



Yale Women Faculty Forum

Structure, Events, Projects, and Reports

2004-2005

Beginnings

The Women Faculty Forum (WFF) emerged from efforts during Yale's Tercentennial year to celebrate the presence of women in many roles at the university and the accomplishments of Yale alumnae. The result was a conference and *Gender Matters: Women and Yale in its Third Century*, a monograph of reflections from Yale women in diverse fields.

Today

The mission of the WFF is three-fold:

- To promote scholarship on gender and scholarship about and by women across the university,
- To foster gender equity throughout the university, and
- To promote collegiality and networking on these issues among faculty, students, administration, and alumnae.

With the support of the President and administration, the WFF works with interested faculty, administrators, students, and alumni/ae toward our stated goals. We have a forty-woman Council to guide the agenda, subcommittees to tackle individual initiatives, and nearly 500 hundred faculty, staff, student, and alumnae members. The WFF relies heavily on the creative work of its staff.

The WFF Council meets once per month to discuss projects and upcoming events. Four members of this Council sit on the Steering Committee, leading the Council and representing the group in meetings with University administrators. Student liaisons from Yale College, the Graduate School, and the professional schools join the Council for meetings.

The WFF has a three-person office. The Director of Programs & Projects works with the Steering Committee and Council to plan and implement the event and program agendas of the WFF. The Research Associate develops and implements, in consultation with the Council, Steering Committee, and Subcommittee on Research in the University, all research activities of the WFF. The Administrative Assistant provides logistical and business support for the organization.

Each WFF project and event is created through a subcommittee. The activities of these subsets will vary according to the issues addressed by a particular subcommittee.

Questions? Want to become a WFF Member?

For more information about our structure, events, projects and reports, or membership, please contact the offices of the Women Faculty Forum. We are located at 305 Crown Street, Room 206 and can be reached by phone at (203) 432-8847 or by email at wff@yale.edu.

Events

“Welcoming New Women Faculty and Administrators” Reception

Monday, September 13, 2004

5:30 – 7:00 p.m., Beinecke Rare Book & Manuscript Library

Our fourth annual reception will welcome new women faculty and senior administrators and celebrate the successes of women who have recently received tenure and women who have joined Yale’s senior administration in the past year. Jon Butler, Dean of the Graduate School of Arts & Sciences, and Peter Salovey, Dean of Yale College, will give opening remarks. An overview of the plans and projects of the Women Faculty Forum will be presented by members of the Council and its Steering Committee.

Lecture by Nilufer Gole – “The Islamic Headscarf Debate in France and Turkey: An Intercultural Comparative Reading”

Wednesday, September 22, 2004

6:00 to 7:30pm, Whitney Humanities Center, Room 208, 53 Wall Street

Cosponsored by the Ethics, Politics & Economics Program and the Sociology Department

Nilufer Gole is a professor of sociology at Bosphorous University in Istanbul. She is a leading authority on the political movement of today’s educated, urbanized, religious Muslim women. Her book, *The Forbidden Modern: Civilization and Veiling*, examines the veiling of young university women, and the cultural cleavages between the Islamic and Western worlds.

“Women Mentoring Women” Informational Meeting

Thursday, October 7, 2004

5:00 to 6:00pm, Hall of Graduate Studies, Room 119B, 202 York Street

Cosponsored by Graduate Career Services and the Graduate School of Arts & Sciences

The WMW Initiative is designed to promote and facilitate the development of mentoring relationships between women graduate students, post-docs, faculty and administrators. Potential mentors and mentees can learn how to sign up for the program, how to use the WMW mentor database, and find out about other mentoring resources at this informational meeting. To learn more about this initiative, please visit www.yale.edu/graduateschool/careers/mentoring.html.

“Women’s Leadership and Scholarship Around the Globe” Reception

Tuesday, October 12, 2004

6:00 to 8:00pm, Betts House, 393 Prospect Street

Cosponsored by the World Fellows Program and Women’s, Gender & Sexuality Studies

This reception will recognize international women leaders and scholars visiting Yale through several different campus programs, including the World Fellows and Women’s, Gender & Sexuality Studies. The event will enable honorees and attendees to share and discuss research and innovations to further gender equality around the world.

Events

“Gender: A Useful Category of Analysis” Colloquium

Wednesday, October 20, 2004

6:00 to 9:00pm, Whitney Humanities Center, Room 208, 53 Wall Street

With a title drawn from Joan Scott’s 1988 essay, “Gender as a Useful Category of Historical Analysis,” this session will be devoted to sharing our ideas about how gender does or does not remain a vibrant category of analysis in the various fields in which we work. To begin the discussion, the following people will offer commentary:

Seyla Benhabib, Eugene Meyer Professor of Political Science & Philosophy

Deborah Davis, Professor of Sociology

Lois Joy, Research Associate for the Yale Women Faculty Forum

Carolyn Mazure, Director of Womens Health Research at Yale

Naomi Pabst, Assistant Professor of African American Studies and American Studies

Judith Resnik, Arthur Liman Professor of Law

Reva Siegel, Nicholas deB. Katzenbach Professor of Law

Attendees are asked to read colloquium materials, available at www.yale.edu/wff, in advance of the session.

Please RSVP, if possible, by October 15 so we may plan accordingly. For more information or to RSVP, please email wff@yale.edu or call 432-8847.

A Roundtable Discussion with Françoise Gaspard

Monday, November 8, 2004

6:00 to 7:30pm, Sterling Law Building Room 122, 127 Wall Street

Cosponsored by Yale Law School, the Arthur Liman Public Interest Program & Fund, the American Constitutional Society, and the Orville H. Schell, Jr. Center for International Human Rights

Françoise Gaspard is a professor of sociology at the Ecole des hautes Etudes en Sciences Sociales in Paris, France and the French member of the United Nations’ CEDAW (Convention on the Elimination of All Forms of Discrimination against Women). Gaspard will also give the Naomi Schor Memorial Lecture on “Universalism and Diversity - French Feminism and the Debate over the Veil.”

Naomi Schor Memorial Lecture

Tuesday, November 9, 2004

4:00pm at Slifka Center, 80 Wall Street

Françoise Gaspard will speak on the subject “Universalism and Diversity--French Feminism and the Debate over the Veil.” Gaspard is a professor of sociology at the Ecole des hautes Etudes en Sciences Sociales in Paris, France and the French member of the United Nations’ CEDAW (Convention on the Elimination of All Forms of Discrimination against Women).

Naomi Schor was the Benjamin F. Barge Professor of French at Yale, a scholar of nineteenth-century French literature and culture, whose writings focused on the novel, but whose interests spanned a much wider area. She was also a founding member of the Women Faculty Forum Council, and we are pleased to announce the second annual lecture given in her honor.

Events

“Understanding Diversity & Gender in Universities: Local and Global Views” Seminar Series

6:00 – 6:30 p.m. Appetizers, 6:30 – 8:30 p.m. Panel Discussion

Rosenfeld Hall, Room 101, 109-111 Grove Street

Cosponsored by the Graduate School Office of Diversity & Equal Opportunity, the Trumbull Lectureship Fund, and the Women’s, Gender & Sexuality Studies Program

This series will provide international, comparative perspectives on ideas and practices about diversity in the composition and working formats of institutions of higher education, in the United States and around the world. A principle focus will be on the roles played by women of all colors and by members of other under-represented minorities, and on the way in which gender is or is not a topic of scholarship. Our questions include how the many dimensions of diversity affect higher education – in general and at Yale specifically, positioned as an elite university working in a global context.

As we did in last year’s seminar series, “Structures of Work and of Families,” we will mix scholarship and policy perspectives, and speakers will include members of the Yale community as well as scholars from other academic institutions, both within and beyond the United States.

November 17

“Gendering Globalization Studies, Globalizing Gender Studies“

Rabab Abdulhadi, Director, Center for Arab-American Studies, University of Michigan at Dearborn

Jennifer Bair, Assistant Professor of Sociology, Yale University

Hoda Elsadda, Professor of English and Comparative Literature, Cairo University

Shelley Feldman, Associate Professor of Rural Sociology, Cornell University

Laura Wexler, (Moderator) Professor and Chair of Women’s, Gender & Sexuality Studies, Yale University

The definitions and the content of gender studies programs differ around the globe, as do educational systems and sociopolitical settings. In the United States, many such programs are working to become more global in scope, by changing the content of what is taught and by increasing their interactions with comparable programs around the world. We will consider the impact on scholarship resulting from the globalization of gender studies, and consider how gender studies programs vary in understanding their relationships to other issues, such as civil society, family structures, religious organizations, and national feminist movements.

Further, as many fields are becoming “globalized,” we will also consider what it means to (en)gender the study of globalization. What are the ways in which gender is and is not incorporated as a vector of analysis into scholarly work across the academy, here and abroad? For example, where does gender factor into the study of economics, culture, health, and other fields that are central to the “globalization” discourse?

February 2

“Affirmative Action in the Age of Globalization”

Carmen Twillie Ambar, Dean of Douglass College, the Women’s College at Rutgers, The State University of New Jersey

Liza Cariaga-Lo, (Moderator) Assistant Dean and Director of the Office for Diversity & Equal Opportunity in the Graduate School of Arts & Sciences at Yale University

Richard Shaw, Dean of Undergraduate Admissions, Yale University

J. David Slocum, Associate Dean of the Graduate School of Arts and Science, New York University

Orlando Taylor, Dean of the Graduate School, Howard University

This session will examine definitions of diversity and affirmative action within and beyond the United States. What does “diversity” mean in national, international and academic settings, and how do these definitions impact the models of “affirmative action” that work best in a given national or social context? How does the interplay of governmental, societal, and institutional ideas about diversity prove uniquely challenging for undergraduate, graduate, and professional school admissions? How does it impact junior faculty placement and promotion? As student bodies become increasingly international, how does that change our ideas of affirmative action, of diversity?

March 30

“Journey to Diversity: Best Practices for a Diverse Academy in the Global Era”

Deborah Davis, Professor of Sociology at Yale University

Glenda Gilmore, Peter V. and C. Vann Woodward Professor of History at Yale University

Woody Lee, Assistant Dean and Director of the Office of Multicultural Affairs at Yale Medical School

Curtis Patton, Professor and Head of Epidemiology of Microbial Diseases, Director of International Medical Studies at Yale University

Is “the pipeline” an appropriate metaphor for one’s journey through the ranks of higher education and academe? Increasing the numbers of women and underrepresented minorities entering college should mean that those populations eventually will be plentiful through and at the end of the pipeline, in the upper echelons of the academy. Nonetheless, this does not seem to be happening on schedule – women and minorities are not traveling up the academic ranks in the numbers hoped for and expected.

In this session, speakers will offer a variety of perspectives on the ways that non-majority students move from high school through college admissions, matriculation at graduate and professional schools, junior faculty placement, the tenure process, and into leadership positions in colleges and universities. What are the current rates of advancement for women and under-represented minorities in American academe, and internationally? Looking to our national and international counterparts, we will ask what are the “best practices” for systemic changes in climate and cognition necessary to achieve diversity through the ranks? Are there larger social and economic factors that make women and minorities less likely to reach the highest ranks in educational institutions, and what can be done to affect change in those areas? Particular consideration will be given to these issues with relation to junior faculty recruitment and retention.

April 20

“Theories, Politics, Strategies: Emergent Gender Scholarship in the Global Academy”

Inderpal Grewal, Director and Professor of Women's Studies at UC Irvine

Cynthia Enloe, Research Professor, International Development (IDCE) and Women's Studies at Clark University

Hala Nassar, Assistant Professor of Near Eastern Languages & Civilizations at Yale University

Laura Wexler (Moderator), Professor and Chair of Women's, Gender & Sexuality Studies at Yale University

Where we examined the globalizing structures of gender programs in preceding sessions, in this final session we will examine new gender scholarship in the context of an increasingly global academy. Panelists will consider the situation and location of scholarship that fits within “gender” and also the direction in which such scholarship is heading. Also, whether globalization is on the screen in gender scholarship and if so, what does that mean.

Dr. Sylvia Rimm: “Rescuing the Emotional Lives of Our Overweight Children”

Monday, March 21, 2005

12:00 to 1:15 p.m.

Location: Beaumont Room (L-221A), Sterling Hall of Medicine, 333 Cedar Street

Cosponsored by the McDougal Graduate Student Center, Office for Women in Medicine, and the Yale WorkLife Program

Dr. Rimm is a Psychologist, Author, Speaker, Columnist, and NBC Today Show Contributing Correspondent. She will discuss the findings in her recent book, *Rescuing the Emotional Lives of Our Overweight Children: What Our Kids Go Through-And How We Can Help*.

“Women of the Wall: Their Fight Against Silencing at the Symbolic Center of Jerusalem” - A Roundtable with Frances Raday

Wednesday, May 4 from 12:00 to 2:00 p.m.

Location: Slifka Center for Jewish Life at Yale, 80 Wall Street

Cosponsored by the Joseph Slifka Center for Jewish life at Yale, the Arthur Liman Public Interest Program, Judaic Studies and Women’s, Gender & Sexuality Studies

This session will examine the struggle of the Women of the Wall against private violence and public veto in the space of the Kotel Plaza in Jerusalem. Professor Raday will discuss the sources of patriarchal antagonism to women wrapped in ceremonial prayer shawls, praying aloud in a group from the Torah Scroll, as do men. We will analyze the reaction of the Israeli government and Israel's Supreme Court in three case decisions over a period of 15 years and consider whether the saga of the Women of the Wall is a dramatic manifestation of the silencing of women in the public space. We will examine the role of the State as regards identity claims and women's right to equal religious personhood.

Frances Raday is Elias Lieberman Professor of Labour Law at the Hebrew University of Jerusalem. She is also head of the Human Rights Division at the College of Management Academic Studies and Chairperson of the Israel Association for Feminist and Gender Studies. She is the Founding Chair of Israel Women's Network Legal Center and has served as lead counsel for litigants in discrimination cases, trade union rights cases and cases involving employees' rights in privatization. Professor Raday served as an Expert Member of the UN Committee for the Elimination of Discrimination Against Women (CEDAW) from 2000 to 2003. She has also served as Chair of the Academic Committee of the Minerva Center for Human Rights and the Lafer Center for Women's Studies, and Chief Editor of the Israel Law Review.

“Working Lives in the Good Society” Symposium

RESCHEDULED: Fall 2005 (Date TBA)

Location: To be announced

Cosponsored by the Yale Work Life Program and the Leitner Program for Comparative & International Political Economy

The WFF's 2003-2004 seminar series, “Structures of Work and of Families,” generated great interest and energy around issues of work/life balance in the university setting. In this symposium, we seek to continue discussions begun in that series, shifting the focus more toward national and international contexts. Where past sessions have looked at how parents and other family members negotiate the relationship between the joys and the demands of family life and work life, here we will examine ideas of public and private spheres that govern those negotiations. How do contemporary concepts of individual and collective responsibility impact the work/life policies that we envision? How does one change those over-arching ideas in order to effect change in the workplace? Where are we trying to get to, and who is responsible for that change?

We will incorporate a mix of scholarship and policy-relevance, and craft a program with appeal to many constituencies in the university. Speakers will concentrate on ideas about the “good society” and how those relate to work/life balance, as well as considering current policies and change initiatives. We will focus not only the balancing acts of parents with small children, but also analysis of the ways in which individuals balance care for themselves, their parents, and others in their lives.

Projects and Reports

Publication: “Citizenship, Borders, and Gender: Mobility and Immobility”

In May 2003, the WFF hosted the “Citizenship, Borders, and Gender: Mobility and Immobility” conference, cosponsored by the Woodward Fund, Yale Center for International & Area Studies, Crossing Borders Initiative, and Yale Law School. In the coming year, we hope to produce a volume based upon papers presented at the conference.

Diversity at Yale

At the close of the 2002-03 year, the WFF formed a new Subcommittee on Women of Color to examine the issue of faculty diversity at Yale and sponsors events on that subject. The WFF is currently working with many groups across the university to develop programs and initiatives that support existing women of color in the University, and to advocate policies that insure increases in their numbers.

Task Force on Promotion and Retention of Junior Faculty

This task force is working to understand the reasons for the departures by some of the junior faculty as well as to learn more about the reasons that enable or prompt some to remain. In April 2004, a preliminary pilot study was conducted – departing junior faculty completed questionnaires and were interviewed by Task Force members. In the coming year, the Task Force will continue its work, which is likely to involve examining the best practices of academic departments within and outside of Yale – particularly at peer institutions – with regard to feedback procedures and mentoring, equitable distribution of department and committee obligations, and practices that address the needs of faculty members in dual-career families.

“Women Mentoring Women” Initiative

The release of our “Women and Yale University” report in May 2003 brought to light concerns about the need for mentoring the younger generation of potential women faculty – Yale’s women graduate students. With this in mind, the WFF joined with the Graduate School of Arts & Sciences and the Office of Graduate Career Services to launch the “Women Mentoring Women” (WMW) Initiative in October 2003. The WMW Initiative is designed to promote and facilitate the development of mentoring relationships between women graduate students, post-docs, faculty and administrators. The WMW website includes a searchable database that allows women graduate students and post-docs to connect and establish formal mentoring relationships with women faculty, staff, and advanced post-docs. To learn more about this initiative, please visit www.yale.edu/graduateschool/careers/mentoring.html.

“Women and Gender at Yale” Web Database

This web database provides information on research about women and gender by Yale scholars. The database – now composed of nearly 90 faculty members – is being continually updated and is accessible at www.yale.edu/wff/search.

Yale Babysitting Service

The WFF has collaborated with the Yale Work-Life program to develop a Yale Babysitting Service, launched in February 2004. The Yale Babysitting Service helps address the need for additional child care options within the Yale University community, establishing links between Yale faculty, staff and students in need of babysitting and Yale students who would like to babysit. This service can only be used by current Yale faculty, staff and students and can be accessed at www.yale.edu/babysitting.