



**Annual Report
of Research, Programs, and Advocacy**

2010-11

EXECUTIVE SUMMARY

July 31, 2011

Dear Colleagues:

On behalf of the Yale Women Faculty Forum, we share with you the WFF 2010-11 Annual Report.

In 2010-11, WFF celebrated ten years of advocacy, research and programming promoting gender equity and scholarship on women and gender at Yale University. This year, WFF applauded the institution of the University-Wide Committee on Sexual Misconduct, a culmination of our *Report on Sexual Misconduct at Yale* (2009), and continued policy research and data collection on gender equity in the academy. With support from the Office of Faculty Development, WFF launched the yearlong Public Voices Thought Leadership Fellowship project, an initiative that trains female and minority male faculty to write for the op-ed pages of major print and online publications to amplify diverse voices.

At our tenth anniversary Opening Reception, we launched *Women At Yale: A Tour*, a multimedia resource that chronicles the histories and iconographies of women in Yale's history. Throughout the year, WFF continued publicizing events and opportunities related to scholarship on women and gender to our nearly 1,000 members. We continued to provide mentoring and professional development programming for women in the academy by co-sponsoring diversity initiatives and programs with a variety of organizations across the University.

Sincerely,

Shirley McCarthy, MD, PhD
Professor of Diagnostic Radiology
Professor of Obstetrics and Gynecology
Co-Chair, Yale Women Faculty Forum

Laura Wexler, PhD
Professor of American Studies
Professor of Women's, Gender, and Sexuality Studies
Co-Chair, Yale Women Faculty Forum

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INTRODUCTION

The Yale Women Faculty Forum (WFF) was established in 2000-01 during Yale's Tercentennial year to highlight the presence of women at the University and the accomplishments of Yale alumnae. In the ten years since its inception, with the support of the President and Provost of Yale, the WFF has evolved into an organization of women faculty, staff and students who work together to:

- Foster gender equity throughout the university through policy initiatives and research
- Promote scholarship on gender and scholarship about and by women across all schools of the University
- Promote mentoring, collaboration, and networking

Every academic year, the WFF produces an annual report that provides an overview of its programs, research, initiatives, and advocacy. In the 2010-11, the Women Faculty Forum has continued the legacy of activism around gender and institutional policy and practices and thus organized several programs and projects around this activist emphasis.

ORGANIZATIONAL STRUCTURE

The Yale Women Faculty Forum (WFF) is comprised of faculty, staff, students and alumnae/i committed to gender equity at Yale. The WFF is directed by two Co-Chairs, the Steering Committee, and Council, with support from 2.5 staff members. Working groups – Institutional Change, Sexual Misconduct Policy, and Public Thought Leadership – are the organization’s current activist arms that ensure that the WFF enacts substantive change. The working group model brings together individuals with a particular interest and/or expertise in a topic.

2010-11 Yale Women Faculty Forum Co-Chairs

Shirley McCarthy is Professor of Diagnostic Radiology and Professor of Obstetrics and Gynecology at the Yale School of Medicine. She joined the Medical School faculty in 1984. Her research interests are in the applications and cost effectiveness of Magnetic Resonance Imaging (MRI) of the body, and gynecologic applications of MRI and other imaging techniques, including CT. Previous studies have included prospective evaluations of MRI versus other imaging techniques in the diagnosis and detection of disease and the underlying anatomy and/or physiology accounting for the image appearance. She is a fellow in the International Society of Magnetic Resonance in Medicine, and is considered an international leader in her field. Dr. McCarthy completed her undergraduate studies at SUNY-Albany, her PhD at Cornell, and her medical training at Yale. She has been featured on *New York Magazine’s* and *US News and World Report’s* “Best Doctors” and “Top Cancer Doctors” lists for years. In addition to her medical expertise, Dr. McCarthy is an avid environmental activist.

Laura Wexler is Professor of American Studies and Professor of Women’s, Gender, and Sexuality Studies at Yale. She is the former Chair of the Women’s, Gender, and Sexuality Program, and has received major grants from the National Endowment for the Humanities and the Henry R. Luce Foundation, among others. Professor Wexler is a renowned feminist theorist whose scholarship centers on intersections of race, gender, sexuality, and class with visual culture. Her book, *Tender Violence: Domestic Visions in an Age of U.S. Imperialism*, won the Joan Kelley Memorial Prize of the American Historical Association for the best book in women’s history and/or feminist theory. She is co-author of *Pregnant Pictures*, and co-author and/or co-editor of several volumes including *Interpretation and the Holocaust* and *The Puritan Imagination in Nineteenth Century America*. She is currently working to establish a Public Humanities Master’s concentration within the American Studies Graduate Program at Yale.

Yale Women Faculty Forum Steering Committee

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School of Management

HANNAH BRUECKNER
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Center for Research on Inequality
and the Life Course

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Professor, Sociology

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Studies, American Studies

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Medicine and Professor, Genetics
and Immunobiology

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Co-Chair, Women Faculty Forum

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Molecular Biophysics and
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Medical Institute Investigator

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Physics and Astronomy

LAURA WEXLER
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Yale Women Faculty Forum Council

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Professor, School of Architecture

MARY LUI
Associate Professor,
American Studies

JESSICA STOCKHOLDER
Professor, School of Art

EMILIE M. TOWNES
Andrew W. Mellon Professor,
African American Religion and
Theology, Divinity School

KATIE TRUMPENER
Professor, Comparative Literature
and English

ELISABETH WOOD
Professor, Political Science

WFF Staff

The Women Faculty Forum staff comprises two full-time Gender Equity and Policy Associates who are responsible for overseeing and coordinating the programs and initiatives of the Forum. They provide research support for the ongoing activist efforts of the Forum and participate in all of the working groups. A part-time Business Manager offers logistical and business support for the organization. In addition, an undergraduate part-time office intern assists in administrative tasks.

Gender Equity and Policy Postgraduate and Postdoctoral Associates

Ruth Vaughan is the 2010-11 Gender Equity and Policy Postgraduate Associate with the WFF. She received her Masters of Art in Religion with a concentration in Ethics from Yale Divinity School and her BA in Religion from Emory University. While at Yale, she participated in the Women, Religion, and Globalization initiative and has been actively involved in women's empowerment and grassroots organizing in India.

Liena Vayzman is the 2010-11 Gender Equity and Policy Postdoctoral Associate with the WFF. She earned her BA from Vassar College and MA and PhD in History of Art from Yale University, specializing in Modern and Contemporary Art and the Histories of Photography, with a particular expertise in women and gender in visual culture. She has held curatorial fellowships at the Yale University Art Gallery and taught courses on gender, photography, and visual culture at the Rhode Island School of Design, CUNY, The New School, and San Jose State University prior to joining the WFF staff. Dr. Vayzman is at work on a book about the French Surrealist-era women photographers and Resistance activists Claude Cahun and Marcel Moore, the topic of her Ph.D. dissertation.

Business Manager

Edith Rotkopf has served as the WFF's part-time Business Manager for many years and has been responsible for the maintenance of the WFF's finances and institutional memory. She also serves as a part-time Business Manager for the Lamar Center at Yale. As of July 2011, WFF business functions will be handled directly by the Yale business administration.

WFF Membership

In addition to the faculty leadership and staff, the WFF has almost 1,000 members at Yale and in the larger academic community who subscribe to the weekly newsletter that highlights events and resources on gender equity and scholarship on women. The WFF membership comprises faculty, staff, students, and community members who care about gender equity and policy at the institutional level and have participated energetically in the initiatives of the WFF. New members can request to be added to the WFF membership list by emailing wff@yale.edu.

WFF PROGRAMS, PROJECTS, AND ADVOCACY, 2010-2011

WFF Opening Reception 2010

The Yale Women Faculty Forum hosted nearly 200 guests at the tenth annual WFF Fall Opening Reception on Wednesday, October 20, 2010, at the Yale School of Forestry and Environmental Studies' Kroon Hall. This year marked the tenth anniversary of the WFF. To honor this occasion, Women Faculty Forum founders Nancy Cott (now Jonathan Trumbull Professor of American History at Harvard and Director of the Schlesinger Library on the History of Women in America at the Radcliffe Institute), Judith Resnik (Arthur Liman Professor, Yale Law School), and Dolores Hayden (Professor, American Studies and Yale School of Architecture) spoke about the organization's inception and its ten years of activism, research, and programs on gender. The reception was also an occasion to announce the launch of *Women At Yale: A Tour*, a multimedia resource that chronicles the histories and iconographies of women on campus, beginning with the inception of Yale College over three centuries ago. This walking tour and podcast provide insights into women's contributions that have gone unrecognized and hidden in Yale's history. Yale alumna Nancy Alexander, a WFF donor supporting the project, spoke at the reception and highlighted the importance of women's space and history at Yale.

The WFF was delighted to celebrate this occasion in Kroon Hall, a LEED certified building that is at the forefront of environmental architecture. Pilar Montalvo, Assistant Dean at the Yale School of Forestry and Environmental Studies, welcomed the faculty, administrators, and guests to the space. Forestry School representatives conducted tours of the building's environmental features for WFF guests. The reception kicked off the year with energy and enthusiasm for the next ten years of WFF research, activism, and policy initiatives.



Kroon Hall, School of Forestry and Environmental Studies, with *Women at Yale: A Tour* slideshow on view during WFF reception



WFF Co-Chairs Laura Wexler and Shirley McCarthy at the Opening Reception



Co-Chair of the Sexual Misconduct Working Group Priyamvada Natarajan and WFF Co-Founder Judith Resnik at the Opening Reception



Maya Lin's *Woman's Table*, one of the sites included in *Women at Yale: A Tour*

Women At Yale: A Tour

The WFF was proud to launch *Women At Yale: A Tour*, a multimedia resource that documents three centuries of women's accomplishments at the University and chronicles iconographies and stories of women who, in spite of tremendous odds, made significant contributions to the campus community, Yale's built environment and Yale's history. *Women At Yale: A Tour* consists of an interactive website (www.yale.edu/womenatyale) and a printed, full-color brochure with a map describing nearly 50 sites of importance to women's history on campus. A corresponding audio tour brings together voices of women from the past and present, highlighting vignettes and personal reflections on the history of women's contributions to Yale.

This landmark resource is the result of over a year's archival research and oral history interviews conducted by Alice Moore, Ph.D. candidate in American Studies, under the direction of Professor Laura Wexler and with the assistance of past WFF Associates Arun Storrs and Jessica Svendsen. For those who wish to take the tour on campus, the printed brochure is available at the Yale College Dean's Office, Visitor's Center, and other sites on campus, along with the audio tour access information. *Women At Yale: A Tour* was made possible by WFF contributors and supporters Nancy Alexander and Phil Bernstein.

WFF Newsletter and Website

The WFF sends a weekly newsletter to our membership, which comprises nearly 1,000 faculty, staff, students, and community members who are interested in gender equity and policy initiatives at the university level. The newsletter highlights events, programs, lectures, and research that pertain to gender equity at Yale and in the wider academic community.

The Yale Women Faculty Forum website (<http://www.yale.edu/wff>) provides a wealth of information and resources about gender equity initiatives at Yale and peer institutions over the past ten years, including all WFF publically-available reports and a bibliography of research on gender equity in higher education. WFF strove to publicize the availability of these resources this year by highlighting them in the newsletter, in addition to updating the website with documentation of events and programs. In the coming year, we plan to expand the WFF website's multimedia resources so that it can continue to be an up-to-date site documenting and publicizing gender equity and scholarship initiatives on campus as well as for researchers internationally.

WFF Working Groups, 2010-2011

Institutional Change Working Group

Chair, Shirley McCarthy MD, PhD

The WFF's Institutional Change Working Group met several times this year to discuss ongoing gender-based, issue-based initiatives aimed at enhancing the environment for the women and men of Yale. This year, the group deliberated about gender-based salary inequity and best practices for faculty salary transparency and determination in Yale's professional schools, and conducted preliminary data collection on women and men serving on University standing committees. The working group listened to faculty from several Yale professional schools who reported that the climate in their School is not satisfactory. The Institutional Change Working Group also conducted a survey of the representation of women in portraits in selected spaces on Yale's campus.

Members of the Institutional Change Working Group include:

Chair, Shirley McCarthy MD, PhD

SHIRLEY MCCARTHY
Professor, Diagnostic Radiology
and Obstetrics and
Gynecology; Co-Chair, Women
Faculty Forum

HANNAH BRUECKNER
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Associate Professor,
Organizational Behavior
School of Management

SUSAN CLARK
Joseph F. Cullman Adjunct
Professor, Wildlife Ecology
and Policy Sciences

PEGGY DEAMER
Professor,
School of Architecture

CAROLYN MAZURE
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JODY SINDELAR
Professor, Epidemiology and
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JOAN A. STEITZ
Sterling Professor, Molecular
Biophysics and Biochemistry

JOANN SWEASY
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MEG URRY
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RUTH VAUGHAN
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LIENA VAYZMAN
Postdoctoral Associate,
Women Faculty Forum

LAURA WEXLER
Professor, American Studies
Professor, Women's, Gender,
and Sexuality Studies; Co-Chair,
Women Faculty Forum

Salary Equity

A subgroup of the Institutional Change Working Group, including Professors Carolyn Mazure, Shirley McCarthy, Jody Sindelar, and Laura Wexler, along with Deputy Provost Frances Rosenbluth, met to discuss how to approach salary setting practices across the University's professional schools. In response to concerns raised by women faculty and preemptively to promote faculty salary equity and transparency, we conducted a survey of salary practices in the professional schools. With approval from the Office of the Provost, the WFF designed and distributed a survey to the deans of all of Yale's professional schools to determine the extent to which each professional school follows what we consider to be best practices in setting faculty salaries, communicating about the process, and providing a system for redressing concerns. WFF Steering Committee member Professor Jody Sindelar compiled information on best practices for faculty salary determination and transparency. The ultimate goal was to produce a Best Practices document that can be used by the professional schools, the Provost's Office, and faculty.

While the WFF Institutional Change Working Group recognizes that there may be different circumstances across the schools, it considered the following items to be important from the perspective of ensuring fairness and clarity. WFF's questionnaire for Yale professional schools asked the following questions:

- Does your school have specific guidelines for setting faculty salaries?
- If so, are they given to faculty? How often and under what circumstances?
- Are specific guidelines for redressing salary issues provided to faculty?
- Does the Dean or Department Head ask faculty members to submit written reports on their productivity annually? Where such reports are required, is feedback available to each faculty member either in written form or in an annual meeting with the faculty member, especially for junior faculty members?
- Is an administrative meeting held about salary determination?
- Are there periodic salary equity reviews across all faculty members in your school?
- Is Yale-relevant benchmark salary data provided for faculty to assess their comparative salary?

Results

All 13 professional school dean's offices responded to the survey. One School's response stated only that they follow Faculty of Arts and Sciences (FAS) guidelines and therefore the data recorded here comes from the 12 full responses. It is important to note that the simple yes/no answers collected in the questionnaire reflect a range of practices and that practices vary across schools in a way that is not reflected in the data. The Institutional Change Working Group will continue to analyze this data. The WFF found that out of 12 professional schools that responded fully to our survey:

- 12 Schools hold periodic equity reviews
- 9 Schools hold administrative meetings (usually with deans of finance and administration) about salary determination
- 8 Schools have specific guidelines for setting salaries
- 7 Deans ask faculty members for written reports on annual productivity
- 7 Schools provide feedback to faculty members with respect to productivity reports
- 5 Schools give specific salary guidelines to the faculty
- 2 Schools include specific guidelines for redress
- 1 School includes benchmark salary data

We conclude that there is a variation across Yale’s professional schools in salary setting and transparency practices, with some doing a fine job and others not. For example, a majority of the professional schools used guidelines to establish salaries, but very few schools shared the guidelines with the faculty. There is room for improvement. Our next step in encouraging improvement is to issue a Best Practices document that will be submitted to the Office of the Provost and made available to faculty.

University Standing Committee Data and Analysis

The WFF Institutional Change Working Group continued research on the gender composition of standing committees appointed by central administration. Preliminary data collection and analysis, conducted by WFF Council Member Hannah Brueckner, provides information on committees up to 2007 and suggests that additional data should be procured. Data analysis is ongoing and additional research is necessary.

Preliminary Results

Between 1996 and 2000, women’s share of standing committee assignments increased from 32% to 38% and has remained between 36%-38% through 2007. In the same period, the number of women faculty increased from 24% to 31% (tenured: 14%-21%; non-tenured: 33%-41%).

Gender Composition of Yale University Standing Committees, 1996-2007

Year	Male	Female	Total	Percent Female	Number of committees
1996	614	289	903	32	90
1997	498	247	745	33	81
1999	470	238	708	34	75
2000	463	284	747	38	74
2001	639	363	1,002	36	85
2002	556	341	897	38	77
2003	546	331	877	38	70
2005	685	418	1,103	38	95
2007	553	330	883	37	88

The WFF will pursue further inquiries into committee composition with the publication of *Men, Women, and Yale University: A View from 2012*, a comprehensive analytical report published by the WFF every five years.

Painted Portraits on the Walls of Yale: A Gendered Analysis

A sampling of formal painted portraits in selected public spaces at Yale, including the Yale University Commons, Sterling Memorial Library, Yale Law School Library, Medical School Library, Woolsey Hall, Hall of Graduate Studies, and four residential colleges, demonstrated a discrepancy between the numbers of women and of men represented on the walls of Yale University.

Out of 150 portraits surveyed, 141 (94%) represented men and 9 (6%) represented women. Artistic representations in the public spaces of an institution contribute to the representation of the history and values of an institution and the culture that it cultivates, and affect students and faculty by providing images of role models. The WFF sampling showed that men vastly outnumbered women in portraits in the sampled spaces and supports the idea of a need for more images honoring and celebrating Yale's esteemed women leaders and accomplished alumnae.

Notes on Methodology

The following data represents a sampling of Yale campus spaces, not an exhaustive study. Only painted portraits of identifiable individuals were counted. Sculptural and abstract art was not surveyed for the purposes of this study. Data collection was conducted in spring, 2011, by WFF Associates Ruth Vaughan and Liena Vayzman.

**Painted Portraits on the Walls of Yale:
A Gendered Analysis of Painted Portraits in Select Public Spaces on Yale's Campus**

<u>LOCATION</u>	<u>MEN</u>	<u>WOMEN</u>	<u>TOTAL</u>
Yale University Commons (Central Dining Hall, also used for events)	13	0	13
Woolsey Hall			
President's Room	8	0	8
President's Room Hallway	1	3	4
Sterling Memorial Library			
Nave	3	0	3
Manuscripts and Archives entry area	3	0	3
Memorabilia Room	1	0	1
Main Reading Room	0	0	0
International Reading Room	0	0	0
Basement Reading Room	0	0	0
Yale School of Medicine			
Library Atrium	8	0	8
Rotunda (1 st floor)	1	0	1
Historical Library	4	0	4
Library: Cushing Rotunda (2 nd floor)	7	0	7
Morse Reading Room	5	0	5
Library: Circulation Area	2	0	2
Mary S. Harkness Auditorium	0	1	1
Yale Law School			
Alumni Reading Room	31	4	35
Main Stairwell	7	0	7
Law Library Periodical Reading Room	4	0	4
Law Library Source Cite Room	3	0	3
Faculty Dining Room	4	0	4
Classroom: Room 127	7	1	8
Faculty Lounge	0	0	0
Yale School of Drama			
Theater	0	0	0
W.L. Harkness Hall, Room 309	1	0	1

Continued on next page

<u>LOCATION</u>	<u>MEN</u>	<u>WOMEN</u>	<u>TOTAL</u>
Sheffield-Sterling-Strathcona Room 114	4	0	4
Bass Library	0	0	0
Robert B. Haas Family Arts Library	0	0	0
Calhoun College			
Dining Hall	4	0	4
Library	0	0	0
Common Room	0	0	0
Buttery	0	0	0
Davenport College			
Common Room	1	0	1
Library	5	0	5
Dining Hall	0	0	0
Silliman College			
Silliman College Common Annex	4	0	4
Common Room	0	0	0
Dining Hall	0	0	0
Library	0	0	0
Pierson College			
Frost Room	1	0	1
Common Room	0	0	0
Dining Hall	3	0	3
Blair Room in Library	1	0	1
Library	1	0	1
	TOTAL: Men: 141	Women: 9	Portraits: 150
	Men: 94%	Women: 6%	Total: 100%

Public Thought Leadership Working Group

Chair, Laura Wexler, PhD

The 2010-11 academic year marked the flagship year of WFF's Public Thought Leadership Working Group. The group's inception was sparked by a seminar in the spring of 2010 organized by Laura Wexler and led by The OpEd Project, an initiative to expand the range of voices we hear from the world, with an immediate focus on increasing the volume of women thought leaders in the public sphere to a tipping point. The WFF's Public Thought Leadership Working Group focused on two major projects this year: the Public Voices Thought Leadership Fellows Program and the Yale's First Women PhDs Portrait Project.

Members of the Public Thought Leadership Working Group include:

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Associate Dean, Faculty Affairs,
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Women's Health Research

SHIRLEY MCCARTHY
Professor, Diagnostic
Radiology and
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Co-Chair, Women Faculty
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PAULA KAVATHAS
Professor, Laboratory
Medicine and Genetics
and Immunobiology

JODY SINDELAR
Professor, Epidemiology and
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MEG URRY
Israel Munson Professor,
Physics and Astronomy

RUTH VAUGHAN
Postgraduate Associate,
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LIENA VAYZMAN
Postdoctoral Associate,
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Public Voices Thought Leadership Fellows Program

The Public Voices Thought Leadership Fellowship at Yale is an opportunity for twenty senior women and minority men scholars to work intensively for a year to increase their influence and contribution as thought leaders whose ideas impact not only academia, but also the important issues of our time. The program consists of four interactive seminars (either one or two days long per quarter) that are designed to expand thinking, amplify expertise, and generate concrete results. Fellows are assigned individual mentors and have the opportunity to work with top journalists and access a national network of editor-mentors and high-level media experts in making sure their scholarship and expertise contribute to the public sphere.

The Public Voices Thought Fellowship Program at Yale is part of the WFF's ongoing public thought leadership, mentorship and professional development efforts.

Program History

In the spring of 2010, the WFF brought The OpEd Project to Yale for a one-day seminar to train participants to write for the op-ed pages of major print and online publications. The success of the day-long seminar, open to all faculty in spring, 2010, illuminated the opportunity for women and minority male scholars at Yale to contribute more actively to public thought, and fostered opportunities for collaboration among women and minority scholars across the institution. Men's contributions dominate the newspaper op-ed pages. Over 80% of op-eds are by male contributors. The statistics among

academics are even worse: a May 2008 Rutgers University study found that 97% of op-eds by scholars in the *Wall Street Journal* are written by men. When the WFF examined the ratio of male faculty to female faculty specifically at Yale who had published op-eds in the previous six-month period, we found that the figures replicated the national statistics (80% men/20% women). Minority men are also under-represented.

A subcommittee of the Public Thought Leadership Working Group chaired by Laura Wexler, and including Carolyn Mazure, Shirley McCarthy, Jody Sindelar and Meg Urry, planned a proposal for a year-long Fellowship and met in March, 2011, with Provost Peter Salovey, Deputy Provost Frances Rosenbluth, and Dean of Yale College Mary Miller about the program and its importance for the Yale faculty. Provost Salovey, Provost Rosenbluth, and Dean Miller supported the proposal and requested the WFF to begin the Fellowship in May 2011. Financial support for the Public Voices Thought Leadership Fellowship Program came from WFF funds with additional funding supplied by the Office of the Provost. The Women Faculty Forum's Public Voices Thought Leadership Fellows Program marks The OpEd Project's flagship yearlong university fellowship, devised specifically with Yale in mind.

The WFF and the Provost's office sent repeated notices and applications for the Public Voices Thought Leadership Fellows Program to all senior faculty members at Yale. A selection committee met to determine how the twenty available fellowship places would be filled from the numerous applications received. On May 2 and 3, 2011, the first session of the Public Voices Thought Leadership Fellows Program began, facilitated by The OpEd Project's Katherine Lanpher and Catherine Orenstein.

Public Voices Thought Leadership Fellows Program Progress

As of the current writing (July 31, 2011), Fellows have published at least six public opinion pieces in national media outlets:

Ellen Lust, "Bin Laden's Dead, but Challenges Remain," PBS.org, May 5, 2011

<http://www.pbs.org/wnet/need-to-know/voices/bin-laden's-dead-but-challenges-remain/9094>

Inderpal Grewal, "Where Are India's Missing Girls?," PBS.org, June 2, 2011

<http://www.pbs.org/wnet/need-to-know/voices/where-are-indias-missing-girls/9905/>

Frances Rosenbluth, "For women's career equality: parent-friendly work, Equal Rights Amendment," Christian Science Monitor online, June 30, 2011

<http://www.csmonitor.com/Commentary/Opinion/2011/0630/For-women-s-career-equality-parent-friendly-work-Equal-Rights-Amendment>

Inderpal Grewal, "Separate DSK accuser's asylum story from her New York rape story," Christian Science Monitor online, July 14, 2011

<http://www.csmonitor.com/Commentary/Opinion/2011/0714/Separate-DSK-accuser-s-asylum-story-from-her-New-York-rape-story>

Meg Urry, "Girls and the Future of Science," Huffington Post, July 19, 2011

http://www.huffingtonpost.com/meg-urry/girls-future-science_b_903783.html

Meg Urry, "End of Shuttle Isn't End of Space Program," CNN.com, July 22, 2011

<http://lightyears.blogs.cnn.com/tag/meg-urry-special-to-cnn/>

An updated list of publications will be made available on the WFF website. The second session of the Public Voices Thought Leadership Fellowship Program is to be held in early September, 2011.

2011-2012 Public Voices Thought Leadership Fellows

Susan Baserga, Professor of Molecular Biophysics and Biochemistry; Professor of Genetics and Therapeutic Radiology

Ned Blackhawk, Professor of History; Professor of American Studies

Alicia Schmidt Camacho, Sarai Ribicoff Associate Professor of American Studies and Ethnicity, Race and Migration; Associate Master of Ezra Stiles College

Margaret S. Clark, Professor of Psychology

Susan G. Clark, Joseph F. Cullman 3rd Adjunct Professor of Wildlife Ecology and Policy Sciences

Kathryn Dudley, Professor of American Studies, Professor of Anthropology

Inderpal Grewal, Professor and Chair of Women's, Gender, and Sexuality Studies

Michele H. Johnson, Associate Professor of Neurosurgery, Surgery, and Diagnostic Radiology

Ellen Lust, Associate Professor of Political Science

Carolyn Mazure, Professor of Psychiatry, Professor of Psychology; Associate Dean for Faculty Affairs at Yale School of Medicine; Director of Women's Health Research at Yale

Shirley McCarthy, Professor of Diagnostic Radiology, Professor of Obstetrics and Gynecology; Co-Chair, Yale Women Faculty Forum

Priyamvada Natarajan, Professor of Astronomy, Professor of Physics

Stephen Pitti, Professor of History, Professor of American Studies, Director of the Program in Ethnicity, Race, and Migration, Master of Ezra Stiles College

Lisa Pfefferle, C. Baldwin Sawyer Professor of Engineering and of Chemical and Environmental Engineering

Deborah Proctor, Professor of Medicine, Assistant Clinical Professor of Nursing, Medical Director of Inflammatory Bowel Disease Program, Chair of Status of Women in Medicine

Jennifer Ruger, Associate Professor of Public Health; Associate Professor of Medicine; Adjunct Faculty, Yale Law School

Frances Rosenbluth, Deputy Provost for the Social Sciences and Faculty Development

Jody Sindelar, Professor of Public Health; Chair, Division of Health Policy and Administration; Associated Faculty, Institute for Social and Policy Studies

John Treat, Professor of East Asian Languages and Literatures; Chair of Lesbian, Gay, Bisexual, and Transgender Studies

Meg Urry, Israel Munson Professor of Physics and Astronomy; Director of the Yale Center for Astronomy and Astrophysics; Chair, Department of Physics

Laura Wexler, Professor of American Studies; Professor of Women's, Gender, and Sexuality Studies; Co-Chair, Yale Women Faculty Forum

Yale's First Women PhDs Portrait Project

Co-Chairs, Laura Wexler and Paula Kavathas

At the WFF Celebration of the 40th Anniversary of Coeducation at Yale in Spring, 2010, former Dean of Yale Graduate School Jon Butler offered a challenge.

Dean Butler was aware that Yale Manuscripts and Archives held a photograph of Elizabeth Deering Hanscom, the first woman to earn a Yale PhD, in 1894, and he offered substantial seed money from the Dean's office for a portrait painting of Hanscom if the WFF would agree to complete the project by 2014. University Librarian Alice Prochaska offered space for the portrait in the nave of Sterling Memorial Library.

The WFF accepted the challenge, only to find that there were actually seven women PhD graduates in 1894, comprising one third of Yale doctorates earned that year. Deering Hanscom was only considered first in the sense that her name was first alphabetically.

The project then necessitated locating all seven women's photographic images, of which Yale only had one. Yale's first female PhD recipients from 1894 are:

- Elizabeth Deering Hanscom (English)
- Margaretta Palmer (Astronomy)
- Charlotte Fitch Roberts (Chemistry)
- Sara Bulkley Rogers (History)
- Cornelia H. B. Rogers (Romance Languages and Literatures)
- Mary Augusta Scott (English)
- Laura J. Wylie (English)

At present, WFF research efforts have located photographic images of six of the seven women.

WFF Associates Ruth Vaughan and Liena Vayzman conducted significant original archival research on Yale's first women PhDs from 1894. The research uncovered fascinating information about each woman's life, scholarship, education, family, and professional accomplishments that culminated in a research talk that is described below. With this research, WFF made crucial strides in increasing knowledge about women's scholarly accomplishments and presence in the history of Yale.

The WFF has started a "Women Faculty Forum Portrait Fund" to carry the Portrait Project to fruition. Dean Butler has donated the promised seed money and in the fall of 2011 we will embark on a fundraising campaign in conjunction with Yale's Development Office to raise the funds necessary to commission a portrait of all seven graduates.



Dr. Elizabeth Deering Hanscom
PhD (English), 1894

The WFF also plans an unveiling ceremony that will be accompanied by a pamphlet publication on the lives, scholarship, and historical context of Yale's first women PhDs. We hope to organize an exhibition with some of these alumnae's original hand-written dissertations and letters that are housed in Yale Manuscripts and Archives at Sterling Memorial Library.

Yale's First Women PhDs: Pioneering Scientists and Scholars in a Time of Change

Lecture by WFF Associates Ruth Vaughan and Liena Vayzman
Introduction: Paula Kavathas; Discussant: Laura Wexler
April 15, 2011

The culmination of a year's worth of research, this presentation provided original research and analysis on the first women PhD graduates' lives and work. In addition to the important biographical information, Ruth Vaughan and Liena Vayzman presented contextual information about late-nineteenth century debates and climate around coeducation in higher education and Yale's place in these cultural conversations. The research talk was attended by 70 members of the Yale community. A podcast of this research talk will be available on the WFF website in fall 2011.

The findings will be highlighted by the WFF Associates in a fall 2011 panel on women and representation also featuring Professors Carol Armstrong, Linda Greenhouse, Judith Resnik, and Laura Wexler.



Faculty Gender Equity in Open Yale Courses

The Women Faculty Forum brought attention to the low proportion of Yale's female faculty represented to the global community through Open Yale Courses (<http://oyc.yale.edu/>). WFF's Public Thought Leadership Working Group is pleased to be working with the OYC Director Diana Kleiner to develop strategies to increase the number of female faculty whose lectures are offered as part of Open Yale Courses.

Yale-New Haven Oral Herstory

Following the 40th Anniversary of Coeducation at Yale and the 30th Anniversaries celebration of the Women's, Gender, and Sexuality Studies Program and the Lesbian, Gay, Bisexual and Transgender

Studies Program at Yale that took place in the spring of 2010, the WFF has been working to capture the stories and memories of the lesbian feminist movement in New Haven and its connections to Yale in an oral herstory project. Local authors Rhea Hirshman and Amy Kesselman have build a solid foundation for this project and its trajectory, and the WFF looks forward to continuing work with them to document this portion of Yale history. In the fall of 2011, we hope to reconvene the group of women who gathered for the WGSS/LGBTS anniversaries celebration and record their lively and vivid stories to produce a more complete and equitable history of New Haven and Yale.

Naming of Yale's New Residential Colleges

In anticipation of the building of two new residential colleges on Yale's campus, the WFF continued advocating that at least one college be named after a woman. Over the past two years, the WFF has written two letters to President Richard Levin about the naming of the colleges, and provided a list of distinguished women for whom the new colleges could be named. Currently, all of Yale's residential colleges are named after men. This year, the Associates conducted research to identify the policies and regulations of college naming. They found that Yale residential colleges are not required to be named after Yale alumni/ae, which provides us with further cause to draw the administration's attention to the importance of naming a college after a woman.

Peer Institutions

Yale College Dean Mary Miller shared Princeton University's *Report of the Steering Committee on Undergraduate Women's Leadership* with the WFF Chairs and Steering Committee. The Princeton report addresses women's achievements as well as gender differences and decreasing numbers of women in high-profile student leadership positions at Princeton University. It also provides recommendations for how to move towards greater parity. The WFF is considering the feasibility of conducting similar research at Yale.

The Princeton report is available at <http://www.princeton.edu/reports/2011/leadership/>

WFF and YaleGlobal

The WFF Co-Chairs and staff met with Nayan Chanda, Editor of YaleGlobal, an online publication out of Yale's Center for the Study of Globalization that explores the implications of globalization through multiple lenses. Our connection with YaleGlobal is part of WFF's commitment to encourage women scholars to promote their thoughts and ideas in the public sector and we have urged Council members and other members of the WFF to write articles and submit their work to this highly respected online magazine. We hope to build on this connection as Yale increasingly become more global in nature and in purpose.

Caregiving/Childcare Working Group

Chair, Caren Gundberg, PhD

WFF's Caregiving/Childcare Working Group disbanded last year due to lack of progress in improving childcare at Yale, but may be re-invigorated in the future.

Sexual Misconduct Working Group

Co-Chairs, Constance E. Bagley, JD and Priyamvada Natarajan, PhD

Members of the Sexual Misconduct Working Group include:

CONSTANCE E. BAGLEY
CO-CHAIR

PRIYAMVADA NATARAJAN
CO-CHAIR

MELANIE BOYD
Lecturer, Women's, Gender,
and Sexuality Studies;
Special Advisor to the Dean of
Yale College on Gender Issues

VICTORIA L. BRESROLL
Assistant Professor,
Organizational Behavior,
School of Management

CAROLE GOLDBERG
Director, Sexual Harassment
and Assault Resource and
Education (SHARE) Center

LIENA VAYZMAN
Postdoctoral Associate,
Women Faculty Forum

AMY WRZESNIEWSKI
Associate Professor,
Organizational Behavior,
School of Management

Advisory Members:

SHIRLEY MCCARTHY
Professor, Diagnostic Radiology and
Obstetrics and Gynecology;
Co-Chair, Women Faculty Forum

JUDITH RESNIK
Arthur Liman Professor,
School of Law

LAURA WEXLER
Professor, American Studies
and Women's, Gender, and
Sexuality Studies;
Co-Chair, Women Faculty Forum

Sexual Misconduct Report and Policy Implementation

The WFF, and particularly WFF's Sexual Misconduct Working Group, was commended this year for the thorough and meticulous *Report of the Yale Women Faculty Forum Council on Sexual Misconduct at Yale* that was presented to President Richard Levin, Provost Peter Salovey, and General Counsel Dorothy Robinson on October 15, 2009. Through the work of the WFF Sexual Misconduct Working Group, the Yale Women Faculty Forum spearheaded the transformation of the varied and sometimes opaque policies and procedures on sexual misconduct practiced by Yale's undergraduate, graduate, and professional schools into a state-of-the art University-wide policy predicated on the guiding precepts of clarity, transparency, centralization, and ongoing evaluation and improvement.

In October 2010, Provost Salovey along with a committee chaired by Professor Michael Della Rocca recommended that the university adopt many of the key policy changes proposed by the WFF. Subsequently, an implementation committee, also chaired by Professor Della Rocca, completed its work

in the spring of 2011. The up-to-date procedures took effect at Yale when the University-Wide Committee on Sexual Misconduct officially convened on July 1, 2011.

WFF Council members appointed to the University-Wide Committee on Sexual Misconduct include Professors Connie E. Bagley and Joanne Meyerowitz. WFF Steering Committee member Professor Judith Resnik was appointed to the Committee At-Large.

The UWC's procedures, membership, contacts, and resources are listed UWC section of the Provost's website at <http://provost.yale.edu/uwc>

Effective policies and procedures to prevent and respond to sexual misconduct not only are required legally but are critical to creating a university community that values the open and free exchange of ideas, respects all of its diverse members, and assures equal access to higher education. The WFF will continue to work to ensure the fair and equitable implementation of sexual misconduct policies and procedures at Yale.

Diversity Initiatives

Models of Mentorship: Perspectives from Faculty, Postdoctoral Fellows, and Graduate Students at Yale

In conjunction with the Office for Diversity and Equal Opportunity at Yale's Graduate School of Arts and Sciences and spearheaded by WFF Associate Ruth Vaughan, the WFF hosted a panel on mentorship at Yale on April 6, 2011. The panelists included:

LINDA BOCKENSTEDT
Professor of Medicine,
Yale School of Medicine

MARCIA INHORN
Professor of Anthropology
and International Studies

KENISE LYONS
PhD Candidate,
Italian Language and Literature

INDERPAL GREWAL
Chair, Women's, Gender
and Sexuality Studies

APRIL RUIZ
Postdoctoral Associate,
Psychology

MICHELLE NEARON
Assistant Dean, Graduate School
of Arts and Sciences; Moderator

WFF Co-Chair Laura Wexler provided a warm welcome to the panelists and audience, and Assistant Dean Michelle Nearon moderated the discussion. The panelists shared their experiences with mentoring at Yale in various capacities: as mentor, as mentee, and as peer-mentor. They examined the different approaches to mentoring across Yale's graduate and professional schools and explored the commonalities and challenges that various models present. The vibrant discussion illuminated the need for ongoing work around mentorship, particularly for junior faculty, an issue that the WFF has been working on for years.

Models of Mentorship

PERSPECTIVES FROM FACULTY,
POSTDOCTORAL FELLOWS,
& GRADUATE STUDENTS AT YALE

WEDNESDAY, APRIL 6
4:30-6 pm
Linsky Chittenden (LC) Hall
Room 501
Reception to Follow

Join the Yale Women Faculty Forum and the Office for Diversity and Equal Opportunity for a panel discussion about mentoring at Yale featuring:

LINDA BOCKENSTEDT Professor of Medicine, Yale School of Medicine	MICHELLE NEARON Assistant Dean, Graduate School of Arts and Sciences, Moderator	Co-sponsored by the Yale Women Faculty Forum, Office for Diversity and Equal Opportunity at the Graduate School, and the Yale Graduate School of Arts and Sciences
INDERPAL GREWAL Chair, Women's, Gender, and Sexuality Studies	APRIL RUIZ Postdoctoral Associate, Psychology	
MARCIA INHORN Professor of Anthropology and International Studies	KENISE LYONS PhD Candidate, Italian Language & Literature	

The panelists will share their experiences with mentoring at Yale in various capacities: as mentor, as mentee, and as peer-mentor. We will examine the different approaches to mentoring across Yale's graduate and professional schools and explore the commonalities and challenges that various models present.

AS SPACE IS LIMITED, PLEASE RSVP TO WFF@YALE.EDU TO RESERVE A SEAT

LGBTQ Outreach

In support of LGBTQ outreach and inclusiveness, Yale Women Faculty Forum co-sponsored three events during Yale's Eighth Annual Transgender Awareness Week, a series of programs, lectures, presentations, and cultural events organized by the Yale Office of Lesbian, Gay, Bisexual, and Transgender Resources:

- The New York City Anti-Violence Project, "Sexualization and Anti-Trans Violence," workshop, November 7, 2010. The Anti-Violence Project was founded in 1980 in reaction to neighborhood incidents of anti-LGBT violence and the failure of the criminal legal system to respond. AVP is dedicated to eliminating hate violence, sexual assault, stalking, and domestic violence in lesbian, gay, bisexual, transgender, queer, and HIV-affected (LGBTQH) communities through counseling, advocacy, organizing, and public education. Co-sponsored by the Yale SHARE Center and Fierce Advocates
- Julia Serano, "Putting the Feminine Back Into Feminism," lecture, November 8, 2010. As a feminist, biologist, and transsexual woman, Dr. Serano has a unique perspective on feminine gender expression. In this talk, she moves beyond questions of "nature vs. nurture," and challenges the popular tendency in our culture to denigrate and sexualize feminine gender expression. Co-sponsored

by the Bruce L. Cohen '83 Fund, the Women's Center, Davenport College, Kappa Kappa Gamma Sorority, and Pi Beta Phi Sorority.

- The Sylvia Rivera Law Project, “Gender, Identity, and the Law,” presentation, November 3, 2010. The Sylvia Rivera Law Project provides legal services, education, and advocacy for transsexual, intersex and other gender non-conforming people, who face persistent and severe discrimination in employment, education, health care, social and legal services, criminal justice and many other realms. Co-sponsored by the Intercultural Affairs Council and the Afro-American Cultural Center.

Co-Sponsorships

Winona LaDuke Lecture at School of Forestry and Environmental Studies

Former Vice-Presidential candidate and Native American author, orator, and environmental activist Winona LaDuke spoke on Wednesday, September 29, 2011 at the Yale School of Forestry and Environmental Studies. The WFF cosponsored her talk, which was on post-petroleum economies and native lands. Ms. LaDuke is a graduate of Harvard and Antioch Universities, and serves as co-chair of the Indigenous Women’s Network.

Intimate Partner Violence Awareness Week, October 25- 31, 2010

The WFF cosponsored Intimate Partner Violence Awareness Week that was organized by the Yale Women’s Center. Its purpose was to raise awareness of and work to end intimate partner violence on Yale’s campus and in the greater New Haven community. Events included “Healthy Relationships 101” and a benefit performance to raise funds for Domestic Violence Services of New Haven, among many others.

Women’s Leadership Initiative at Yale

In keeping with past years, the WFF co-sponsored the 2010 Women’s Leadership Initiative (WLI) Conference that took place on November 13, 2010, at Yale Law School. The undergraduate student- run WLI’s mission is to cultivate a campus climate that encourages and empowers female leaders at Yale. The keynote speakers at this year’s conference were Kelly Cutrone, fashion publicist and CEO of PR firm People’s Revolution, and Tamara Lundgren, CEO of Schnitzer Steel.

Black Feminist Reading Group Symposium: *Common Ground, Common Waters*

The Black Feminist Reading Group (BFRG) is an inter-generational and cross-disciplinary space for scholars-activists to come together to discuss the history, present and future of black feminist theories and praxis. The group grew out of Professor Jafari Allen’s class, “Black Feminist Theories and Praxis.” On February 26 2010, the BFRG hosted a symposium entitled *Common Ground, Common Waters* that the WFF co-sponsored. This symposium focused on black feminist arts and scholarship in the new century and included a tour of the Yale University Art Gallery and a multimedia performance.

WFF Meet and Greet with Composer Augusta Read Thomas

On March 10, 2011, Augusta Read Thomas, world class composer and Yale alumna, came to Yale to for her world premiere of her latest work, *Radiant Circles*, with the New Haven Symphony Orchestra. The WFF, via Connie Bagley, had the privilege of attending a private meet-and-greet reception and lecture at the Beinecke Library with the Association of Yale Alumni to honor Augusta Read Thomas.

Postdoctoral Roundtable Discussion with Dr. Susan Amara, President-Elect of the Society for Neuroscience

The WFF co-sponsored a roundtable discussion for postdoctoral students and Dr. Susan Amara on April 20, 2011, with the Office of Postdoctoral Affairs. Dr. Amara is a professor of Neurobiology at the University of Pittsburgh and the President-Elect of the Society for Neuroscience. The roundtable discussion focused on mentoring, science advocacy, articulating the impact and importance of research to the public, and her experience as a woman with family negotiating a science career.

Yale WorkLife Babysitting Networking Event

In partnership with the Yale WorkLife Program, the WFF co-sponsored a Yale Babysitting Networking event on April 8, 2011. This event brought Yale student babysitters together with parents in need of childcare to facilitate child care arrangement opportunities.

Gender and Philosophy Working Group: Hannah Brueckner, “Leaky Pipelines, Revolving Doors, Glass Ceilings, and Mommy Tracks? Gendered Outcomes in the Academy”

The WFF was proud to co-sponsor the Gender and Philosophy Working Group’s year-end meeting on May 12, 2011, where Professor of Sociology and former WFF Co-Chair Hannah Brueckner presented on gendered outcomes in the academy. Professor Brueckner is also the Director of the Center for Research on Inequality and the Life Course.

LOOKING AHEAD: 2011-2012

The Women Faculty Forum will continue to identify and address specific issues of concern to female faculty, research and publish data addressing the status of women at Yale University, and collaborate with schools, departments, and other organizations across the University to develop programming and further promote gender equity within the institution. The WFF 11th Annual Opening Reception will take place on Tuesday, September 27, 2011 at Beinecke Rare Book and Manuscript Library. We look forward to facilitating community and networking among female faculty at the beginning of another academic year.

With the help of the Provost's Office and under the leadership of the incoming WFF Chair Priyamvada Natarajan, WFF's offices moved to a new space. This is exciting news indeed. The new WFF space will serve as an appropriate and inspiring launching pad for advocacy efforts and programmatic plans of the organization.

We look forward to the continuation of the Public Voices Thought Leadership Fellowship Program and the Yale's First Women PhDs Portrait Project. Follow up on ongoing projects, such as the Oral Herstory, continues. The WFF will hold a panel discussion on women and representation featuring Carol Armstrong, Linda Greenhouse, Judith Resnik, Ruth Vaughan, Liena Vayzman, and Laura Wexler in the Fall. In addition to the ongoing projects, the WFF will be organizing a seminar series that highlights women's scholarship and accomplishments.

The Yale Women Faculty Forum will continue our Yale-specific data collection monitoring the status of gender equity and diversity within the University and update our report from 2007, as we do every five years, by publishing *Women, Men, and Yale University: A View from 2012*.