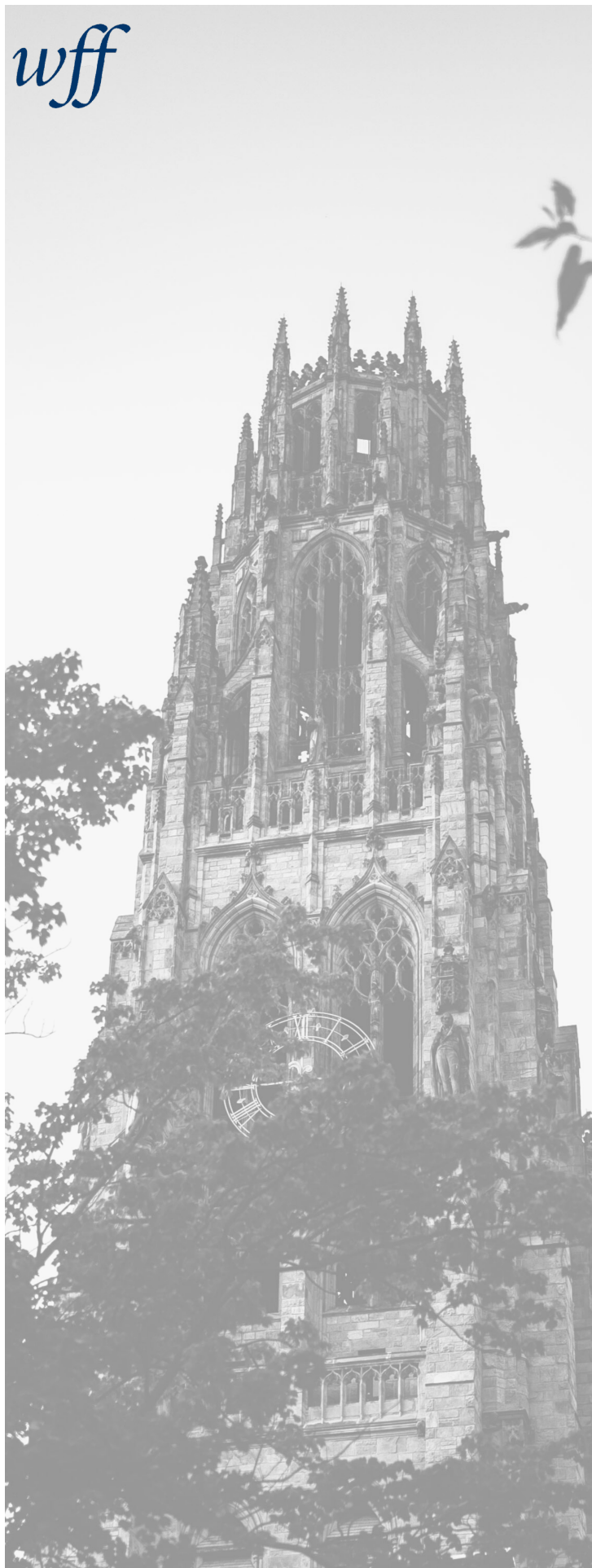


wff



WOMEN FACULTY FORUM

ANNUAL REPORT

2021 - 2022

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NOTE FROM THE CHAIR

WFF's work on gender equity, diversity and inclusion continues to be anchored in our three pillars: research, advocacy, and community building. As one of the few organizations on campus that reaches across all units at Yale, we continue our work to advocate for a better Yale. I am incredibly proud and grateful to chair this organization and look forward to continuing in this role for the upcoming 2022-23 academic year.

This year was a year of transitions and reflections. As the COVID-19 pandemic continued into its third year, we spent the year transitioning between social isolation and open interactions, masked and unmasked, remote and in-person learning, and remote and in-person work. We reflected on what risks we were willing to tolerate for what cause, what was important in our lives, and what drives us to do what we do. We witnessed and studied where the weaknesses in our social structure and safety net lay and how those weaknesses were amplified and disrupted the lives of the most vulnerable. We have learned much about how viruses infect, transmit, and cause inflammations in our bodies directly and indirectly. We have also learned much about the dangers of our societal inequities reflected in our healthcare system and along with its fantastic ability to create and distribute life-saving vaccines.

WFF is now twenty years old. We have made significant progress toward gender equality in those twenty years. This year, we produced *The View*, a quinquennial view of the status of gender equity of faculty at the University. We now have more women faculty than we did twenty years ago. The number of women in university leadership positions is increasing. Faculty and staff can now report their gender as female, do not wish to answer, male, or non-binary so future reports can address a fuller range of gender matters/ a more nuanced approach to gender matters. However, much work remains. Many programs, senior and leadership positions, and awards continue to be dominated by men. We will continue to advocate for each other and the next generation of scholars and world leaders - our students and postdocs.

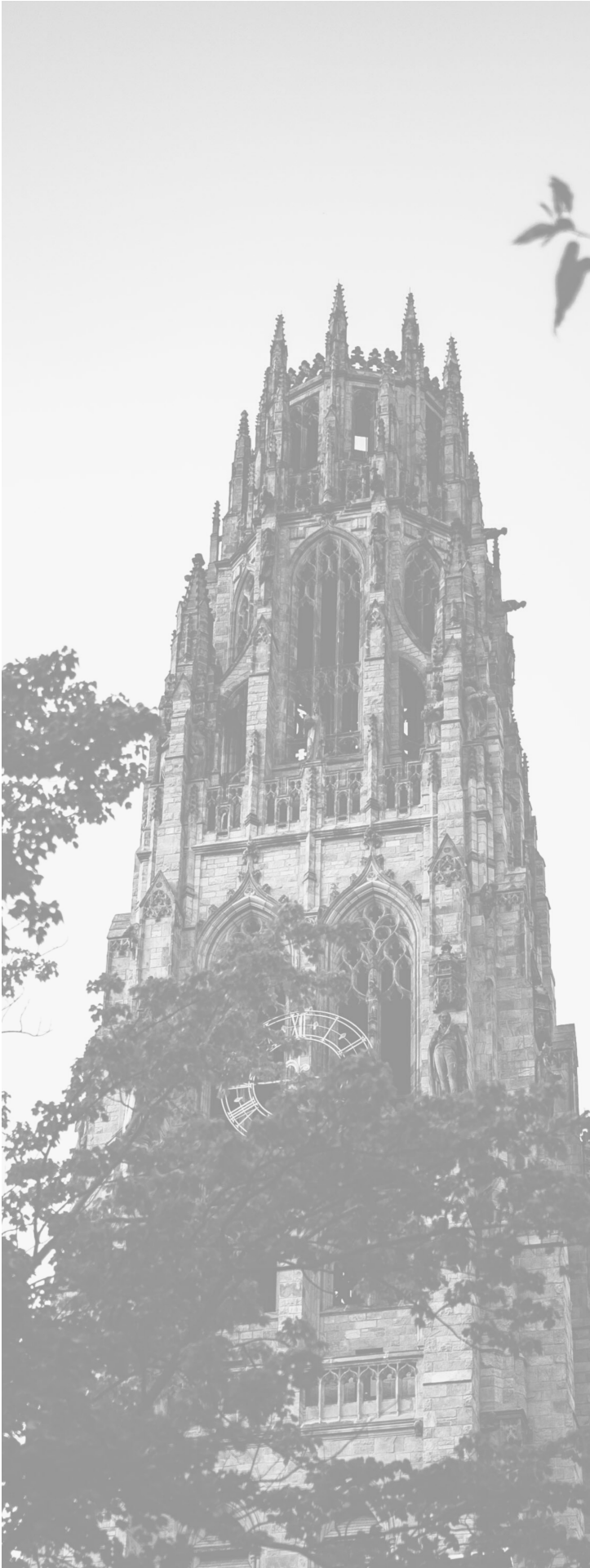
There is a renewed strategic focus on making Yale a more diverse and inclusive community. The President's office initiated "Belonging at Yale" as a centralized effort to promote and enhance diversity, equity, and an inclusive and respectful environment. WFF has long advocated making public the demographic data we use for the View. Much of that data is now widely available on the Office of Institutional Research website though important gaps remain. I am optimistic for a more inclusive Yale, and WFF will continue to work across the University toward this goal.

I am also happy to report another successful year for the Public Voices Fellowship, now in its 8th convening, ten years since the program began as a collaboration between WFF and TheOpEd Project. Many past fellows now hold leadership positions at Yale and elsewhere. They are driving forces in thought leadership, creating and writing history, training the next generation of thought leaders, and charting the course for our collective future. This year's 22 fabulous fellows from all across campus produced 100+ op-eds.

I am grateful for WFF's incredible team: Past Chairs Naomi Rogers and Claire Bower and the Steering and Council members who provide timely action, support, and advice; Higher Education Strategy Fellow Nancy Ruther; Graduate Fellows Ju Hyun Lee, and Yaprak Damla Yildirim and especially the WFF Postgraduate Associate October Mohr.

Sincerely,

Reina Maruyama
Chair of WFF
Professor of Physics and Astronomy



LEADERSHIP



Reina Maruyama, Chair

Reina Maruyama is a Professor of Physics and Astronomy and the Current Chair of the Women Faculty Forum. She is an experimental atomic nuclear astro particle physicist and studies neutrinos and dark matter among themselves and with ordinary matter. She has authored over 200 publications and is a Fellow of the American Physical Society. Prof. Maruyama will continue as Chair of WFF for the 2022-2023 academic year.



Naomi Rogers, Past Chair

Naomi Rogers is a Professor of the History of Medicine and specializes in historical interests of gender and health; disease and public health; disability; medicine and film; and alternative medicine/CAM.



Nancy Ruther, Senior Higher Education and Strategy Fellow

Nancy Ruther is the former Associate Director of The MacMillan Center and Lecturer in Political Science. She serves as WFF's Senior Higher Education and Strategy Fellow. Nancy's research now focuses on the interactions of globalization in the higher education system.



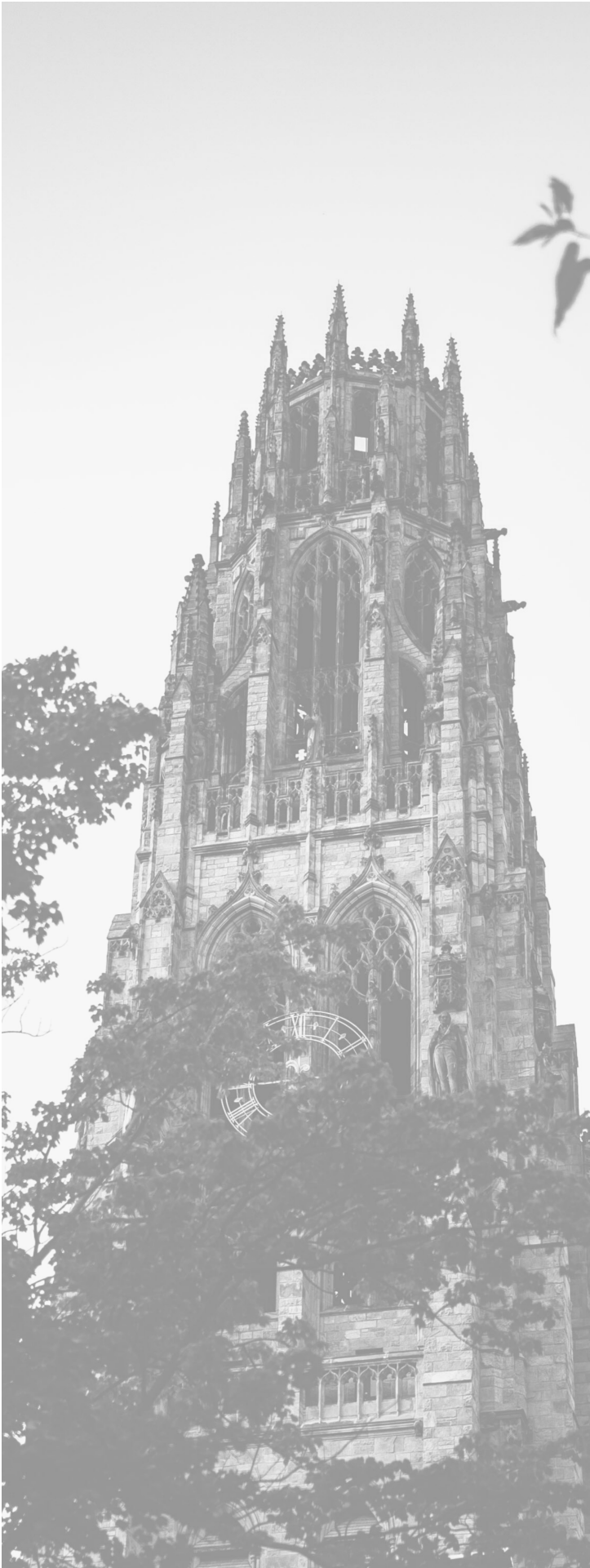
October Mohr, Postgraduate Associate for Gender Equity & Policy

October Mohr graduated from Yale Divinity School in 2021. Their research focuses on gender equity issues in particular transgender mental health and spirituality.

Steering and Council Membership

- **Rene Almeling**, Associate Professor of Sociology
- **Jasmina Besirevic Regan**, Associate Dean for Partnerships and Special Projects; Lecturer, Sociology
- **Kim Blenman**, Associate Research Scientist in Department of Internal Medicine Section of Medical Oncology and Yale Cancer Center
- **Claire Bown**, chair 2017-2020, Professor of Linguistics
- **Lynette Bowring**, Assistant Professor of Music History*
- **Jessica Brantley**, Professor of English and Department Chair
- **Susan Busch**, Professor of Public Health*
- **Cynthia Santos DeCure**, Assistant Professor Adjunct of Acting*
- **Cydney H. Dupree**, Assistant Professor of Organizational Behavior
- **Marta Figlerowicz**, Assistant Professor of Comparative Literature and English
- **Joyce Hsiang**, Assistant Professor of Architecture
- **Dana Karwas**, Director of the Center for Collaborative Arts and Media
- **Paula Kavathas**, chair 2013 - 2017; Professor of Laboratory Medicine, Immunobiology and of Molecular, Cellular, and Developmental Biology
- **Danya Keene**, Associate Professor Public Health*
- **Marta Kuzma**, Professor of Art Theory and Stavros Niarchos Foundation Dean of the School of Art*
- **Kelsey Martin**, Assistant Professor of Clinical Medicine (Hematology)*
- **Reina Maruyama**, current chair, Associate Professor of Physics
- **Beth McGuire**, Professor in the Practice of Acting; Director of Accents, Dialects, and Phonology for Actors*
- **Priyamvada Natarajan**, chair 2011 - 2013; Professor of Astronomy and Physics
- **Judith Resnik**, co-chair 2005-2008, Arthur Liman Professor of Law
- **Naomi Rogers**, chair 2020-2021, Professor of History of Medicine and History
- **Nancy L. Ruther**, Associate Director of the MacMillan Center for International and Area Studies; Lecturer, Political Science (retired)
- **Kim Shirkhani**, Lecturer in English, Co-Course Director, English 120
- **Nina Stachenfeld**, Senior Research Scientist in Obstetrics, Gynecology, and Reproductive Sciences
- **Eboni Marshall Turman**, Associate Professor of Theology and African American Religion
- **Meg Urry**, co-chair 2007-2008; Israel Munson Professor of Physics and Astronomy
- **Laura Wexler**, co-chair 2008 - 2011; Professor of American Studies and Women's, Gender, and Sexuality Studies
- **Yuan Yao**, Assistant Professor of Industrial Ecology and Sustainable Systems*
- **Anna Zayaruznaya**, Associate Professor of Music

*denotes a department liaison



ADVOCACY

Public Voices Fellowship: 2021-2022 Cohort



The 2021-22 PVF cohort holding signs describing why they choose to write op-eds.

This year, with support from units across campus, WFF gathered [Yale's 8th Public Voices Fellowship](#). The Public Voice Fellowship was created by [The OpEd Project](#) “to dramatically increase the public impact of our nation’s top underrepresented thinkers and to ensure our ideas help shape the important conversations of our age.”

Together, this year’s fellows **published over 100 op-eds** during their fellowship in publications such as US News & World Report and Washington Post on a wide array of topics including race, gender, and COVID-19 issues. The coaches of this year’s cohorts remarked on the group’s tenacity and eagerness. The full list of the published op-eds can be found at <https://wff.yale.edu/what-were-doing/advocacy/public-voices-fellowship/2021-2022-public-voices-fellowship-cohort>.

Cohort members:

- **Ada Fenick:** Associate Professor, Dept of Pediatrics
- **Alka Menon:** Assistant Professor of Sociology
- **Amanda Joy Calhoun:** PGY-3 Psychiatry resident
- **Andrea Mendiola:** Assistant Professor of Psychiatry
- **Angelique Bordey:** Professor of Neurosurgery and of Cellular And Molecular Physiology
- **Carmen Black:** Assistant Professor of Psychiatry
- **Carolyn Roberts:** Assistant Professor of History
- **Christy L Olezeski:** Associate Professor of Psychiatry
- **Cydney Dupree:** Assistant Professor of Organizational Behavior
- **Cynthia Santos-DeCure:** Assistant Professor Adjunct of Acting
- **Ellen Foxman:** Assistant Professor of Laboratory Medicine and Immunobiology
- **Emma Zang:** Assistant Professor of Sociology
- **Farinaz Seifi:** Assistant Professor of OBGYN and Reproductive Sciences
- **Jessica Brantley:** Professor of English
- **Kathryn Tanner:** Professor of Divinity and Professor of Religious Studies
- **Maria Pinango:** Associate Professor of Linguistics
- **Michael Murrell:** Associate Professor of Biomedical Engineering
- **Mona Sharifi:** Associate Professor of Pediatrics and of Biostatistics
- **Nikhil Malvankar:** Assistant Professor of Molecular Biophysics and Biochemistry
- **Nyeema Harris:** Associate Professor of Wildlife and Land Conservation
- **Sharon Chekijian:** Assistant Professor of Emergency Medicine
- **Skyler Jackson:** Associate Research Scientist, Yale School of Medicine
- **Ted Kim:** Associate Professor of Computer Science

Yale Childcare Consultative Committee (YCCC)

WFF was a key player in founding YCCC as a response to the childcare crisis amidst the COVID 19 pandemic. YCCC is now a coalition of existing Yale faculty and staff groups including Yale Women's Faculty Forum (WFF), the Yale FAS Senate, the Committee on the Status of Women in Medicine (SWIM), Working Women's Network (WWN), Yale Postdoctoral Association (YPA), and Local 34 who are committed to promoting more support for working families at Yale. The YCCC was chaired this year by Nandi Cummings, the Program Coordinator for The Tsai Leadership Program at Yale Law School.

Since its inception, YCCC has pushed for awareness around issues related to childcare. Together the YCCC has advocated for a multitude of issues including the crisis care benefit as well as for increased childcare options both on and off-campus.

YCCC continues to advocate for parents and childcare across the university. PhD students with children received a Family Subsidy Increase to \$7,500 for the first child and \$2,500 for each additional child. Additionally, employees will now receive an annual childcare subsidy based on income (ranging from \$2,000 to \$4,000). These two initiatives made great strides toward making quality childcare accessible to more families. The YCCC will continue to monitor the childcare crisis and provide much-needed advocacy for parents across campus.

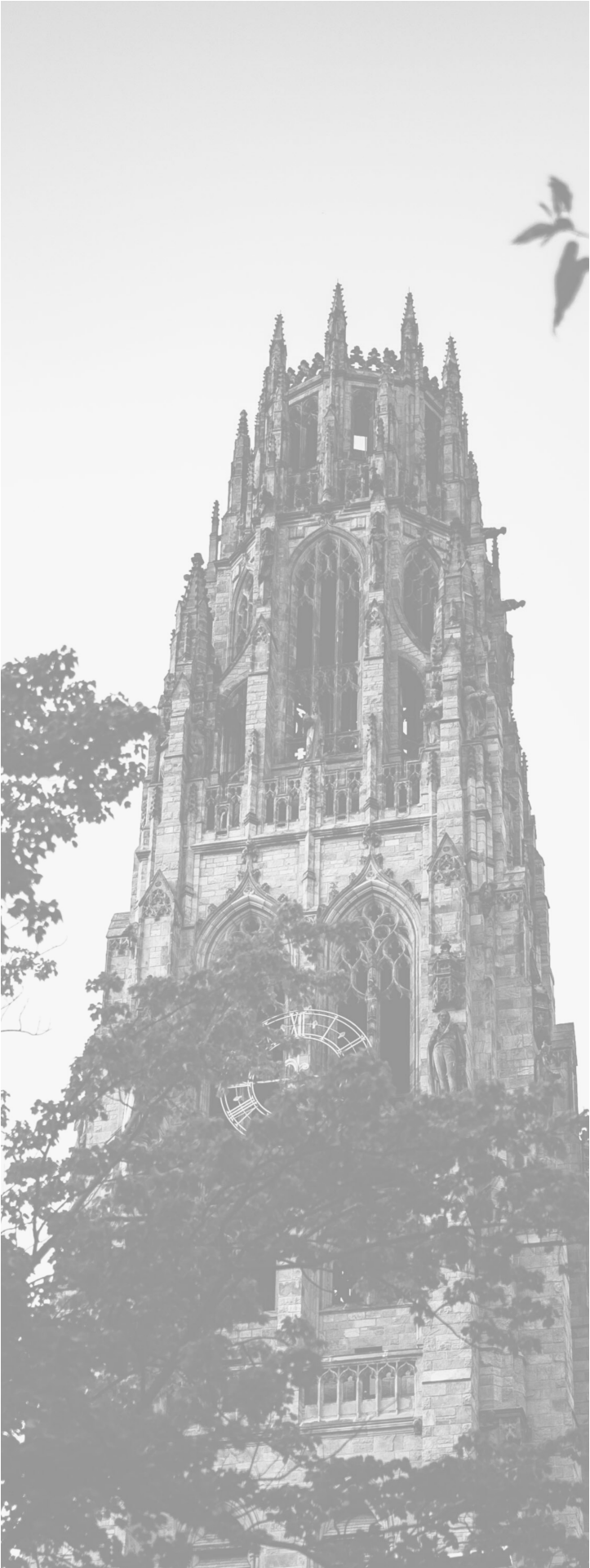


National Center for Faculty Development & Diversity Workshops

Together with the Office of the Provost and FAS Dean's Office, WFF brought to campus a series of workshops hosted by the National Center for Faculty Development & Diversity. These workshops were especially designed for early to mid-career faculty.

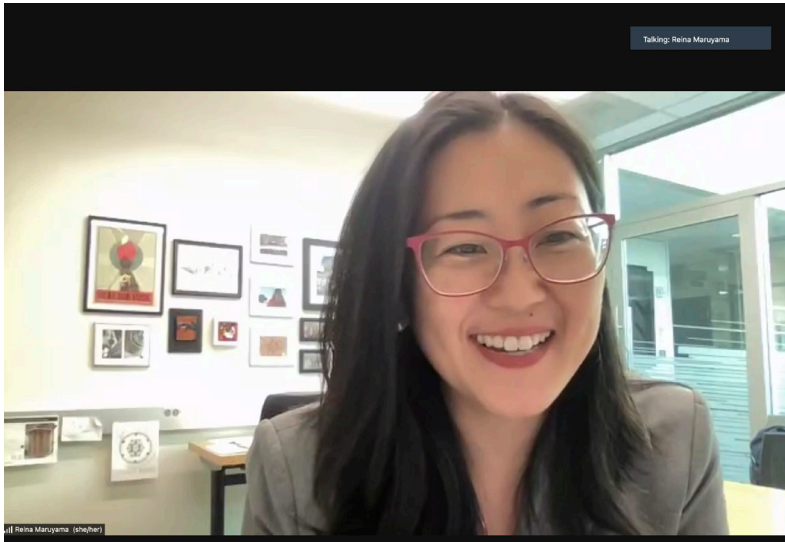
In the first workshop "Mentoring 101: How to Get What You Need to Thrive in the Academy", participants were encouraged to "re-imagine how mentoring works" through assessing their current mentoring networks and creating plan to expand mentorship where there are currently gaps. The second workshop was entitled "Solo Success: How to Thrive in the Academy When You're the Only _____ in Your Department" and aimed to support minority faculty through identifying common challenges related to being a minority faculty member and identifying solutions to these challenges.

The third workshop—"Building a Publishing Pipeline: Concrete Strategies for Increasing Your Writing Productivity" focused on conceptualizing writing projects as though they are moving through a pipeline. Finally, the fourth workshop, "Writing Your Next Chapter: How to Find Your MOJO at Mid-Career" tackled common challenges faced by mid-career faculty.



COMMUNITY BUILDING

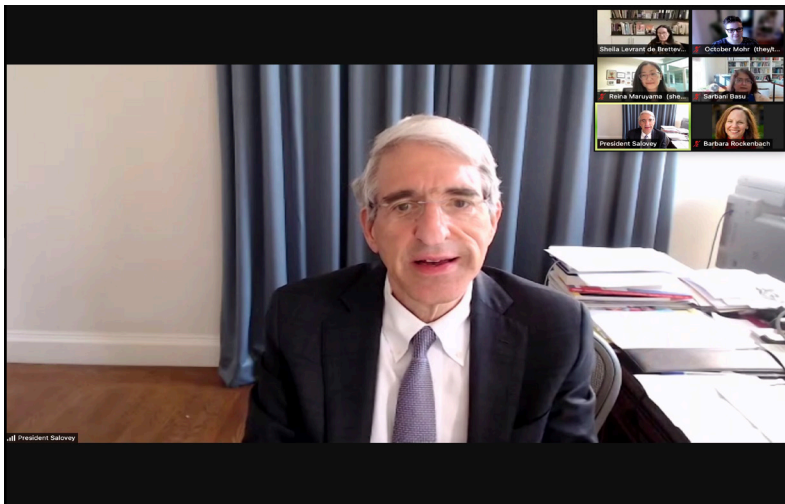
Annual Reception



This year's annual reception to kick off the school year was held digitally on September 21st, 2021. With over 130 guests, faculty and staff from across the university gathered to renew our commitment to gender equity on campus. Guests were welcomed by the chair, Professor Reina Maruyama.

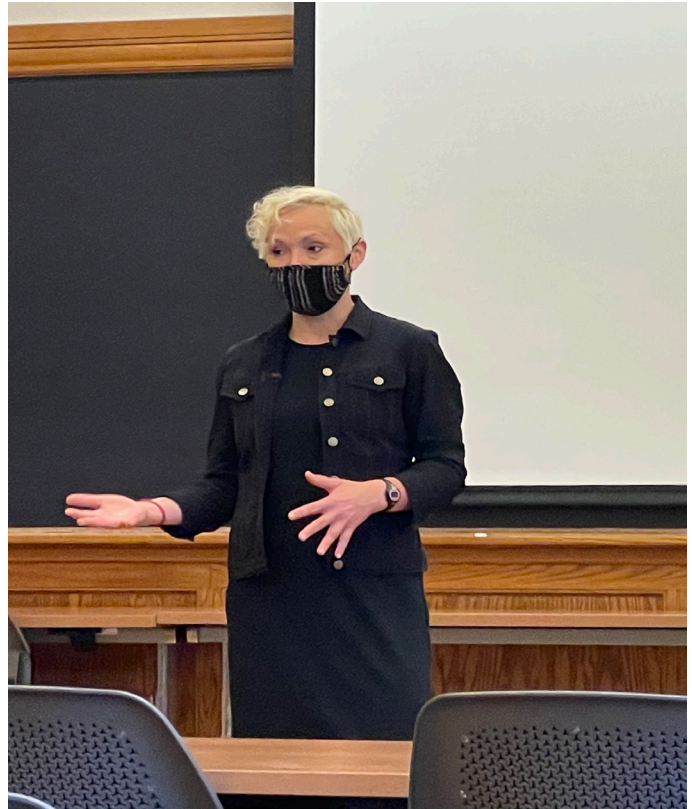
President Peter Salovey remarked on the current climate for diverse faculty on campus, saying, "The Women Faculty Forum has supported all kinds of initiatives at Yale that have led to a more diverse and more excellent Faculty." Following Salovey's comments, Provost Scott Strobel gave remarks reflecting on the storied history of WFF.

Dean Kymberly Pinder, who began her leadership role with the School of Art in 2021, joined as this year's reception speaker to reflect on the intersection of art and gender. The evening was rounded out with social breakout rooms during which participants were able to renew social ties with longstanding colleagues and greet new ones.



Embodied Communication for Women in Academia

On April 29th, WFF held its first in-person workshop of the year: “Embodied Communication for Women in Academia” led by Elise Morrison, Assistant Professor of Theater and Performance Studies. This workshop received a high amount of interests and was attended by a dedicated group of postdocs and professors from across the university. Prof. Morrison led the group to a better understanding of communication by focusing on communication through words, voice, and body movement. At the end of the workshop, all attendees were invited to participate in bodily awareness practices that will help speakers stay present in their bodies.




Prof. Elise Morrison

Other Sponsored Events

In Honor of Mental Health Awareness Month

The Strong Black Woman:

How a Myth Endangers the Physical and Mental Health of Black Women



Join us for a conversation with Marita Golden, author of *The Strong Black Woman: How a Myth Endangers the Physical and Mental Health of Black Women*.

Wednesday, May 25
12- 1:30 PM | Zoom

RSVP:
<https://bit.ly/3E8Vzf2>

This event is sponsored by Being Well, DiversAbility at Yale Subcommittee on Mental Health, Office for Women in Medicine and Science, Office for Diversity, Equity, and Inclusion at Yale School of Medicine, Women Faculty Forum, Working Women's Network, WorkLife and Childcare, and Yale African American Affinity Group.

WISAY Organized by Women and Gender Minorities in Science at Yale & Out in STEM oSTEM

NAME CHANGE WORKSHOP

Join us **over Zoom on April 12th from 1-2 PM** to learn about the process of name change in scientific publishing and participate in a panel discussion with individuals who have undergone this process!



Kaiden Price, PhD (she/her or they/them)
Postdoctoral Research Associate at Yale University



Teddy Goetz, MD, MS (they/them or he/him)
Psychiatry Resident at University of Pennsylvania



Adelina Voutchkova-Kostal, PhD (she/her)
Associate Professor of Chemistry at George Washington University



RSVP for Zoom Link and Leave questions at:
<https://forms.gle/GBqBNREE2WHxjHr6>

- **Through the Eyes of She Conference (10/15/21 - 10/16/21)**
 - This conference brought leading professionals from around the world to explore the theme of equity in health, education, business and leadership for African women in the 21st century. WFF sponsored the “Advancing equity in health education and leadership for Franco-phone Women In Africa” panel.
- **Women’s and Gender Health (WGH) Education Program (10/28/21)**
 - A retreat for the WGH to assess goals and priorities. The WGH Program currently offers a unified interdisciplinary educational experience for internal medicine residents in the three Yale Department of Medicine (DOM) residency programs (Traditional, Primary Care, Med-Peds). It addresses core women’s health and gender competencies with a focus on health inequities in the racial/ethnic minority populations served by Yale DOM residency programs.
- **The Strong Black Woman: How a Myth Endangers the Physical and Mental Health of Black Women (5/25/22)**
 - Marita Golden, author of *The Strong Black Woman: How a Myth Endangers the Physical and Mental Health of Black Women*, read from her new book and discuss the complex legacy of the strong Black woman complex in the lives of Black women. The dark side of strength and resilience, the stigma attached to seeking mental health care, and the health crisis Black women face, are topics examined in this ground-breaking book, which provided subjects for a dialogue with attendees.
- **Name Change Workshop (4/12/22)**
 - Yale’s public health librarian shared information about the process of changing your name through Yale and in scientific publications. A panel discussion followed, featuring three scientists who have personally undergone the process of a name change.

WFF Communications

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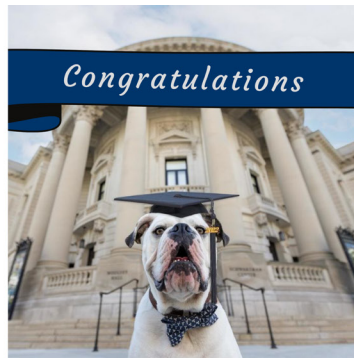
Prof. Anne Coffin Hanson joins the faculty (in Art History) as full professor--the first woman to be hired with this rank.



WFF is proud to present:
the 2022 Wasserman Award to Prof. Akiko Iwasaki



WFF is proud to award Professor Akiko Iwasaki with the 2022 Elga R. Wasserman Courage, Clarity, and Leadership Award. This award is named after Elga Ruth Wasserman, whose trailblazing career in the university administration and academics as well as extraordinary advocacy on behalf of Yale women in the early years of coeducation continues to inspire future champions of gender equity and diversity in higher education. Prof. Iwasaki is the Sterling Professor of Immunobiology and Professor of Dermatology and of Molecular, Cellular, and Developmental Biology and of Epidemiology. Prof. Iwasaki is being recognized for her advocacy for women's issues, her championing of diversity and inclusion in her lab and at Yale; and for impactful COVID-19 education. The award will be presented during the annual WFF Fall 2022 Reception. Congratulations Prof. Iwasaki!



Talks, Webinars and Exhibits

Senior Exhibit: We Are Everywhere: Lesbians in the Archive
May 2 - September 30, 2022 | Sterling Memorial Library



Curated by Gabrielle Colangelo '22, "We are Everywhere" explores the relationship between lesbians, archives, and lesbian objects in archives. "We are Everywhere" explores the relationship between lesbians, archives, and lesbian objects in archives. Beginning in the archives of the Italian Renaissance and ending in the archives of the AIDS crisis, this exhibition asks the question: What does it mean to catalog an object as "lesbian"—or to not?

Gender and Policy Forum - Protecting Women Migrants in the 21st Century
Friday, May 6 | 2 - 3:30 PM | Register Here



Migration in conditions of duress or force is particularly dangerous for women. Panelists will consider the causes and consequences of women's migration as well as situations of extreme violence that women may experience when seeking to cross borders. The discussion will focus on how governments can protect migrating women. Click here for more information including panel speakers.

Women's Mental Health Conference
Friday, May 6 - Saturday, May 7 | Register Here

Opportunities & Resources

Women in Academia Say Gender Equity Advancement, Gallup Study. Nationally, the study found that Hispanic and Black faculty and staff are somewhat more likely to feel passed over for a promotion because of their gender, underscoring the need for the intersectionality of race and gender for equity and staff members.



Are We Creating a New Culture for Astronomy. This article features Steering and Council member Professor Meg Urry along with several other astronomers. These women astronomers are scientifically and professionally ambitious, and they shine on their own light; they sparkle. Their world still has a long way to go but not as many, and the women react to them more deftly. Read the article here.



THANK YOU FACULTY

NATIONAL EDUCATOR APPRECIATION DAY 2022

WFF PRESENTS
Embodied Communication for Women in Academia

Session will be led by embodied communication expert, Dr. Elise Morrison of Theater and Performance Studies at Yale.

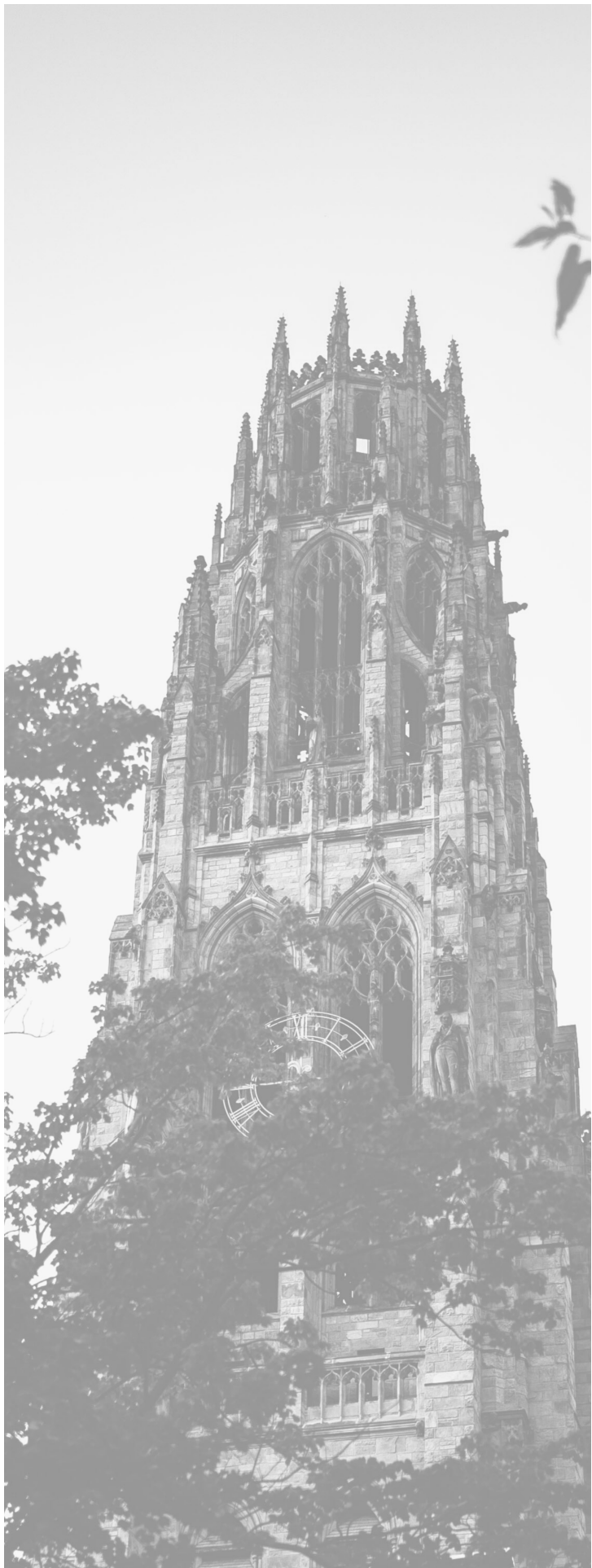
Friday, April 29th | 1-2:30 PM



Wff Spring Seed Grants

Applications Now Open

WFF social media channels, Facebook and Twitter, as well as the weekly newsletters are cornerstones of community building among women faculty and allies across campus. These avenues provide material on WFF news and programming as well as information on gender equity events happening across campus. Both the the newsletter and social medias channels experienced increased engagement over the past year. In particular, the Newsletter's readership increased by 11% over year 2020-21 and an additional 200 women faculty members joined the regular readers' list.

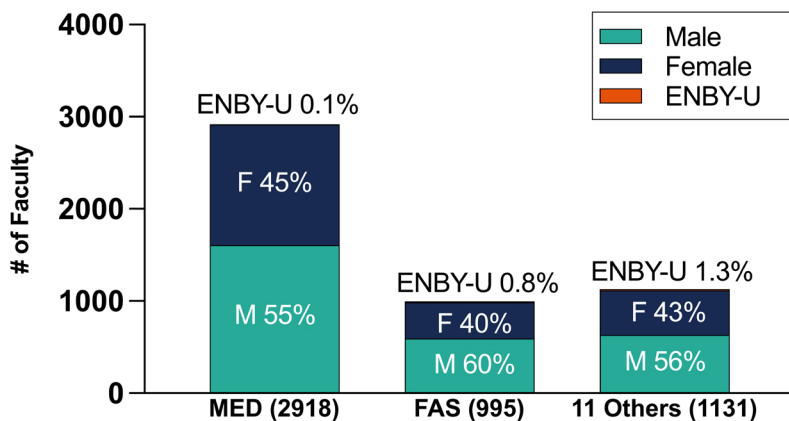


RESEARCH

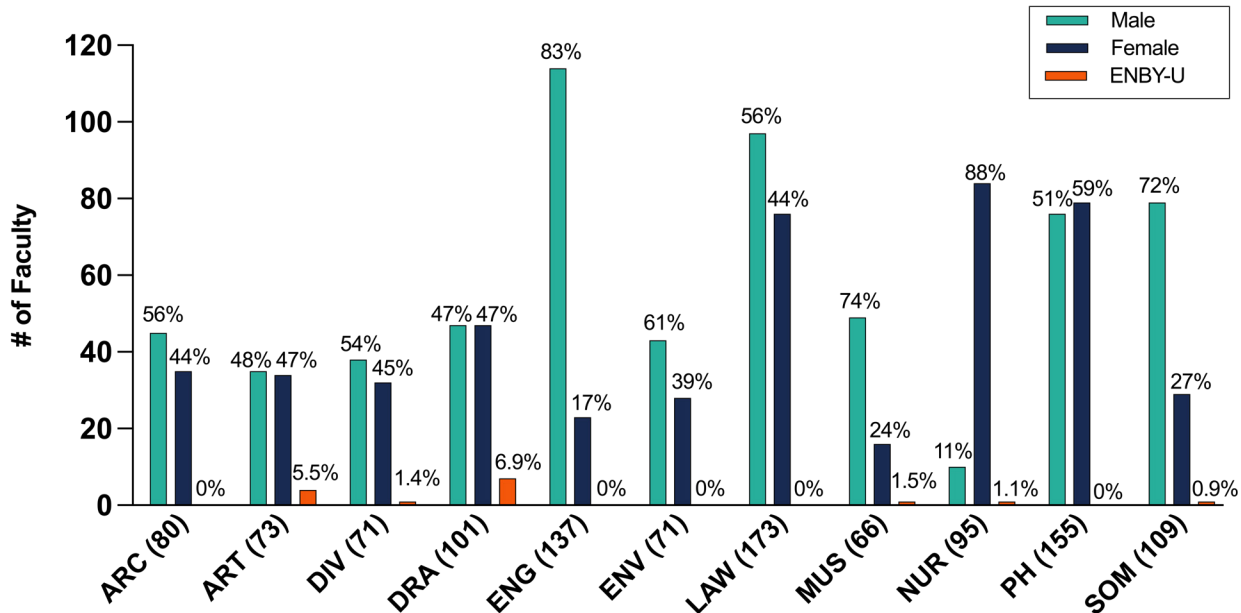
The View

The View, a demographic snapshot of Yale, has been produced every five years since 2002 by the Women Faculty Forum (previous reports are available on our website). The View reports gender breakdown among faculty, post-docs, and administration in order to build analysis on gender equity progress at Yale. Thus year's report was truly a team effort with special appreciation to the two Graduate Professional Fellows, Ju Hyun Lee and Yaprak Yildirim who led data attainment and analysis. The report is set to be published late Summer 2022. This year's and past year's reports can be found at wff.yale.edu/view.

Total Faculty by Gender and School, 2021:



Distribution of faculty in 11 professional schools



*ENBY-U: Non-binary or did not disclose gender in survey.

Seed Grants

Seed Grants were a clear success this year. Thanks to increased advertising, WFF received 44 quality applications for funding during the Fall and Spring award cycles. WFF sponsored 23 of these candidates. Requests from funding came from across the university and topics were numerous including implicit bias, women representation, transgender equality, and mental health:



Fall 2021 Seed Grant Recipients:

- **Julia Foldi**, “A Survey to Identify and Reduce Barriers to Breast Milk Expression Among Medical Trainees”
- **Katie Gielissen**, “Does Trust Hinge on Gender? Determining the presence of gender bias in use of the Primary Care Exception billing rule on Internal Medicine Trainees”
- **Shaili Gupta**, “Yale healthcare community’s experiences of identity-based insults at workplace”
- **Jaspreet Loyal**, “The lived experience of women division chiefs at the Yale School of Medicine”
- **Ming Ma**, “The Influence of Target Gender on the Formation and Updating of Implicit Impressions of Competence”
- **Madison Mainwaring**, “Using Natural Language Processing to Study Gender Bias”
- **Christy Olezeski**, “Yale Gender Program ‘Graduation’ Needs Assessment”
- **Oskian, Giulia Da’Von Boyd, Sarah Khan, Joy Wang**, “Critical Political Science Pedagogy”
- **Rachel Perry and Ngozi Akingbesote**, “Systemic Immunometabolism and Breast Cancer”
- **Emily Ritchie, Ariel Zhang, Melissa Ferguson**, “Finding Common Ground: Using Analogic Perspective-Taking to Reduce Prejudice Against the Transgender Community”
- **Flora Zhang**, “Is This Mine: How the Sense of Ownership Fosters Exploration in Learning”

Spring 2022 Seed Grant Recipients:

- **Nadia Ahmad**, "Blood Biofuels"
- **Talia Boylan**, "Pioneering Women Classicists of Yale at the Dawn of the Twentieth Century"
- **Megan Kirk Chang**, "Exploring the impact of racial congruence on the experience of BIPOC undergraduate students enrolled in an online mental well-being intervention"
- **Danielle Chiamonte**, "Pre-Implementation of a TGNC Mental Health Program at Yale: Assessing Organizational Readiness"
- **Clare Fentress, Katie Colford, Dilara Karademir, & Leyla Levi**, "Give and Take"
- **Ashley Hagaman & Emilie Egger**, "Qualitative Investigation of Barriers to Postnatal Care in Three Ethiopian Regions"
- **Ming Ma**, "Is 'Genius' Gendered?: Implicit Brilliance Impressions of Women and Men"
- **Gabriel R. Murchison**, "Quantifying Transgender & Nonbinary Young Adults' Romantic Relationship Experiences"
- **Francesca Penner**, "A Qualitative Exploration of Emotion Regulation during Pregnancy"
- **Christine Ngaruiya**, "Assessment of the status quo for capacity to mitigate environmental and climate change effects on cancer burden in Kenya":
- **Thi Vu**, "Experiences of caregiving and care receiving among women ages 50+ living with HIV/AIDS: A Qualitative Study"
- **Nala Williams**, "Engaging the Ancestors: Black Women Archaeologists, Kinfulness, and the Plantation"

GPE Fellows

WFF was joined this year by GPE Fellows, Ju Hyun Lee and Yaprak Yildirim. [The GSAS Professional Experience \(GPE\) Fellowship](#) is an exciting new initiative by the Yale Graduate School of Arts and Sciences that offers Ph. D. students the opportunity to work on meaningful projects in administrative offices across the university. Ju Hyun and Yaprak contributed greatly to the research work involved in The View—we could have not done it without them!



Ju Hyun Lee is a first year PhD student in Biomedical Engineering. Seeking to provide better treatment options to patients in need, her research lies at the intersection of neuroimmunology and drug delivery. Outside of research, Ju Hyun seeks to address inequities outside of health. Through the formative mentorship of the WFF, Ju Hyun looks forward to continuing advocacy work towards gender equity throughout a future career in academia.



Yaprak Damla Yildirim is a combined PhD student in the departments of Women's, Gender, and Sexuality Studies and American Studies. In the broadest sense, her research examines the structures that normalize femicide in liminal spaces between the white west and "the other" by converting women's bodies into exchangeable commodities. She is a Fulbright alumna.

