



# CREATING GENDER EQUITY AT IUPUI

## FIFTY YEARS OF LEADERSHIP



# 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.

## Continuing Education Center for Women

In 1975, the IUPUI Continuing Education Center for Women opened under the leadership of Maureen Provost as director and Marjorie Leamnson Stonehill, Director of the IUPUI School 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 at IUPUI were women. The center was located in a house on the 38<sup>th</sup> Street Campus.

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 he Office of Women’s Research and Resources in Cavanaugh Hall. In 1991 the staff was merged into the Women’s Studies program.

## Task Force on the Status of Women

The need to address issues of gender equity on campus continued and in 1994, William Plater, Dean of Faculties, and Kathleen Warfel, Faculty Council President, established the Task Force on the Status of Women. The first recommendation of the 1996 Report of the Task Force on the Status of Women was: Establish the IUPUI Office for Women. “We envisioned a future with a permanent and formal campus mechanism to address the status of women faculty, librarians, staff and students and a campus climate which makes IUPUI an institution where women can succeed....”

## The Office for Women and the Commission on Women

The current Office for Women was established in 1996 following this recommendation with funding from an Indiana University 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. When 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.

# THE OFFICE FOR WOMEN

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, Jeanine Bankey and Annila Muhammed.

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 Bantz 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.



## Today

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 Nasser 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.

The report is available at the Office for Women website:  
<https://ofw.iupui.edu/Research/2014-Task-Force-on-the-Status-of-Women>

“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 85<sup>th</sup> 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.

<https://ofw.iupui.edu/Leadership/Online-Archive-Women-Creating-Excellence-at-IUPUI/Women-Creating-Excellence/lauranne-brown-sams>

<https://ofw.iupui.edu/Leadership/Online-Archive-Women-Creating-Excellence-at-IUPUI/Women-Creating-Excellence/anne-mitchem-davis>



## ■ TOBIAS CENTER FOR LEADERSHIP EXCELLENCE – Hazlett 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

By Alicia Carlson, Writer/Editor, IU Robert H. McKinney School of Law, Office of External Affairs

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 McKinney 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."



## WOMEN CREATING EXCELLENCE AT IUPUI

In 2009, for the university's 40<sup>th</sup> anniversary, the Office for Women with funding from the Division of Diversity, Equity and Inclusion and assistance from the University Library created a online archive to highlight and celebrate the significant contributions of women faculty, staff, students, alumnae and community members. It features the biographies of over 100 women who have made significant contributions to the growth and development of IUPUI since 1969 and features photos from the Ruth Lilly Special Collections and Archives. Additional information on the "founding mothers" who helped build the institutions that preceded IUPUI is included as well. Predecessor schools to IUPUI have had a presence in Indianapolis as early as 1879 and feature a strong tradition of women's leadership in important and critical roles .

In January 2012, the online exhibit was adapted to a multi-media exhibit which was shown in the Cultural Arts Gallery in the Campus Center. The exhibit continues to exist on the Office for Women website:

<https://ofw.iupui.edu/Leadership/Online-Archive-Women-Creating-Excellence-at-IUPUI>



# A GLIMPSE OF IUPUI'S

## PAST, PRESENT, AND FUTURE.

Timeline of Gender Equity Activities at IUPUI  
Kathleen S. Grove, Director, IUPUI Office for Women



**1972**

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



**1975**

Sept. 19 was the official opening of the **Continuing Education Center for Women**, a two-story building on 38th Street in order to "provide a home-like atmosphere where women can come for career and education counseling and for continuing education classes..."

**1973**

Chancellor Maynard Hine appoints first **IUPUI Commission on the Status of Women** with Professor Frances Dodson Rhome as Chairperson.

**1977**

The Committee on Women's Studies was formed.



**1979**

**Women's Studies** minor created by the School of Liberal Arts

**1981**

CECW moves to **IUPUI campus** to converted private residence at 1317 W. Michigan Street

**1987**

**The Office of Women's Research and Resources** was established in Cavanaugh Hall and combined the resources of the Women's Studies Program and the Center for Continuing Education for Women.



**1994**

A campus-wide **Task Force on the Status of Women** was appointed to review data and current conditions for women at IUPUI and make recommendations.

**1996**

Final Report of the Task Force on the Status of Women was issued. It recommends the establishment of an **Office for Women** and a Commission on Women

The **Office for Women** was established under the leadership of **Kathleen Warfel**, Professor of Pathology, IU School of Medicine.



**1997**

The **IUPUI Commission on Women** was established. It served as a volunteer group of faculty, staff and students that formed working groups on various issues including pay equity, child care, sexual harassment, campus climate, recruitment and retention, curriculum and work/life initiatives.

**1998**

In September, 1998, Professor **Kimberly Quaid** was appointed director of the Office for Women.

**1999**

Key Indicators for the Advancement of Women from task force report updated.



**2000**

The new **IUPUI Center for Young Children** had its official opening in August.

**2004**

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

The **Women's Philanthropy Institute** becomes part of the Center on Philanthropy at the IU School of Liberal Arts, IUPUI.

**2005**

Indiana University-Purdue University Indianapolis Preparing Outstanding Women for Engineering Roles (**POWER**) Summer Camp at the School of Engineering and Technology is established

**2006**

Inaugural **Hazelett Women in Leadership** forum initiated by the IU Tobias Center for Excellence in Leadership, IUPUI Office of the Chancellor and the Office for Women.



The IU School of Medicine **Women's Advisory Council**, was established.

**2007**

First dedicated **Nursing Mother's Room** opened on campus in School of Engineering and Technology.

**10th Anniversary** Office for Women Celebration Luncheon, April 10th, featuring Ora Pescovitz, President and CEO, Riley Hospital for Children.

**2008**

In preparation for celebration of IUPUI 40<sup>th</sup> Anniversary, online archive exhibit created, "**Women Creating Excellence at IUPUI**"

Campus **Multicultural Center** created and interim director hired.



**2009**

New faculty pay equity study completed at request of OFW.

**2010**

1999 Key Indicators for the Advancement of Women updated.  
Hosted A'Lelia Bundles, "The Story of Madam CJ Walker: Writing My Great-great Grandmother Back into History."

**2011**

Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (**EMPOWER**) co-created by the Office for Women and the Office of the Vice Chancellor for Research.

**Advancing Women Mentoring Program** co-created by Office for Women and Division of Student Affairs.



Sexual Assault Prevention, Intervention and Response (**SAPIR**) Task Force formed.

**2012**

**Women Creating Excellence** at IUPUI multi-media exhibit created in Campus Center Art Gallery.

**2014**

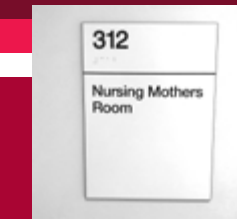
New **Task Force on the Status of Women** created and prepares report.

**2015**

**Next Generation 2.0** leadership program funded by Academic Affairs and launched by Office for Women

**2016**

Receive \$13,000 grant from IU Foundation Women's Philanthropy Council to pilot an Office for Women at the Columbus campus



Newly constructed, dedicated lactation space spearheaded by the Campus Center and the Office for Women opens in the Campus Center.

**LGBTQ+ Center** opens on campus in Taylor Hall and first director hired

**2018**

On August 21, 2018, the Board of Trustees approved a name change for the Women's Studies Program to: **Women's, Gender, and Sexuality Studies** (WGSS)

**2017**

**20<sup>th</sup> Anniversary** Office for Women Celebration Luncheon, Pacesetter Awards presented to five community women leaders: Tamika Catchings, Olympic Gold-medalist and former Indiana Fever player; Betty Cockrum, CEO, Planned Parenthood of Indiana and Kentucky; Miriam Acevedo Davis, President, La Plaza; Mari Evans, Poet and community activist (posthumous); and Rabbi Sandy Sasso, Beth-El Zedeck congregation and Women4Change.



The **WISE** (Women in Science and Engineering) Wing in North Hall is an embedded community on the STEM (science, technology, engineering, math) Floor for first-year female students who are pursuing degrees in the Schools of Engineering & Technology and the School of Science.

**2019**

OFW is Co-sponsor inaugural **IUPUI Women of Color** Luncheon on March 29th at Southeast Community Service Center.

OFW is Co-sponsor and co-chair inaugural **IUPUI Women's Conference** for 400 employees on August 23<sup>rd</sup> at the Campus Center.



## ■ PURDUE SCHOOL OF ENGINEERING AND TECHNOLOGY AT IUPUI

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 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> 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 12<sup>th</sup> 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 had its beginnings on the IUPUI campus in 2004-05 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 founded 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. <http://saasnational.org>



### FUN FACT:

The Great Eight Scholarship was created by eight black women who received their PhD's all in the same year, 2016, from the IU School of Education at IUPUI. It will help fund a graduate student in the doctoral program at the IUPUI School of Education.



## ■ 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 work and live 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.

### FUN FACT:

In 2011 all current employees were required to successfully complete an online Sexual Harassment Training module through the Office of Equal Opportunity. During 2011 and 2012 approximately 11,150 faculty, staff, and student employees on the IUPUI and IUPUC campuses completed the training.



## WOMEN’S, GENDER AND SEXUALITY STUDIES

By Catherine A. Dobris, Ph.D. Director, Women’s, Gender, and Sexuality Studies Program  
Associate Professor, Department of Communication Studies IU School of Liberal Arts, IUPUI

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. 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.

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.



Source:  
*Dobris, C.A., Turner, R., & Wilcox, L. (In press, 2019). “We Changed Minds”: A History of the Women’s Studies Program at Indiana University Purdue University Indianapolis (IUPUI). Andrea Walton, editor. Women at Indiana University: Views of the Past and the Future (Bloomington, IN: Indiana University Press)*



## WOMEN’S PHILANTHROPY INSTITUTE

The seeds from which the Women’s Philanthropy Institute grew germinated in 1991 when Sondra Shaw Hardy and Martha Taylor established the National Network of Women as Philanthropists (NNWP) at the University of Wisconsin-Madison. NNWP served as a clearinghouse of information on women’s philanthropy. NNWP changed its name to the Women’s Philanthropy Institute (WPI) and became incorporated as a free-standing nonprofit in 1997. The Women’s Philanthropy Institute became part of the Center on Philanthropy at the IU School of Liberal Arts, IUPUI, in January 2004 and subsequently a part of the IU Lilly School of Philanthropy established in 2012 on the IUPUI campus. The mission of the Institute is to conduct, curate and disseminate research that grows women’s philanthropy.

## WOMEN IN SCIENCE HOUSE

By Diana Sims-Harris, Ph.D.,  
Director of Student Affairs,  
School of Science, IUPUI

The Women in Science House (WISH) was founded in 2005 by the IUPUI School of Science in collaboration with Housing and Residence Life. WISH was created with the goals of increasing female science student recruitment, retention, and graduation, and ultimately, placement in a scientific career. The program addresses a national need for more highly qualified scientists, particularly in disciplines in which women are under represented. The program consists of a residential-based learning community (apartment building with 30 residents), a student council (also a registered student organization), scholarships for all residents, and a variety of workshops and events held throughout the year. Annual programs include the Women in STEM research poster session, Pasta Panel featuring science professionals, etiquette dinner, and WISH Formal.



## IU SCHOOL OF MEDICINE WOMEN’S ADVISORY COUNCIL

Established in 2006, the Indiana University School of Medicine Women’s Advisory Council provides a critical advisory role for the school’s efforts to create a culture that promotes faculty vitality and diversity with a particular emphasis on the advancement of women in medicine and science. The Women’s Advisory Council works toward an environment where all members of the school community can thrive. In November 2009, the council and the Office of Faculty Advancement and Professional Development received the AAMC Women in Medicine and Science Organizational Leadership Award. In 2012, the Women’s Advisory Council was a key partner in creating the proposal for the American Council on Education/Alfred P. Sloan Award for Faculty Career Flexibility. IUSM was one of five U.S. medical schools chosen for the award. Since 2008, the Council has hosted “Stepping Stones of Women in Leadership” programs to highlight the career development journeys of successful women.



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