



wff

YALE WOMEN FACULTY FORUM

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EXECUTIVE SUMMARY

May 14, 2010

On behalf of the Women Faculty Forum, we share with you our 2009–10 Annual Report. This was a pivotal year for the Women Faculty Forum as we celebrated the 40th anniversary of coeducation at Yale College. The Women Faculty Forum hosted a day-long symposium commemorating coeducation, which featured a film screening, panels, and a walking tour of women's history at Yale. We also partnered with both the Association of Yale Alumni and the Women's, Gender, and Sexuality Studies Program, to celebrate the diverse history of women at Yale at two conferences in the spring.

This year, the Women Faculty Forum also released its Report on Sexual Misconduct at Yale, continued our policy research and data collection on gender equity in the academy, and supported efforts to improve childcare availability at Yale. This year, we also continued to provide mentoring and professional development programming for women in the academy, by cosponsoring events with a variety of organizations across the University.



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



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

Structure

The Women Faculty Forum is directed by two Co-Chairs, the Steering Committee and Council, with support from staff members. We have student liaisons from professional and graduate schools across the university, and our membership includes 900 faculty, administrators, students, and alumnae from across all schools of the University.

Alice Prochaska, the next Dean of Somerville College at Oxford and former Yale University Librarian and WFF Council member, at the 2009 Women Faculty Forum Opening Reception.





2009–10 Co-Chairs

LAURA WEXLER

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

Laura Wexler is former Chair of the Women's, Gender, and Sexuality Studies Program, and a recent recipient of a Henry R. Luce Foundation grant for the study of Women, Religion, and Globalization. Her scholarship centers upon 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 also co-author of *Pregnant Pictures*, and co-editor of several volumes including *Interpretation and the Holocaust* and *The Puritan Imagination in Nineteenth Century America*.

SHIRLEY MCCARTHY

Professor of Diagnostic Radiology and
Professor of Obstetrics and Gynecology

Shirley McCarthy joined the Yale School of Medicine faculty in 1984. Her research interests are in the applications and cost effectiveness of magnetic resonance imaging of the body, 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. Professor McCarthy completed her undergraduate studies at SUNY-Albany, her medical training at Yale and her Ph.D. at Cornell.

CO-CHAIRS

SHIRLEY MCCARTHY
Diagnostic Radiology and
Obstetrics & Gynecology

LAURA WEXLER
American Studies and
Women's, Gender,
and Sexuality Studies

STEERING

CONSTANCE E. BAGLEY
School of Management

HANNAH BRUECKNER
Sociology

DEBORAH DAVIS
Sociology

PAULA KAVATHAS
Laboratory Medicine,
Immunobiology and Genetics

CAROLYN M. MAZURE
Psychiatry and Psychology

PRIYA NATARAJAN
Astronomy and Physics

JUDITH RESNIK
Yale Law School

REVA B. SIEGEL
Yale Law School

JOAN ARGETSINGER STEITZ
Molecular Biophysics
and Biochemistry

MEG URRY
Physics and Astronomy

COUNCIL

LINDA BOCKENSTEDT
Internal Medicine
and Rheumatology

VICTORIA L. BRESOLL
School of Management

HAZEL CARBY
American Studies and
African American Studies

CAROL CARPENTER
School of Forestry and
Environmental Studies

KAMARI CLARKE
Anthropology

SHEILA LEVRANT DE BRETTEVILLE
School of Art

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Orthopaedics

SUSAN HOLEN-HOEKSEMA
Psychology

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English and Women's, Gender
and Sexualities Studies

AMY HUNGERFORD
English

CHRISTINE JACOBS-WAGNER
Molecular, Cellular and
Developmental Biology

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HELEN SIU
Anthropology

JOANN SWEASY
Therapeutic Radiology
and Genetics

ANNE TRITES
School of Drama

T. KYLE VANDERLICK
School of Engineering
and Applied Science

LISA WALKE
School of Medicine

SARAH WEISS
Music

COUNCIL-AT-LARGE

SARBANI BASU
Astronomy

SEYLA BENHABIB
Political Science
and Philosophy

ALICIA SCHMIDT CAMACHO
American Studies and
Ethnicity, Race and Migration

JUDITH CHEVALIER
School of Management

GLENDA GILMORE
History

DOLORES HAYDEN
Architecture, Urbanism,
and American Studies

PAULA E. HYMAN
History

FRANCES ROSENBLUTH
Political Science

JESSICA STOCKHOLDER
School of Art

EMILIE M. TOWNES
Yale Divinity School

KATIE TRUMPENER
Comparative Literature
and English

ELISABETH WOOD
Political Science

2009–10 Working Groups

40TH ANNIVERSARY OF COEDUCATION

PAULA KAVATHAS (CO-CHAIR)
Professor, Laboratory Medicine,
Immunobiology and Genetics

LAURA WEXLER (CO-CHAIR)
Professor, American Studies,
and Professor, Women's,
Gender, and Sexuality Studies

NANCY ALEXANDER
Timothy Dwight Associate
Chubb Fellow, WFF Alumnae/i
Advisory Council Co-Chair

JILL CUTLER
Assistant Dean, Yale College

EVE RICE
Yale College Class of 1973

ARUN STORRS
Postgraduate Associate,
Women Faculty Forum

JESSICA SVENDSEN
Postgraduate Associate,
Women Faculty Forum

SARAH WEISS
Associate Professor,
Department of Music

VERA WELLS
WFF Alumnae/i Advisory
Council Co-Chair

JOAN WINANT
Yale College Class of 1973

CAREGIVING

CAREN GUNDBERG (CO-CHAIR)
Professor, Orthopaedics

AMY HUNGERFORD (CO-CHAIR)
Professor, English

SUSAN ABRAMSON
Program Manager, WorkLife

JENNIFER FREDERICK
Associate Director,
Graduate Teaching Center

BASMAH SAFDAR
Assistant Professor,
Emergency Medicine

PAMELA SCHIRMEISTER
Associate Dean, Graduate
School of Arts and Sciences

CELIA SCHULTZ
Associate Professor, Classics

ARUN STORRS
Postgraduate Associate,
Women Faculty Forum

JESSICA SVENDSEN
Postgraduate Associate,
Women Faculty Forum

MERLE WAXMAN
Director, Women in Medicine

INSTITUTIONAL CHANGE

SHIRLEY MCCARTHY (CO-CHAIR)
Professor, Diagnostic
Radiology and Professor,
Obstetrics & Gynecology

HANNAH BRUECKNER (CO-CHAIR)
Professor, Sociology

LINDA BOCKENSTEDT (CO-CHAIR)
Harold W. Jockers Professor,
Internal Medicine and
Rheumatology

VICTORIA BRESROLL
Associate Professor,
School of Management

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

FRANCINE FOSS
Director, Yale Cancer Center

JODIE LUTKENHAUS
Assistant Professor,
Chemical Engineering

CAROLYN MAZURE
Professor, Psychiatry

RHEA PAUL
Professor, Child Study Center

MARIE ROBERT
Professor, Pathology

SEXUAL MISCONDUCT

**CONSTANCE E. BAGLEY
(CO-CHAIR)**
Professor, Practice
of Law and Management

PRIYA NATARAJAN (CO-CHAIR)
Professor, Astronomy
and Physics

MELANIE BOYD
Lecturer, Women's, Gender,
and Sexuality Studies

VICTORIA BRESROLL
Assistant Professor,
School of Management

CAROLE GOLDBERG
Director, SHARE Center

JANET HENRICH
Associate Professor,
Internal Medicine

ISABEL POLON
Yale College 2011

ALICE PROCHASKA
University Librarian

ARUN STORRS
Postgraduate Associate,
Women Faculty Forum



The Women Faculty Forum celebrated the 40th anniversary of coeducation of Yale College by hosting a day-long symposium on January 30, 2010 in the Yale University Art Gallery. Over 200 alumnae, students, faculty and administrators attended the event.

Celebrating Women at Yale

This year commemorated numerous landmarks for women's history and gender scholarship at Yale University. The Women Faculty Forum created programming that honored the histories and stories of women at Yale while also focusing on the status of gender equity today. With our own programming and with our partnerships, we sought to engage the Yale community and to enliven the history of women and gender scholarship by hosting panels, film screenings, exhibitions, and walking tours of women's history at Yale.



Paula Kavathas, Co-Chair of the 40th Anniversary of Coeducation Working Group and WFF Steering Committee member, moderating a panel with Dean Mary Miller and former Associate Dean John Wilkinson.

40th Anniversary of Coeducation

WOMEN FACULTY FORUM 40TH ANNIVERSARY OF COEDUCATION CELEBRATION

In honor of the 40th anniversary of coeducation at Yale College, the Women Faculty Forum and the Steering Committee on the 40th Anniversary of Coeducation hosted a day of events in conjunction with the Yale University Art Gallery on Saturday, January 30, 2010.

The morning began with a preview of the WFF Tour of Women's History at Yale. The afternoon program took place in the Robert L. McNeil Jr. Lecture Hall at the Yale University Art Gallery and included a screening of *Boola Boola...Yale Goes Co-ed*; a discussion with the filmmakers, Julia Pimsleur and Eliza Byard; one panel featuring alumni who were students near the time the College coeducated; and another panel of former and current administrators and faculty who helped Yale coeducate. Each panel focused on the challenges, successes, and continuing processes of coeducating Yale from before the coeducation of Yale College to the present day. The WFF 40th Anniversary of Coeducation Committee was co-chaired by Paula Kavathas and Laura Wexler.

"...the stubbornly continued existence within Yale of institutions that are marked with women's difference—among them the undergraduate Women's Center and the Women's, Gender, and Sexualities Studies Program, as well as the newly created Women Faculty Forum—raise questions about whether the work begun with coeducation, the work of indifferenciation, can ever be completed.

MARGARET HOMANS, Professor of English and Professor of Women's, Gender and Sexuality Studies, Women Faculty Forum Council member

"To bring about highly needed changes in the workplace, those of us who remember how it was must pass on that history. Those who are struggling with the stresses of balancing career, family and personal responsibilities, have to work actively for further changes to achieve a more family friendly atmosphere."

ELGA WASSERMAN, Special Assistant to the President on the Education of Women and Chairman of the Committee on Coeducation

OPENING RECEPTION

The Women Faculty Forum hosted 220 guests at its ninth annual Opening Reception on Tuesday, September 15, 2009 in the President's Room in Woolsey Hall. This year we welcomed Inderpal Grewal, the first full professor to be hired solely in Women's, Gender and Sexuality Studies. We recognized former WFF Steering member, Frances Rosenbluth, who was promoted to Deputy Provost of Faculty Development and Diversity, and WFF Council member and University Librarian, Alice Prochaska, who is leaving to Oxford to become Master of Sommerville College in fall 2010. We took the opportunity to honor former WFF Steering member, the first female Dean of Yale College, Mary Miller. Howard Lamar, Sterling Professor Emeritus of History and former President of the University, introduced Dean Miller, who spoke about the non-issue of being the first female Dean and what she plans to do to improve gender relations on campus.

WOMEN'S LEADERSHIP INITIATIVE CONFERENCE

The Women Faculty Forum cosponsored the undergraduate Women's Leadership Initiative conference which celebrated 40 years of women at Yale. It culminated in a panel entitled, "Changing Modes of Leadership: Female Graduates Since '69," featuring WFF Alumnae Advisory Council member Nancy Alexander and Dean of Yale College Mary Miller.

NIKKI GIOVANNI

In partnership with the Afro-American Cultural Center, the Women Faculty Forum cosponsored a reading and book-signing with the "priestess of black poetry" Nikki Giovanni, a world-renowned poet, powerful literary voice, activist, and educator. Held in the Yale Law School Auditorium, the event celebrated of 40th Anniversaries for AfAm Center, African American Studies and Coeducation at Yale.

AYA Celebration

The Association of Yale Alumni 40th Anniversary Steering Committee organized a weekend of events for alumnae on March 26–28, 2010. The Women Faculty Forum collaborated with the Committee to launch the full tour of the WFF Walking Tour of Women's History on Friday morning and afternoon and Sunday morning. The tour ended in the Trumbull College Art Gallery where the Trumbull Master's Office and the WFF had reconstructed a student exhibit about coeducating Yale College, originally curated by Carly Rothman in 2006.

WFF Council members, Carolyn Mazure, Sharon Oster, Priya Natarajan, and Reva Siegel led breakout discussion groups during the "What Matters—Topical Issues for Women" sessions focusing on their academic work and how it relates to women at Yale. Past WFF Steering member, Kim Bottomly, returned to speak about women in Higher Education and her role as president of Wellesley College.

WGSS and LGBTS Anniversaries Conference

This year marked the 30th anniversary of Women's Studies at Yale, and to celebrate, the Women Faculty Forum co-sponsored the Women's, Gender, and Sexuality Studies and Lesbian, Gay, Bisexual, and Transgender Studies Anniversaries Conference on the weekend of April 16–18, 2010. Some of our illustrious former faculty and students were here to reflect upon their personal intellectual trajectories; others spoke about critical issues within the fields of gender and sexuality studies. WFF participants included: Hazel Carby Nancy Cott, Sheila Levrant de Bretteville, Serene Jones, Mary Miller, and Laura Wexler. Throughout the weekend, there were intimate workshops and discussions in which we considered the impact of this scholarship upon our personal, political, and professional lives. The Women Faculty Forum also offered two walking tours of women's history at Yale to conference participants.

PANELS FEATURING WFF STEERING MEMBERS

KIM BOTTOMLY
President of
Wellesley College
*Women in Higher Education
Today—and Tomorrow*

SERENE JONES
President of Union
Theological Seminary
*The Impact of Feminism and
Queer Studies on the Academy*

CAROLYN MAZURE
Yale School of Medicine
*New Research in
Women's Health that
Unravels Complexities
and Informs Decisions*

MARY MILLER
Dean of Yale College
Opening Remarks

PRIYA NATARAJAN
Astronomy and Physics
*Unveiling the Dark Side of
the Universe: Mapping Dark
Matter and Dark Energy*

SHARON OSTER
Yale School of Medicine
*Nonprofit Management:
Practice Meets Research*

REVA SIEGEL
Yale Law School
*Women and Work:
Present and Future
Changes and Challenges*



Judith Resnik, former Co-Chair of the Women Faculty Forum, speaks with Dean Mary Miller and WFF Co-Chair Shirley McCarthy.



Laura Wexler, Co-Chair of the Women Faculty Forum and Co-Chair of the 40th Anniversary of Coeducation Working Group, at the 40th Anniversary of Coeducation Celebration.



Alice Moore, PhD candidate in American Studies, before the women's history presentation at the 40th Anniversary of Coeducation Celebration.

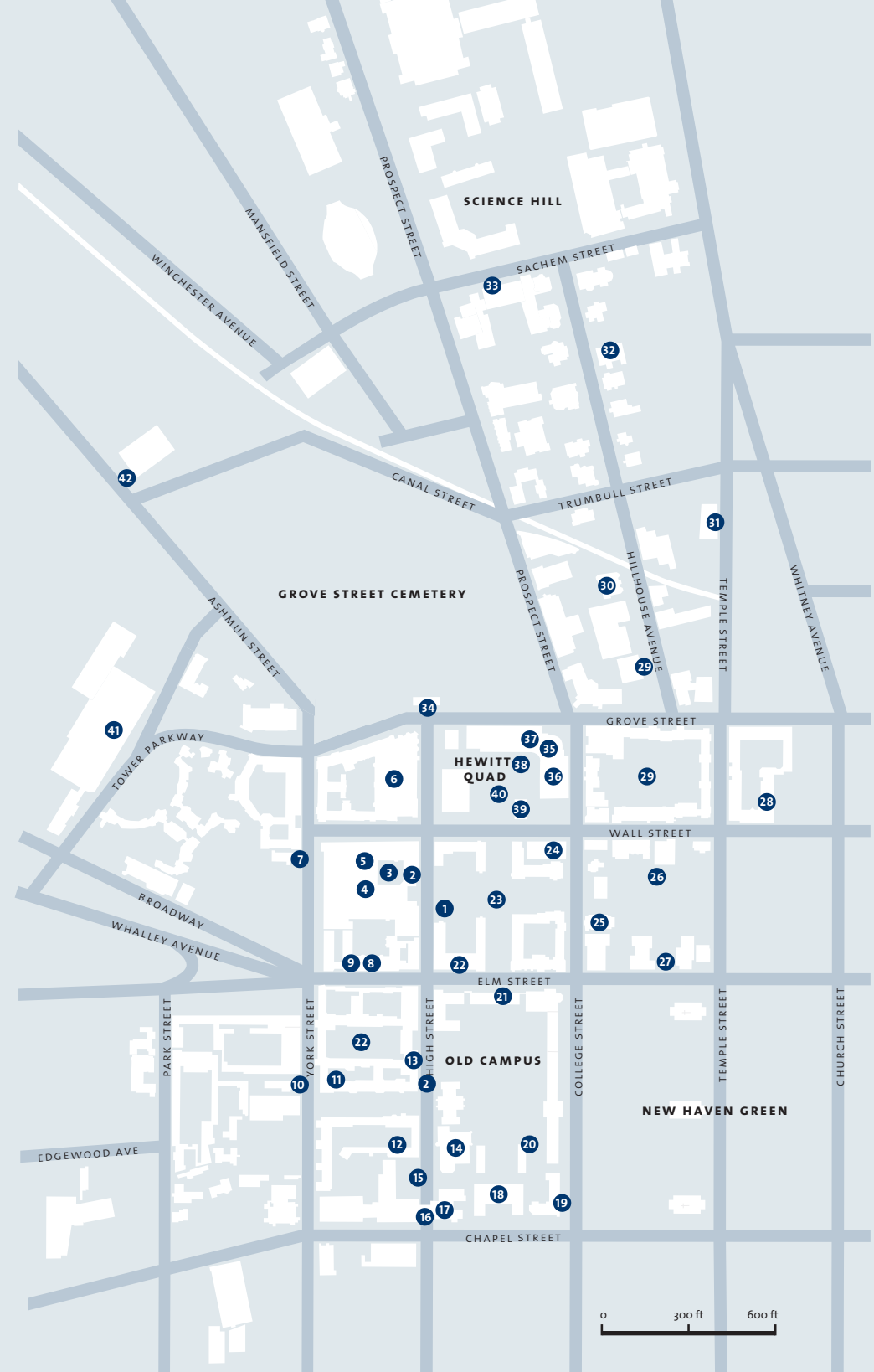
Tour of Women's History at Yale

Alice Moore, a PhD Candidate in American Studies, directed the development of a walking tour of women's history at Yale. It was designed to share the history of gendered iconography, gendered spaces, and gendered interactions on Yale's campus. We presented a preview of the tour at the WFF 40th Anniversary of Coeducation Celebration and launched the full tour at the AYA 40th Anniversary weekend. In addition to developing the guided walking tour, we assembled a self-guided walking tour pamphlet to distribute at the Yale College Admissions Office and the Visitor's Center, as well as a downloadable pdf; a website; and a podcast featuring interviews with key administrators and students who fought for and ushered in coeducation.

Throughout the project, we also assembled an archive of women's history at Yale that is accessible through Yale Library's Manuscripts and Archives.

A gift to the Women Faculty Forum from Nancy Alexander TD '79, M.B.A. '84 and Phillip Bernstein TD '79, M.ARCH '83 made the women's history tour possible.

The self-guided tour map of the walking tour of women's history at Yale will be available on the WFF and Visitor Center websites.



Peter Palmquist Exhibition

The Women Faculty Forum cosponsored with the Photographic Memory Workshop an exhibit at the Beinecke Rare Book and Manuscripts Library, *From Armer to Withington: Selections from Peter Palmquist's Collection of Women Photographers*. The exhibit explored the photographs, rare books, periodicals, and ephemera that photographer and scholar Peter Palmquist collected to study and document the global history of women's involvement with photography. Palmquist, who began collecting in 1971, sought to identify, document, and collect images by women who worked as amateur and commercial photographers, as studio assistants, retouchers, colorists, photojournalists, or as filmmakers. His collection includes biographical files for more than 30,000 women from around the world, as well as photographs representing the work of nearly 2,000 women.

"From its beginning, Peter's collecting was driven by his desire to understand how the practice and profession of photography insinuated itself into every aspect of our modern life and culture. He was passionate about understanding how women around the world embraced the art, technology, and profession of photography; how they expressed themselves through the images they made; and how they shared their work with others. Peter made his collection to explore these questions, and it was always his intention to share with others not only the insights he gained, but also the raw materials from which he worked. It is in this spirit that I see our exhibition as an invitation to research."

GEORGE MILES, William Robertson Coe Curator, Beinecke Rare Book and Manuscripts Library

Breaking the Veils

In an effort to support scholarship on gender and art, the Women Faculty Forum joined the Council on Middle East Studies to cosponsor *Breaking the Veils: Women Artists from the Islamic World*. Her Majesty Queen Rania Al-Abdullah of Jordan created the exhibit that featured 51 female artists from 20 Islamic countries. The show was presented by the ArtReach Foundation and included art from the Royal Society of Fine Arts of Jordan. It was on display from September 1 to December 12, 2009 at the Yale Institute of Sacred Music.

"Yale University's showing of *Breaking the Veils* represents that rare international event in which the arts, academics, and diplomacy seamlessly merge."

JASMINE MELVIN-KOUSHKI, Curator



Attendees at the 2009 Women Faculty Forum Opening Reception.



Reva Siegel, Nicholas deB. Katzenbach Professor of Law at the Yale Law School and Women Faculty Forum Steering Committee member, with Robert C. Post, Dean of the Yale Law School.



Mary Miller, Dean of Yale College
and former Women Faculty Forum
Steering member, at the ninth
annual WFF Opening Reception

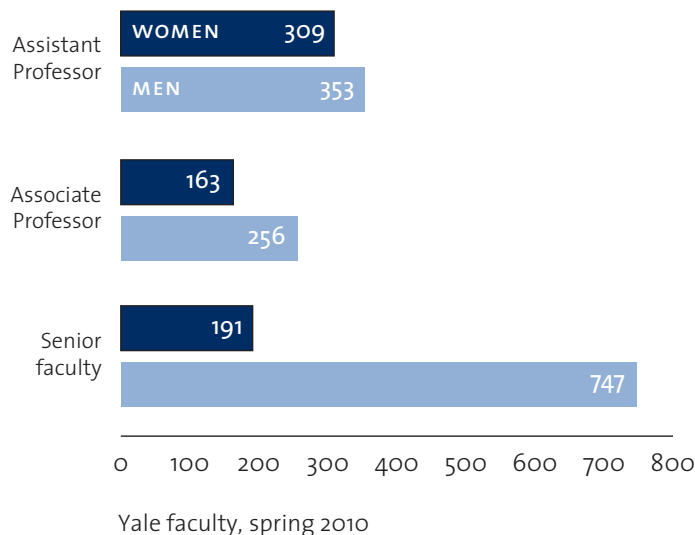
Institutional Change

Each year the Women Faculty Forum concentrates on several gender-related, issue-based initiatives. We then research and advocate for improved University policies in order to enhance the environment for the women and men of Yale. This year, we addressed the status of female faculty at Yale, ranging from researching gender-based salary inequity to the frequency and quality of counteroffers based on gender. We released a report recommending an overhaul of the University's sexual misconduct policies. We continued to monitor the development of more childcare options and help facilitate care-giving opportunities for all ranks of parents in the University.

Data Collection and Policy Research

FACULTY AT EVERY RANK BY GENDER

Based on this distinct underrepresentation of women in the faculty as the rank increases, as represented in the following chart, the WFF remains committed to closing the gender gap in the Yale Faculty to better reflect the diversity of the Yale student body.



SALARY EQUITY

Prompted by the American Association of University Professors' report on salary equity in 2008–09, which identified a disparity between faculty at every rank based on gender at Yale University, the WFF Institutional Change Working Group lobbied the Yale administration to assess the cause of this inequity. The Committee on the Economic Status of the Faculty (CESOF) was charged with investigating gender-based salary disparities, and the WFF connected the Yale Medical School Salary Equity Committee, chaired by Jody Sindelar, with the CESOF in order to share

best practices with the Faculty of Arts and Sciences committee.

EXIT SURVEY

The Women Faculty Forum Co-Chairs met with Frances Rosenbluth, Deputy Provost for Faculty Development and Diane Rodrigues, Director of the Office of Faculty Development and Diversity, who are working to make the new tenure system more transparent and accessible to the Yale professoriate. The Office hopes, eventually, to implement exit surveys. To that end, the WFF shared their past exit surveys and exit interview templates with Director Rodrigues.

STANDING COMMITTEE DATA

The WFF began an analysis of the gender composition of standing committees appointed by the central administration, in relation to the committee's function and status in 2008–09. We are continuing to research the data and plan to include it in our next report, *Women, Men, and Yale University: A View from 2011*.

COUNTEROFFERS

Due to the fact that Yale loses senior female faculty to other institutions, and data that women are less likely to be offered counteroffers, the WFF initiated research into the status of counteroffers given to women. Due to the confidentiality of such data, Deputy Provost Rosenbluth will review

counteroffer data to monitor it for disparity based on gender.

ENDOWED CHAIRS

In assessing inequity v. equity within the faculty, the WFF investigated the number of endowed chairs based on gender. They found that 17% of all endowed chairs were women.

DIVERSITY

The WFF is committed to increasing diversity not only in terms of gender, but also based on ethnicity. However, after discussions this year, the WFF decided the issue merits its own working group. The WFF aims to create a Diversity Working Group in 2010–11.

Mentoring and Faculty Development

The OpEd Project

The Women Faculty Forum partnered with Frances Rosenbluth, Deputy Provost for Faculty Development, to offer a full-day seminar with the OpEd Project, an initiative that trains female faculty to write for the op-ed pages of major print and online publications.

Newspaper op-ed pages are overwhelmingly dominated by men – 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. In light of these statistics, the WFF sponsored a full-day seminar as part of our mentoring and professional development program.

Women in Physics

As part of the Women Faculty Forum's long standing commitment to support women in the sciences, we cosponsored the 3rd Annual Conference for Undergraduate Women in Physics at Yale. The conference, held on January 15–17, hosted undergraduate Physics majors from schools in the northeast with the ultimate goal of increasing the representation of women in Physics, as highlighted by the 2nd International Union of Pure and Applied Physics (IUPAP) Conference on Women in Physics.

Caregiving

Caregiving has been a longstanding concern of the Women Faculty Forum, as family unfriendly policies in academia have contributed to the underrepresentation of senior female faculty.

In 2009–10, the Caregiving Co-Chairs Caren Gundberg and Amy Hungerford, streamlined the WFF’s caregiving efforts by focusing on finding a new site for the Edith B. Jackson expansion that was postponed last year for the third time.

They lobbied the administration to find and purchase a new site to increase the number of daycare spots, specifically infant care, that were offered to faculty in the central campus area. They collaborated with Deputy Provost Frances Rosenbluth to prioritize the increase of available daycare to faculty parents as one of the administration’s goals for the year. The WFF supplied the Deputy Provost Rosenbluth with a summary of relevant childcare issues highlighted in the 2007 Status of Women in Medicine (SWIM) childcare survey and the 2002 WFF Report on Childcare, including lack of Yale-affiliated child care centers despite a high demand, lack of affordability of childcare, and how having children impacts one’s academic work and chances at being tenured.

YBS NETWORKING EVENT

The Women Faculty Forum and the Yale WorkLife Program partnered to host the Yale Babysitting Service Networking Event, a program that gives Yale parents the opportunity to meet a variety of interested Yale babysitters. We hosted the YBS Networking Event in November in the Hall of Graduate Studies, and the event was successful and beneficial, as 50 parents were able to meet with Yale student babysitters. Given the success of the event, the WFF and the Yale WorkLife program plan to host the event again next year, with events both in the fall and spring semesters.

Report on Sexual Misconduct

We submitted the Women Faculty Forum Council Report on Sexual Misconduct at Yale to President Richard Levin, Provost Peter Salovey, and General Counsel Dorothy Robinson on October 15, 2009. The report was well-received by the administration and bolstered by positive press from the *Yale Daily News* in the articles “Report urges new harassment board” and “Sex rules reviewed: Reports spur formation of new university committee.” The WFF Sexual Misconduct Working Group Co-Chairs, Connie Bagley and Priya Natarajan, also wrote an editorial for the *Yale Daily News*: “No silence, no fear: Preventing sexual misconduct at Yale.”

The Provost’s office appointed a committee of twelve faculty and administrators, chaired by Philosophy Department Chair, Michael Della Rocca, to review sexual misconduct policies at Yale. The WFF provided the committee with its own research into peer institutional policies and provided the expertise of the Working Group Co-Chairs as support for the committee’s work.

Connie Bagley and Priya Natarajan, the Sexual Misconduct Working Group Co-Chairs, published the editorial below in the *Yale Daily News* on the sexual misconduct report, titled “No silence, no fear: Preventing sexual misconduct at Yale.”

The Women Faculty Forum Council posted its “Report on Sexual Misconduct at Yale” on its website last night. Our goal in creating this report was to help Yale University develop and appropriately implement effective policies and procedures to prevent and respond to sexual misconduct in accordance with best practices and applicable law. In doing so, we hope to do more than generate a series of rules. We seek to strengthen a community that values the open and free exchange of ideas, respects all of its diverse members and appreciates their unique contributions.

We, therefore, recommend the implementation of a University-wide policy on sexual misconduct, defined broadly to encompass the full spectrum of gender-based offenses, including harassment and assault. We believe it must be applicable to all students, faculty and staff throughout the University, with a single Sexual Misconduct Grievance Board empowered to resolve all sexual-misconduct complaints. We feel that such a policy is necessary to ensure that responses to sexual misconduct will be clear, transparent, centralized and be regularly reevaluated and improved. This report is the culmination of a year’s worth of research by the WFF Working Group on Sexual Misconduct to shed light on best practices for dealing with issues of sexual misconduct in educational institutions. We also discussed multiple earlier drafts with the University’s Office of General Counsel and received input from a large number of University faculty, administrators and staff. Each time someone engages in an act of sexual misconduct, it is as an assault on our entire community and our values. We call on Yale to establish a standing committee charged with implementing and regularly reevaluating a comprehensive policy at our University. Such a policy would bar all forms of sexual misconduct by any member of community (including faculty, staff and students) and would allow

anonymous and third party reporting.

We would like Yale to take proactive measures in addition to reactive ones. We believe members of the community should receive ongoing training. In addition, a comprehensive, single-point-of-entry online information resource containing all of Yale’s existing sexual misconduct policies, procedural options and resources should be developed as soon as possible. To keep the Yale community informed of instances in which sexual misconduct has occurred we ask that the standing committee regularly gather, store and review data on sexual misconduct at Yale and periodically disclose an appropriate subset of that data, while honoring guarantees of privacy and confidentiality.

Finally, we believe Yale should develop a rapid-response plan to ensure the prompt promulgation of information and updates on incidents of sexual misconduct and the University response thereto. Adopting such a policy would fulfill the ongoing Yale Tomorrow vision of “strengthening Yale as a great place to study, teach, research and work.” We are proud to be associated with a university that embodies the ideals of openness, equal opportunity and social justice. As University President Richard Levin has stated, “[In] the diversity of its students, its global outlook and its outstanding research, it is also a university of compelling change.” An essential part of preserving a community that values the differences of its members is creating a transparent system by which students, faculty and staff may address grievances. Implementation of our recommended policies and procedures would establish Yale as a leader in preventing and responding to instances of sexual misconduct on university campuses.

We invite all members of the Yale community to read our report and to use it as a catalyst to provoke discussion and initiate change. Working together, we can make a difference.



Participants at the day-long OpEd Project seminar.



Arun Storrs, Gender Equity and Policy Postgraduate Associate, leads a walking tour of women's history.

Looking forward to 2010–11

At the tenth anniversary of the Women Faculty Forum, the WFF 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 offices across the organization to create programming to discuss gender equity within the University.

ACTIVISM

In 2010–11, we will continue to organize the majority of our research, programming, and activism through our issue-based Working Groups. We will establish two new groups: the Working Group on Public Thought Leadership and the Working Group on Increasing Faculty Diversity.

The Working Group on Public Thought Leadership will focus on communicating scholarship to the public and increasing female representation in public sources, both at Yale and globally. This working group consists of several projects, including: a documentary film addressing the lack of female CEOs called *What if it were the Lehman Sisters?*, the Kroon Girl Project to celebrate women on Science Hill through public art, and professional skill-building and mentoring programs dedicated to public dissemination of scholarship, such as the OpEd Project.

An additional initiative of the Working Group on Public Thought Leadership is to increase the amount of women's portraits on the walls of Yale's campus. After the Women Faculty Forum 40th Anniversary of Coeducation Celebration, Jon Butler,

Dean of the Graduate School, arranged for a portrait of Elizabeth Deering Hanscom, the first woman to receive a Ph.D. at Yale in 1894. Next year, the WFF Working Group on Public Thought Leadership will arrange for the portrait to be on display in the Sterling Memorial Library nave.

The Diversity working group will focus on issues specific to bias in the hiring, promotion and mentoring of non-white ethnic minority faculty.

RESEARCH

We will continue our Yale-specific data collection monitoring the status of gender equity and diversity within the University and update our report from 2007 by publishing *Women, Men, and Yale University: A View from 2011*.

PROGRAMMING

In our continued effort to share our work to the entire Yale community, we will organize two panels focusing on pay and negotiation across a variety of professional schools. We will also host speakers from inside and outside of Yale to speak about retaining women in academia.

THE YALE WOMEN FACULTY FORUM

emerged from the effort, during Yale's tercentennial year, to highlight the presence of women at the University and the accomplishments of Yale alumnae. Faculty and staff from across the campus—from diverse fields in the college, the professional and graduate schools—came together to develop programs for the Tercentennial. We have accomplished a great deal; but there is more to do. To that end, with the support of the administration, including the President, the Council of the WFF continues to work in conjunction with faculty, students, and interested alumni to foster gender equity. The mission of the WFF is to: foster gender equity throughout the university; promote scholarship on gender and scholarship about and by women across all schools of the university; promote mentoring, collaboration, and networking.

2009–10 STAFF

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