

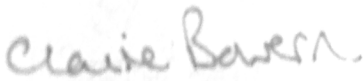
A Note from the Chair

As WFF chair for the period 2017-2019, I am working on gender equity and policy in several different ways. First, as a linguist and social scientist, I am interested in ‘representation’ – that is, the ways in which gender, diversity, and equity are discussed on campus: who focuses on them, how we talk about them, and how we can be more effective in advancing our shared aims of an inclusive campus, where all faculty can do their best work. As a researcher, I am interested in using the data collected by organizations on campus to study the impacts of existing policies and procedures.

WFF’s leadership on diversity, equity, and inclusion stems from three principles: first, we reject the idea that there is a trade-off between diversity and excellence. Diversity is excellence. As researchers, we understand that knowledge and insight come through many different paths. Secondly, inclusion and respect are at the base of good scholarship. No one can do their best work if they are being undermined or intimidated. Ideas are valued on their merits, and should not be revalued according to who says them. And, finally, we strive to build these principles into what we do at the foundation, not as a nod to some token idea of “diversity talk” or “virtue signaling” at the end.

WFF, as one of the few organizations on campus which reaches across Schools and Divisions, has a vital role on campus as a place for research, for advocacy, and for community and mentoring. We hope you enjoy this snapshot of our activities of the last 12 months!

With all good wishes,

A handwritten signature in dark ink, appearing to read "Claire Bower". The signature is fluid and cursive, with the first name "Claire" written in a larger, more prominent script than the last name "Bower".

Claire Bower

Chair, Women Faculty Forum
Professor of Linguistics

WFF Annual Report

2018-2019

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EXECUTIVE SUMMARY

The Women Faculty Forum had another active year in 2018-2019. We continued our ongoing programs and events in addition to beginning several new initiatives and forging new partnerships within the university. A brief synopsis is below with more detailed descriptions to follow.

Roxane Gay: Presidential Visiting Fellow

Yale welcomed Roxane Gay, acclaimed author and feminist, to campus as a Presidential Visiting Fellow. In addition to teaching an undergraduate writing seminar, Gay headlined two public events which packed the largest rooms on campus.

Poynter Fellow-in-Residence for Gender Equality

For the very first time, WFF and the Poynter Fellowship in Journalism jointly hosted a yearlong fellow specializing in Gender Equality. Laura Pappano YC '84 and author of *Playing with the Boys* (2008) hosted two major symposia during her fellowship.

Seed Grant Program

WFF continued its grant program for students and faculty for projects that promote scholarship on gender in the university. In May, we hosted a poster session to showcase the thirteen recipients' work.

WFF/WISAY Luncheon

Collaborating with Women in Science at Yale (WISAY), we held our sixth annual career luncheon for women graduate students, postdocs, and faculty in STEM fields. Over 100 women attended the event and discussed topics including career development, networking, leadership skills, and time management.

Lectures & Talks organized by WFF

WFF hosted a number of discussions and workshops throughout the year. In the fall, we partnered with the Poynter Fellowship for a panel entitled, “#MeToo Evolving: People, Politics, + Power. Now.” In the spring, we hosted a public reading with Roxane Gay, a discussion with a group of writers who discuss trauma in their work, and a symposium on gender, jobs, and power. We also hosted a workshop about diversifying course syllabi.

Advocacy

The WFF continued advocated for more equitable family leave policies and saw its efforts come to fruition. WFF Chair Claire Bown continues to represent WFF on the Steering Committee for the University’s celebration of the 50th and 150th anniversaries of women in Yale College and the Graduate School.

Research

Along with continuing the Seed Grant program, WFF released a report on faculty and university Title IX complaints in September. Throughout the year, we continued to research early women scholars at Yale who served on the faculty or were students in graduate school. We also conducted a survey on the long term impacts of campus climate on the student experience.

Traditional Events

The WFF hosted its annual fall reception at Kroon Hall, inaugurating the new year by welcoming new women faculty and unveiling a portrait of Otelia Cromwell. Vera Wells ’71, President Peter Salovey, WFF Chair Claire Bown, and past chair Paula Kavathas spoke. We also maintained our online presence through the WFF website and weekly newsletters as well as on Facebook and twitter.

STRUCTURE

Membership & Leadership

The Yale Women Faculty Forum is the only University-wide organization advocating for gender equity across all departments and schools. Our current structure includes a Faculty Chair and Council comprised of faculty from across the University. Our membership is open to all faculty ranks, and as of 2019, more than 2,000 have joined.

WFF Chair



Claire Bownen is a Professor of Linguistics. Her research looks at the ways in which languages change over time. Primarily working with Aboriginal languages of Australia, her work examines how we can use data from contemporary languages to investigate prehistory, how new languages are created, how languages spread, and how and why words and grammar change over time. She also works with speakers of endangered languages to provide linguistic resources for communities and scientists. Her work uses a combination of mathematical models, archival data, and ethnographic fieldwork

with language speakers to build a picture of how language changes. In 2017-2018, she received the Graduate School Mentoring Award in the Social Sciences.

Steering & Council 2018-2019

Riché Barnes, Dean of Pierson College

Jasmina Besirevic-Regan, Assistant Dean for Graduate Education;
Lecturer, Sociology and Ethics, Politics & Economics

Kim Blenman, Associate Research Scientist in Dermatology

Lynn Fiellin, Associate Professor of Medicine (in General Medicine)

Marta Figlerowicz, Assistant Professor of Comparative Literature and of English

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

Margaret Homans, Professor of English and of Women's, Gender, and Sexuality Studies

Valerie Horsley, Maxine F. Singer '57 Associate Professor of Molecular, Cellular, and Developmental Biology and Associate Professor of Dermatology

Paula Kavathas, Professor of Laboratory Medicine, Immunobiology and of Molecular, Cellular, and Developmental Biology

Marissa King, Professor of Management and of Sociology

Becca Levy, Professor of Public Health (Social and Behavioral Sciences)
and of Psychology

Mary Clark Moschella, Roger J. Squire Professor of Pastoral Care and Counseling, Yale Divinity School

Priyamvada Natarajan, Professor of Astronomy and Physics

Christine Ngaruiya, Assistant Professor of Global Health and of International Emergency Medicine

Steering & Council 2018-2019

Catherine Panter-Brick, Professor of Anthropology, Health, and Global Affairs

Irene Peirano Garrison, Associate Professor of Classics

Judith Resnik, Arthur Liman Professor of Law

Naomi Rogers, Professor of History of Medicine and of 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

Joan A. Steitz, Sterling Professor of Molecular Biophysics and Biochemistry

Linn Tonstad, Associate Professor of Systematic Theology, Yale School of Divinity

Meg Urry, Israel Munson Professor of Physics and Astronomy

Laura Wexler, Professor of American Studies and of Women's, Gender, and Sexuality Studies

Amy Wrzesniewski, Michael H. Jordan Professor of Management

COMMUNITY PROGRAMMING & INITIATIVES

Opening Reception & Portrait Unveiling

At the beginning of every academic year, WFF welcomes our members back to campus with an Opening Reception. This year on September 21st, the WFF began the year at Kroon Hall with the unveiling of a portrait of Otelia Cromwell. Over 100 faculty, staff, students, and university officials gathered to welcome new faculty and to see the portrait of Otelia Cromwell, the first African American woman to earn a Yale doctorate (1926). President Peter Salovey and Vera Wells '71, Director of the Sylvia Ardyn Boone Memorial Project, gave remarks; WFF Chair Claire Bown and past chair Paula Kavathas also addressed the audience.



WFF Members gather at the annual WFF Opening reception held in September in Kroon Hall.

Presidential Visiting Fellow: Roxane Gay



A prominent writer and Associate Professor of English at Purdue University, Roxane Gay was selected as a Presidential Visiting Fellow for the spring 2019 and joined Women's, Gender, & Sexuality Studies. Gay is a distinguished journalist and author on feminism, race, gender, and their intersections, having authored the books: *Ayiti*, *An Untamed State*, the New York Times bestselling *Bad Feminist*, the nationally bestselling *Difficult Women* and

the New York Times bestselling *Hunger*. Highlights of her fellowship included two public events and teaching an undergraduate seminar on writing trauma, which received over a hundred applications.



Roxane Gay and the students of her undergraduate writing seminar.

Roxane Gay Reading & Conversation with Claudia Rankine



In February, WFF hosted a public reading and conversation with Roxane Gay and Claudia Rankine, the Frederick Iseman Professor of Poetry. Roxane read selections from her work that centered around the themes of *Hunger*. Professor Rankine and Dr. Gay then engaged in a dynamic conversation about their careers as scholars and writers. The event filled SSS 114 to its capacity in addition to two overflow locations.



“Writing Trauma:” A Panel Discussion Conceptualized by Roxane Gay



In March, we hosted a panel featuring Roxane Gay, Tressie McMillan Cottom, Terese Mailhot, Aubrey Hirsch, and Saeed Jones, all writers who explore trauma in their work, to discuss the complexities of writing trauma, how to write trauma ethically, how to write trauma without cannibalizing one's experiences, how to balance the craft of writing with the craft of writing trauma, and ultimately, what it means to write trauma. Melanie Boyd, Director of the Office of Gender and Campus Culture, moderated the discussion.



The panel featured (left to right): Saeed Jones (Author of *Prelude to Bruise* and the forthcoming *How We Fight For Our Lives*), Aubrey Hirsch (Author of *Why We Never Talk About Sugar* and *This Will Be His Legacy*), Tressie McMillan Cottom (Assistant Professor of Sociology, Virginia Commonwealth University), Terese Mailhot (New York Times bestselling author of *Heart Berries: A Memoir*), and Roxane Gay (New York Times bestselling author of *Bad Feminist*).



A view from the stage in Battell Chapel of the “Writing Trauma” audience.

Poynter Fellow-in-Residence for Gender Equality

In 2018-2019, WFF partnered with the Poynter Fellowship within the Office of Public Affairs and Communications to host the first ever Poynter Fellow-in-Residence for Gender Equality, Laura Pappano.



Laura Pappano '84, an award-winning author and journalist, frequently contributes to *The New York Times*, *The Hechinger Report* and *The Women's Review of Books*. She is also the author of *Inside School Turnarounds* (2010), co-author of *Playing With the Boys* (2008) and author of *The Connection Gap* (2001). A former education columnist for *The Boston Globe* and *Harvard Education Letter* contributor, her work has appeared in *The New York Times Magazine*, *The Atlantic*, *The Christian Science Monitor*,

The Washington Post, *The Huffington Post*, *The Boston Globe Magazine* and elsewhere. As a resident in New Haven, she founded the New Haven Student Journalism Project which pairs local elementary school students with a Yale undergraduate mentor to produce *The East Rock Record*. Laura graduated from Yale in 1984 and was the goal-keeper for 1980 Ivy League Championship Field Hockey team.

As a part of her fellowship, she conceptualized and hosted two campus-wide events:

#MeToo Evolving: People, Politics, + Power. Now.

“How Do We Fix Work?” Jobs, Gender, and Power

#MeToo Evolving: People, Politics, + Power. Now.

In the fall, over one hundred community members gathered for “#MeToo Evolving: People, Politics + Power. Now.” Poynter Fellow-in-Residence for Gender Equality, Laura Pappano, moderated a lively and frank discussion about the #MeToo movement to date and where it is headed. The panelists – Rebecca Corbett, NYTimes editor, led the 2018 Pulitzer Prize-winning team reporting on sexual harassment; Meredith Talusan, a Filipina-American writer who says #MeToo must include trans and nonbinary voices; Alex Wagner, Cohost and EP of Showtime’s The Circus, and National Correspondent for CBS News; and Patricia Russo, Executive Director of the Women’s Campaign School at Yale – offered new insights into the movement and its directions from their varying perspectives and lived experiences.



Panelists for #MeToo Evolving from left to right: Patricia Russo, Alex Wagner, Meredith Talusan, Rebecca Corbett, and Laura Pappano (moderator).

“How Do We Fix Work?” Jobs, Gender, and Power

The “How Do We Fix Work?” Symposium began with the fact that the workplace and employment are socially constructed. For a very long time, women have lacked full power in the workplace. Women have been advised about how to behave for success in a male structure (dress tips, “lean in,”) or why they are not good enough to be promoted (childcare, emotions, “not ready”) or deserving of equal pay. This symposium challenged these structures and messages through two panel discussions and journalism project.

Tapping Power: Solving Problems of Pay, Promotion, Representation

This panel looked at how to achieve equality in pay, promotion and representation, with an emphasis on political action and power. Panelists tackled the questions: Given the number of women newly elected and six now running for President, will (and can) the political landscape push change in the workplace? What are victories and missing pieces (wealth gap; protections for low-wage workers)?



Panelists from left to right: Elizabeth Crowley, Kate Black, Sherrell Dorsey, Claudia Pagon Marchena, and Molly Hensley-Clancy (moderator).

The New Workplace

Women get lots of advice (“lean in”) about how to behave in order to advance. How do we get past the idea that we have to fix ourselves – and instead change practices at work? This panel considered the changing workplace, including how work is structured and done – and how that creates opportunities to repair a toxic work culture. It also tackled economic threats, including challenges that come with a gig economy.



From left to right: Gretchen Carlson (moderator), Alex Poon, Courtney Connley, Sherrell Dorsey, Jennifer McFadden, and Molly Hensley-Clancy.

Voices of Change Journalism Project

We have always known we had a gender equity issue with pay, job access and promotions. We have passed laws, but pay gaps persist. And whether we talk about the C-suite in corporate America, Congress, Silicon Valley, the film industry, science, academia, Broadway, the Supreme Court or professional or college sports, women are underrepresented in positions of power and influence. And there are certain jobs they are not “supposed to” hold. These profiles celebrate women who have stepped up, spoken out for themselves and others, who have used their labor and their voices to move the conversation forward. Find the full profiles on our website.

WFF Seed Grant Program and Poster Session

In fall 2017, the Women Faculty Forum (WFF) launched the Seed Grant program to expand research in areas of gender study and build visibility for issues and policies relating to gender in higher education. Throughout the 2018-2019 year, we received thirty outstanding applications from undergraduates, graduate students, postdoctoral fellows, and faculty. A few of the recipients' grant titles for this year included:

“Women are People Too: Gender Bias in Generalizations”

“The Price of Stigma-Related Stress on Violence-Exposed Sexual Minority Women’s Mental Health and Coping Strategies”

“School Choice? Black Women’s Strategic Responses to Public School Education Reform and its Related Challenges”

Find scenes from the recipients' poster session below:





WFF & WISAY Career Luncheon

The WFF and Women in Science at Yale (WISAY) held our sixth annual career luncheon for faculty, postdoctoral fellows, and graduate students. Over 100 people attended, and the event was, once again, a tremendous success! Groups of faculty and trainees gathered at the Medical School and on central campus to discuss career development, cultivating leadership, and time management. We look forward to this event every year as an opportunity to bring women scientists together to ask questions, to share stories and advice, and to strengthen our community.



Scenes from the sixth annual WFF & WISAY Luncheon.



ADVOCACY

Family Leave Policies

The WFF continued to advocate for more equitable family leave policies. In late October, University Provost Benjamin Polak announced a set of reforms to the Yale's parental leave policy. Since last spring, WFF has advocated for more equitable family leave policies, working with the FAS Senate and Yale School of Medicine's Faculty Advisory Committee. The new reforms allow faculty members to receive parental benefits, including a semester-long teaching relief and one-year tenure clock and contract extensions, regardless of their spouse's employment status.

Primary Care Center

Yale-New Haven Health announced in December plans to close its downtown New Haven Primary Health Care Center. The relocation of the facilities to Long Wharf would make it substantially more difficult for New Haven's low-income women residents to access health care. WFF joined a coalition of advocates against the move.

50th & 150th Celebration Committee

On behalf of WFF, Chair Claire Bovern served on the planning committee for the university-wide celebration in the 2019-2020 year for the 50th and 150th anniversaries of women in Yale College and the Graduate School. WFF is enthusiastic about collaborations with other units across campus for these anniversaries.

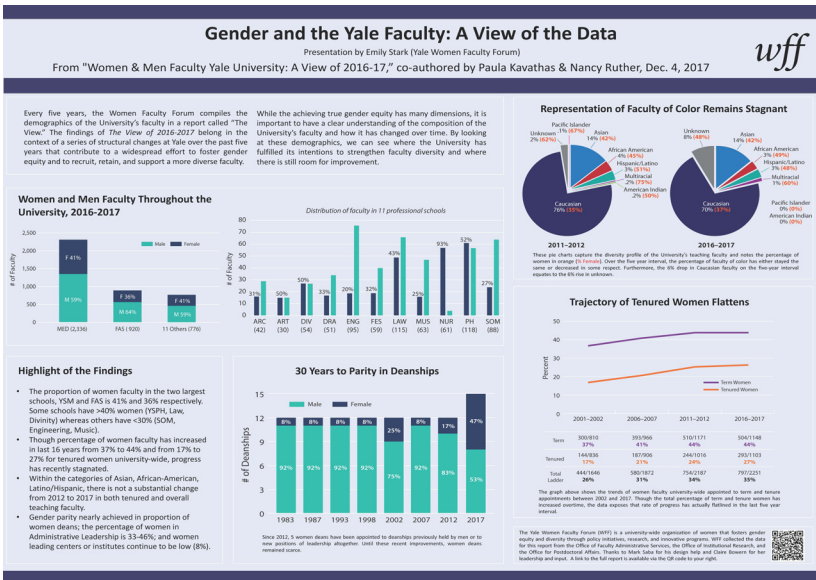
RESEARCH PROJECTS

Title IX and the Yale Faculty: A Review

WFF released “Title IX and the Yale Faculty: A Review,” a report which analyzes the Yale Title IX office’s 2011-2017 public semi-annual reports involving Yale faculty in September, by Emily Stark, Najwa Mayer, and Claire Bowerman. This analysis gives a glimpse into the dynamics of sexual misconduct across the University, the types of misconduct that are most prevalent, and the sanctions that are imposed when faculty members are respondents. Based on its review of the cases, the report proposes recommendations around reporting, culture, and sanctions to reduce harassment and to create a more professional, respectful environment so that every member of our community is held accountable for poor behavior that impedes good scholarship and undermines our shared values.

WFF Presents at Yale Day of Data

WFF presented the findings of the View and its upcoming historical project to the wider Yale community at Yale Day of Data.



WFF Day of Data Poster on the View.

Science Stories: A Linked-Data Application Used to Curate the Work of Women Scientists

From "Science Stories: Using IIIF and Wikidata to Create a Linked-Data Application" by Kat Thornton and Kenneth Seals-Nutt

Poster by Lola Hourihane and Emily Stark

Science Stories is a web application that combines images and structured data to tell stories. It leverages linked open data, the International Image Interoperability Framework, the Wikidata knowledge base, and semantic web technologies to bring scientific work and information into social spaces. This novel combination of conceptual and technical infrastructure allows users to explicitly connect science stories to reference materials. It curates the lives of women scientists whose scholarly contributions have been historically underrepresented, and in some cases, not even told yet on the web.

Stories are presented in a series of moments. Each moment is illustrated with an image or related media files. Users can progress through the moments of a story, or may choose to branch off and follow pathways linked from media objects themselves.



As more institutions digitize collection materials and publish metadata for collection materials on the web, Science Stories can expand to allow interoperability between different metadata schemes and styles. Thus, users will no longer need to repeat research across multiple databases or websites to find sources.



The pathways created within Science Stories guide researchers: links to personal papers from archival collections; primary and secondary sources, and media files related to these individuals can reduce labor in the initial stages of research.

Science Stories not only amplifies the narratives and work of women scientists but also primes a future generation of scientists who explore the stories and collections of their predecessors.



The Annotation Tool allows authors to markup media to describe and contextualize the image's contents.

Who Is This?

Grace Hopper (1906–1992) was an American computer scientist and United States Navy rear admiral. One of the first programmers of the Harvard Mark I computer, she was a pioneer of computer programming who invented one of the first computer-related tools, the

By "tagging" the image with a Wikidata Identifier, the knowledge graph card seen on your left automatically presents in a story and aggregates data about the specified object in real time using the Wikidata API for structured quick facts, Wikimedia Commons for descriptive language, and Wikipedia API for free text descriptors of the object.



Grace Hopper at MIT



440 stories told... and counting!

The Women Faculty Forum thanks Kenneth Seals-Nutt and Kat Thornton for allowing our organization to present their platform and to continue to collaborate with them on their project. Please find a QR Code to the site to your right.



WFF Day of Data Poster on Science Stories.

Science Stories: A Look at Women Scholars at Yale

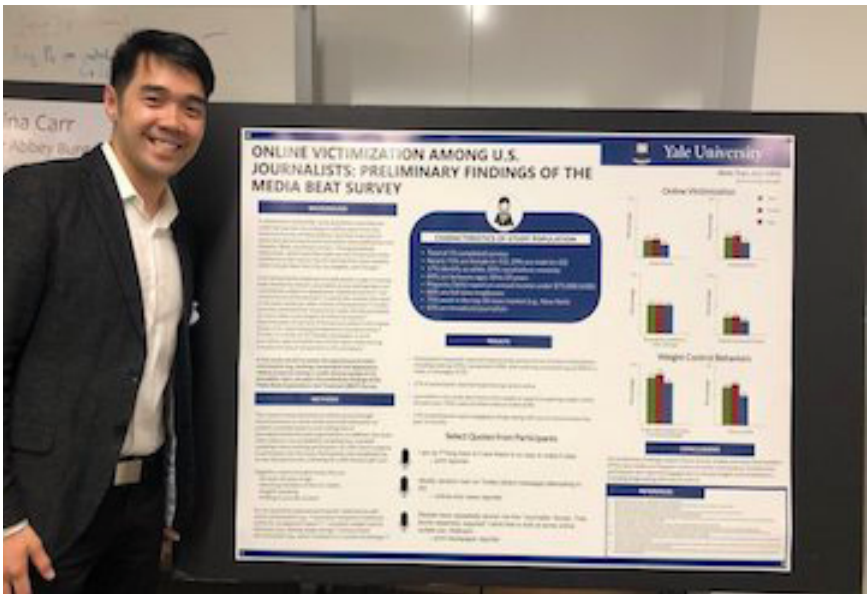
In preparation for the 50th and 150th anniversaries of coeducation, and the 125th anniversary of PhD education, WFF staff is compiling to the first few women faculty and graduate students across the departments and schools of Yale. Thus far, we've identified over 60 early faculty and over 80 early graduate students—we plan to launch the exhibit on these pioneering scholars next year.

"The Long Term Effects of Campus Climate" Survey

Led by WFF Chair, Claire Bowern, and Professor of Psychology, Marianne LaFrance, this survey project uses a combination of open-ended questions and closed-form scales to identify common experiences and associated consequences of campus climate on student experiences at Yale and in their lives after graduation. It asks the questions: What are the impacts of campus climate for students following graduation & Does a negative campus climate experienced as a student have lasting consequences?

WEBSITE, NEWSLETTER, AND SOCIAL MEDIA

The WFF website not only provides information about WFF programs, events, reports, and history, but also has information on campus resources. Facebook and twitter allow us to share articles, news items, and important information about gender at Yale with our followers. Check us out at [facebook.com/YaleWFF](https://www.facebook.com/YaleWFF). The weekly newsletter is a space to share information about campus events that are relevant to gender, diversity, and higher education. Our subscriber list of 2000 community members learns about important Yale events, WFF opportunities, lectures, women who have won awards/prestigious recognition, exhibits on women, and more. To join the newsletter, email wff@yale.edu.



WFF Seed Grant recipient, Alvin Tran, poses his poster.

STAFF

WFF Senior Higher Education and Strategy Fellow



Nancy Ruth has served principal of Gazelle International since 2016 after retiring from The MacMillan Center for International and Area Studies at Yale University. She holds degrees in higher education and public policy from U.Massachusetts-Amherst; a MS in Agricultural Economics from Cornell; MPIA International Affairs and BA Latin American Studies from U. Pittsburgh. In addition to teaching at Yale, Columbia and the University of Connecticut, she

has worked as an overseas development, strategic management consultant, management trainer and evaluation researcher in over 25 countries.

Gender Equity and Policy Postgraduate Associate



Emily Stark graduated with distinction in the History of Science, Medicine, and Public Health department from Yale College in 2017. For her senior essay, she researched representations of witchcraft in demonological texts and popular print culture in 16th century Northern Europe. She was as an editor for fulfillmentdaily.com, a site dedicated to providing science-backed tips for a happier life, and has worked on the New Haven Building Archive, a public humanities project that tells the social and architectural

history of New Haven. As a member of the varsity Yale Track and Field team, she earned Academic-All American status.

Photo Gallery from 2018-2019



President Salovey gave remarks at the WFF Opening Reception, welcolming new faculty and highlighting our work.



Vera Wells '71 spoke at the WFF opening reception about the life of Otelia Cromwell and her impact.



WFF Research associate, Najwa Mayer, and fellow graduate student, observe Jennifer Packer's, MFA '12, portrait of Otelia Cromwell, PhD 1926.



Faculty lead a discussion with graduate students and posdocs at the annual WFF & WISAY luncheon for Women in Stem in April.



WFF Seed Grant recipients, Rikker Dockum and Jillian Scheer, share their research projects with one another at a poster session held at the Center for Teaching and Learning.

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