosted annually in the Basile Auditorium at Herron. Past guest speakers have included Audrey Flack, Judy Chicago, María Magdalena Compos-Pons, Faith Ringgold, Carrie Mae Weems, and Paula Scher among others.

IU SCHOOL OF NURSING

The Davis-Sams Visiting Distinguished Professorship

The Davis-Sams Distinguished Visiting Professorship is named in honor of Anne Mitchem-Davis, the first African American graduate of Indiana University School of Nursing (1953) and Dr. Lauranne Sams, the first African American faculty member hired (1958). Established in 1999 as part of the School’s 85th Anniversary Celebration, the Davis-Sams Distinguished Visiting Professorship provides an opportunity for a distinguished leader in nursing to spend 2–3 days consulting with faculty, lecturing to students, and engaging with the larger community.

TOBIAS CENTER FOR LEADERSHIP EXCELLENCE – Hazelton Forum

Based on IUPUI’s campus, the Tobias Leadership Center works to engage diverse leaders to meet the challenges of impact, innovation and inclusion. One of its key initiatives is the annual Hazlett Forum, which provides a public arena for knowledgeable and creative speakers to celebrate the achievements of women leaders. It was established by Ambassador Randall L. Tobias to honor the memory of Susie Hazelett, the former Executive Director of the Randall L. Tobias Foundation.

WOMEN’S CAUCUS OF IU MCKINNEY SCHOOL OF LAW

In 1976, a few first-year women law students founded the Women’s Caucus at what was then the IU School of Law-Indianapolis at IUPUI.

At the time, women represented about one-third of students entering the law school and their growing numbers represented a dramatic shift in enrollment. Prior to the mid-1970s, the law school typically had only a handful of women in each graduating class.

Increasing numbers of women in law school represented progress, but they still faced stereotypes. According to Lauran Hansen Dean, J.D.-’79, a Women’s Caucus founder and its first president: “It wasn’t unusual for women to hear that they had taken a spot in law school that could have gone to a man.

By the following year, Women’s Caucus had 50 student members, published a newsletter, “Caucus Voice,” and hosted a successful inaugural “Free to Be Female,” conference on October 27, 1977. Women’s Caucus continues to be an important part of the IU McKinney community, hosting an annual auction that raises proceeds for Indianapolis-area service organizations.

“Women’s Caucus is a vital part of many women’s experience in law school,” says Cayla Irlbeck, a J.D. candidate (class of 2020) in the IU McKinney School of Law and co-chair of the IU Women’s Caucus. “It provides a platform for women in law school to network with other professional women. We seek to build networks throughout this city and beyond for our members so that each member feels supported and heard.”
A GLIMPSE OF IUPUI’S PAST, PRESENT, AND FUTURE.

1972 “Opportunities for Women Today,” an eight-week course, was offered for the first time by the Division of Continuing Education.

1975 Site of the first pregnancy center at the Indiana University School of Medicine.

1979 Indiana University Chancellor establishing a Status of Women Office.

1981 CEEO renamed IUPUI Campuships to create additional residence hall space.

1987 The Office of Women’s Research and Resources was established in Cowan Hall and continues today.

1988 Final report of the Task Force on the Status of Women was released. The establishment of an Office for Women was recommended.

1992 The Office for Women was established at the School of Medicine.

1996 In September, Chancellor Maynard Hine appoints first Director of the Office for Women.

1999 Key Initiators for the Advancement of Women Task Force report updated.

2001 An LRC Task Force on the Status of Women was appointed.

2002 In May, the Task Force on the Status of Women released their report, which formed working groups on topics such as leadership, recruitment and retention, curriculum and women’s initiatives.

2003 The IU School of Medicine Women’s Advisory Council was established.

2004 In February 2004, Kathleen S. Grove was hired as the director of the IU Office of Women.

2005 Indiana University- Purdue University Indianapolis (IUPUI) opened the Center for Women for Engineering Roles (POWER) Summer Camp for Women.

2006 Inaugural Women in Leadership forum established at the IU Student Center for Excellence in Leadership, sponsored by the Chancellor and the Office for Women.

2008 In preparation for the Centennial, IUPUI archives exhibit created, Women’s Excellence at IUPUI.

2009 New faculty pay equity study completed at request of OFW.

2010 First Induction Nursing Mother’s Recognition Ceremony held.

2011 Enhancing Mentoring Program for Women in Engineering (EMPower) was created in the Office for Women and the Office of the Vice Chancellor for Research.

2012 Women Creating Excellence at IUPUI: Indianapolis Center Art Gallery.

2013 Women@30 event at the School of Science.

2014 EMPOWER is co-created by the Office for Women and Division of Academic Affairs.

2015 New Generation 2.0 Leadership program funded by Academics Affairs and launched by Office for Women.

2016 Review of 2017-2018 grant from Indiana University-Purdue University Indianapolis Philanthropy Council focused on Research and Resources.

2017 The WISE (Women in Science and Engineering) logo is designed as a multi-media exhibit in the Center Art Gallery.

2018 OFW is Co-sponsor inaugural IUPUI Women of Color Philadelphia Conference.

Timeline of Gender Equity Activities at IUPUI

Kathleen S. Grove, Director, IUPUI Office for Women

1979 Elizabeth Hine, first Director assigned.

1987 The Center for Women’s Studies was established.

1987 In response to student concerns, Provost and members of the University Senate created the Center for Continuing Education for Women.

1994 A campus-wide survey on the status of women was conducted.

1998 Final report of the Task Force on the Status of Women was released.

1999 The IUPUI Commission on the Status of Women was established. It served as a volunteer group of faculty, staff, students, alumni to foster working groups to understand pay equity, child care, sexual harassment, women’s leadership, research recruitment and retention, curriculum and women’s initiatives.

2000 The new IUPUI Center for Young Children had its official opening.

2004 In February 2004, Kathleen S. Grove was hired as the director of the IU Office of Women.

2005 The Office for Women was established at the School of Medicine.

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The Purdue School of Engineering and Technology at IUPUI has several programs aimed at recruiting women students to the field of engineering and technology. Preparing Outstanding Women for Engineering Roles (POWER) Summer Camp at the School of Engineering and Technology was established in 2005 to encourage women in the 9th, 10th, and 11th grade to explore engineering as a career. This week-long residential camp offers young women the opportunity to explore engineering through hands-on experiences and learn about different engineering careers. POWER Senior Academy for 12th graders was established in 2017. The WinIT summer camp for high school girls was established to encourage learning about current technologies and exploring technology through hands-on experiences.

Additionally, the school sponsors a student chapter of the Society of Women Engineers. The Society of Women Engineers is a global organization whose mission is to enable women to achieve their full potential in their careers as engineers and leaders.

SAPIR – SEXUAL ASSAULT PREVENTION, INTERVENTION AND RESPONSE TASK FORCE

Since 2011, the Counseling and Psychological Services, the Dean of Students, the Office for Women, Student Health and Wellness, the Office of Equal Opportunity and IU Police have partnered to create a campus-wide coalition to initiate and coordinate efforts to address sexual assault and intimate partner violence on campus. The task force provides a forum for planning and coordinating primary prevention education for students, faculty and staff; coordination of messaging and dissemination of information; and strategic planning for ongoing prevention, intervention and response efforts. It has broad representation from stakeholders across campus and the local community. The task force meets monthly and helps sponsor campus recognition of Domestic Violence Awareness Month (October), Stalking Awareness Month (January) and Sexual Assault Awareness Month (April). It maintains a website and social media presence and supports the work of the Assistant Director of Interpersonal Violence Prevention and Response.

STUDENT AFRICAN AMERICAN SISTERHOOD NATIONAL ORGANIZATION, INC.

Student African American Sisterhood National is a high school and collegiate nonprofit organization dedicated to supporting the personal and professional development of young women of color. It has its beginnings on the IUPUI campus in 2005-06 as a grassroots effort to respond to the desires of African American female students to develop a network of academic and personal support. It was created by Khalilah Shabazz, the Assistant Vice Chancellor for Student Diversity, Equity and Inclusion and Director of the Multicultural Center at IUPUI. It has grown into an 18-chapter national nonprofit organization dedicated to the development of young women of color in the educational pipeline.

NATIONAL CENTER OF EXCELLENCE IN WOMEN’S HEALTH

The National Center of Excellence (NCoE) in Women’s Health is a program of Indiana University School of Medicine Department of Obstetrics and Gynecology. The Center’s mission is to improve the health of Indiana women and their families through collaboration, outreach and education. It began in 1997 when Indiana University School of Medicine was awarded support from the U.S. Department of Health and Human Services to become a National Center of Excellence in Women’s Health. It is now supported and funded by the School of Medicine and other grants and donations. Ongoing programs include Women’s Wellness on Wheels program that reaches women where they live and work to provide free health assessments, including BMI, blood pressure and blood sugar, and programs on women’s health. Other programs include an annual symposium on health issues impacting women and families, a workshop on negotiation and leadership skills, and educational forums on the latest gender-specific research and its impact on women’s health.

The Great Eight Scholarship was created in 2016 to provide income support to a PhD student in the School of Education at IUPUI whose college runs the program. The scholarship is funded by several generous individuals and is awarded to a student in the doctoral program at the IUPUI School of Education.
**WOMEN’S, GENDER AND SEXUALITY STUDIES**

In 1977 at a time when women’s studies programs and departments were being inaugurated throughout the country, an IUPUI subcommittee was formed to evaluate the need for and the creation of a women’s studies program on the campus. Two years later, in 1979, a Women’s Studies minor was created in the IU School of Liberal Arts, IUPUI. The Program claimed its space during an era that featured the emergence of the discipline itself and has been an important feature of liberal arts programs on the Indianapolis campus for four decades. Since that time, Women’s Studies has established credibility in most major U.S. universities, boasts a roster of rigorous peer-reviewed journals, and has expanded into Gender and Sexuality Studies. In a world in which public and private figures challenge everything from the gender binary to the insidiousness of sexual harassment and the perpetuation of rape culture, our evolving field has never been more relevant. The Women’s Studies Program at IUPUI, now renamed as Women’s, Gender, and Sexuality Studies (WGSS), has thrived.

Currently, we offer an undergraduate and graduate minor, and also a major through the Individualized Major Program. Currently, we offer an undergraduate and graduate minor, and also a major through the Individualized Major Program. We average 20–35 enrolled students annually. In 2017, we established a chapter of Iota Iota Iota (Triota), a national organization which serves as both an academic club and as an honor society for the field of Women’s and Gender Studies. Interdisciplinary in nature, our program explores a wide range of issues as seen through these lenses.

WGSS brings together faculty and students who explore issues of women, gender and sexuality in their teaching, research and service. Interdisciplinary in nature, our program explores a wide range of issues as seen through these lenses.
50 YEARS

IUPUI
1969–2019

HONORING THE IU BICENTENNIAL