



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

2012-13

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Executive Summary

June 20, 2013

Dear Colleagues:

On behalf of the Yale Women Faculty Forum (WFF), I share with you the WFF 2012-13 Annual Report.

In 2012-13, WFF furthered its mission of advocacy, research and programming promoting gender equity and scholarship by women and on women at Yale University. WFF continued its policy research and data collection on gender equity in the academy. Our established and popular programming drew participants and supporters from across the university. New events like the “Knowing” lecture series joined standing initiatives such as the pilot mentoring program, leadership workshop series, the Public Voices Thought Leadership Fellowship, and others to provide support, opportunity and community to women faculty at Yale and beyond.

In August 2012, WFF released our report *The View from 2012: Men, Women and Yale University*, documenting faculty diversity by the numbers. WFF publishes the data collected by the Office of Institutional Research at Yale every 5 years. *The View* confirmed that while Yale has made progress in hiring and retention of women and minority faculty in the past several decades, progress is frustratingly slow. The “leaky pipeline” for women in academia remains: while many fields have achieved parity or near-parity at the undergraduate or even graduate level, women are still leaving academic career trajectories at the doctoral, post-doctoral, junior and senior faculty levels at Yale. Through advocacy, awareness and programming to highlight the work of women scholars, the WFF remains committed to addressing and closing this gap.

It has been a delight and an honor to serve as WFF Chair for the past two years. I welcome incoming chair Paula Kavathas, Professor of Laboratory Medicine, Immunobiology and Genetics at the Yale School of Medicine.

Sincerely,

Priyamvada Natarajan
Chair, Yale Women Faculty Forum
Professor, Departments of Astronomy and Physics

Introduction

Founded in 2001 at the thirty-year anniversary of the coeducation of Yale College, the Yale Women Faculty Forum serves as a center for gender equity and policy work at the university. Lead by a dedicated and ever-expanding group of women faculty from across disciplines and schools, the WFF maintains a wide variety of programming, events, research and advocacy toward greater faculty diversity at Yale. For more than a decade, the WFF has sought to support women and women faculty by:

- Fostering gender equity throughout the university through policy initiatives and research
- Promoting scholarship by women and on women and gender across all schools of the university
- Promoting mentoring, collaboration, and networking for all Yale women

Every academic year, the WFF produces an annual report that provides an overview of its programs, research, initiatives, and advocacy. In the 2012-13 academic year, the Yale Women Faculty Forum has continued the legacy of activism around gender and institutional policy and practices. Under the leadership of the Chair, Professor Priyamvada Natarajan, WFF also initiated several new programs, including an interdisciplinary lecture series for women faculty titled “Knowing,” a Sloan research grant funded survey on campus climate targeted at the Faculty of Arts and Sciences, and the organizing of an international conference on “Contested Responses to Gender Inequalities” in collaboration with the Yale Law School and funded by the Gruber Program on Global Justice and Women’s Rights, with support from the Oscar M. Ruebhausen Fund.

With the generous support of the Provost’s Office, WFF continued established programming, such as the leadership workshop series, our networking lunches, and the WFF pilot side-step mentoring program for junior faculty. This year we also began partnering with YaleWomen, the new special interest group (SIG) composed of all Yale alumna. Events included a panel discussion at the Yale Club in New York and active participation from several WFF Steering members at YaleWomen’s first Global Conference in Washington D. C. in April.

Organizational Structure

The Yale Women Faculty Forum (WFF) is composed of faculty, staff, students and alumnae committed to gender equity at Yale. The WFF is currently directed by a Chairperson (prior to 2011 we operated on a Co-Chair model with a Chair each representing the FAS and Professional School), the Steering Committee, and Council (and Council-at-large), with support from two Postgraduate Associates. The WFF Steering and Council committees guide the agenda of the organization. Steering meets once per month and Council meets once per semester to discuss projects and upcoming events. Ten to twelve Council members sit on the Steering Committee, leading the Council and representing the group in meetings with University administrators.

Steering

CONNIE BAGLEY
*Professor in the Practice of Law and
Management, Yale School of
Management*

VICTORIA BRESROLL
*Assistant Professor of
Organizational Behavior, Yale
School of Management*

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

JO HANDELSMAN
*Professor of Molecular, Cellular,
and Developmental
Biology; Frederick Phineas Rose
Professor; Howard Hughes Medical
Institute Professor*

VALERIE HORSLEY
*Assistant Professor of Molecular,
Cellular, and Developmental
Biology, Yale School of Medicine*

PAULA KAVATHAS
*Associate Chair of Academic Affairs,
Department of Laboratory Medicine
and Professor of Laboratory
Medicine, Immunobiology and
Genetics*

CAROLYN MAZURE
*Professor of Psychiatry and
Psychology*

SHIRLEY MCCARTHY
*Professor of Diagnostic Radiology
and Obstetrics & Gynecology*

PRIYAMVADA NATARAJAN
Professor of Astronomy and Physics

CATHERINE PANTER-BRICK
Professor of Anthropology

JUDITH RESNIK
Arthur Liman Professor of Law

REVA SIEGEL
*Nicholas deB. Katzenbach Professor
of Law and Professor of American
Studies*

JODY SINDELAR
*Professor and Chair, Division of
Health Policy and Administration,
School of Public Health*

JOAN STEITZ
*Sterling Professor of Molecular
Biophysics and Biochemistry*

MEG URRY
*Israel Munson Professor of Physics
and Astronomy*

LAURA WEXLER
*Professor of American Studies and
Women's, Gender, and Sexuality
Studies*

Chair

Every two years, the WFF selects from the Steering committee a chair to serve as the elected leader of the organization. The Chair is responsible for managing the daily functioning of the WFF, directing programming and events, organizing research agendas, and liaising with the greater Yale community on behalf of the WFF and the interests of women faculty. Since fall of 2011, Priyamvada Natarajan, Yale Professor of Astronomy and Physics, has lead the WFF as chair. Priya's term as Chair ends in June 2013, and Paula Kavathas, Professor of Laboratory Medicine, Immunobiology and Genetics at the Yale School of Medicine, will begin a new term as Chair of the WFF in fall 2013.

Priya Natarajan is a theoretical astrophysicist and professor at Yale in the Departments of Astronomy and Physics. She served on the WFF Steering Committee since 2003 and acted as Co-Chair along with Professor Connie Bagley of the Women Faculty Forum's Sexual Misconduct Working Group from 2009 to 2010. The recommendations of the WFF Report on Sexual Misconduct at Yale have been adopted by the University and have led to the formation of

the University Wide Committee on Sexual Misconduct that has been in operation since July 1, 2011.

In addition to her academic position at Yale, she currently holds the Sophie and Tycho Brahe Professorship at the Niels Bohr Institute, University of Copenhagen, Denmark and she was recently elected to an Honorary Professorship for life at Delhi University. Her research interests span cosmology, gravitational lensing, and black hole physics. She is noted for her key contributions to two of the most challenging problems in cosmology: mapping dark matter and tracing the accretion history of black holes. Her work using gravitational lensing techniques has provided a deeper understanding of the granularity of dark matter in clusters of galaxies. She has developed powerful theoretical models to describe the assembly and accretion history of black holes.

She is the recipient of many awards and honors including, a Guggenheim Fellowship, a Radcliffe Fellowship, and a fellowship at the Rockefeller Foundation's Bellagio Center. She is a fellow of the American Physical Society, the Royal Astronomical Society, and the Explorers Club. Her research work has been featured in many documentaries, on Nova, and in many BBC series, the History Channel and on Japan's NHK network. Her discoveries and significant papers have been featured in newspapers around the world and extensively on the web and in news outlets like BBC News, NPR, MSNBC, USA Today, India Abroad, and CNN.

Prof. Natarajan has undergraduate degrees in physics and mathematics from MIT, and a master's degree from the MIT Program in Science, Technology, and Society. She did her graduate work in theoretical astrophysics at the Institute of Astronomy at the University of Cambridge, where she was a member of Trinity College and the first woman in astrophysics to be elected a Title A fellow of the college.

Council

LINDA BOCKENSTEDT
*Harold W. Jockers Professor of
Internal Medicine and
Rheumatology, and Director, Office
of Faculty Development, Yale School
of Medicine*

HAZEL V. CARBY
*Charles C. and Dorathea S. Dilley
Professor of American Studies and
African American Studies*

CAROL CARPENTER
*Senior Lecturer & Associate
Research Scientist, School of
Forestry and Environmental Studies*

KAMARI CLARKE
Professor of Anthropology

KATERINA CLARK
*Professor of Comparative
Literature, and of Slavik Languages
and Literatures*

SHEILA LEVRANT DE BRETTEVILLE
Professor of Graphic Design

DEBORAH DAVIS
*Professor of Sociology and Member
of Council on East Asian Studies*

SUSAN GIBBONS
University Librarian

CAREN GUNDBERG
*Professor of Orthopedics, School of
Medicine*

BARBARA GUTHRIE
*Associate Professor, Yale School of
Nursing*

MARGARET HOMANS
*Professor of English and Women's,
Gender and Sexualities Studies*

AMY HUNGERFORD
*Professor of English and Master of
Morse College*

CHRISTINE JACOBS-WAGNER,
*Associate Professor of Molecular,
Cellular and Developmental Biology*

NITA MAIHLE
*Professor of Obstetrics, Gynecology,
and Reproductive Sciences, of
Pathology and of Pharmacology;
Director, Biology of Reproductive
Tract Cancers Program*

MILLICENT MARCUS
Professor of Italian

JOANNE MEYEROWITZ
*Professor of History and American
Studies*

JULIE NEWMAN
*Director of the Office of
Sustainability*

SUSAN NOLEN-HOEKSEMA
Professor of Psychology

SHARON OSTER
*Dean of the Yale School of
Management and Frederic D. Wolfe
Professor of Economics &
Management*

NANCY L. RUTHER
*Associate Director of the MacMillan
Center for International and Area
Studies, Lecturer in Political Science*

VICKI SCHULTZ
*Ford Foundation Professor of Law
and the Social Sciences, Yale Law
School*

HELEN SIU
Professor of Anthropology

JOANN SWEASY
*Professor of Therapeutic Radiology
and Genetics*

ANNE TRITES
*Associate Professor, School of
Drama*

T. KYLE VANDERLICK
*Dean of the School of Engineering
and Applied Science, Thomas E.
Golden Jr. Professor of Engineering*

LISA WALKE
Associate Professor of Medicine

SARAH WEISS
Associate Professor of Music

Council-at-large

In an effort to be more inclusive of the varying career and life trajectories of our Council members, WFF has created the Council at-Large designation for Council members who wish to remain a part of the WFF Council but do not have the time, in a given academic year, to be fully active Council members.

SARBANI BASU
Professor of Astronomy

SEYLA BENHABIB
*Eugene Meyer Professor of Political
Science and Philosophy*

ALICIA SCHMIDT CAMACHO
*Assistant Professor of American
Studies and Ethnicity, Race and
Migration*

GLENDA GILMORE
*Peter V. and C. Vann Woodward
Professor of History*

DOLORES HAYDEN
*Professor of Architecture,
Urbanism, and American Studies*

MARY LUI
*Associate Professor of American
Studies*

FRANCES ROSENBLUTH
*Damon Wells Professor of
International Politics
Jessica Stockholder, Professor
School of Art*

EMILIE M. TOWNES
*Andrew W. Mellon Professor of
African American Religion and
Theology*

KATIE TRUMPENER
*Professor, Comparative Literature
and English*

ELISABETH WOOD
Professor of Political Science



Photo: WFF Steering, Council and Staff members at the May 2013 Closing Luncheon

WFF Staff

The Women Faculty Forum staff comprises two full-time Gender Equity and Policy Postgraduate Associates who are responsible for overseeing and coordinating the programs and initiatives of the WFF. Reporting to the Chair, they provide logistical and research support for the ongoing activities of the WFF. Yale's Shared Services staff provides additional business support for the organization. This year we were fortunate to have two talented postgraduate research associates: Sally Walstrom and Kimberly George.

Sally Walstrom is a 2012 graduate of Yale College who majored in History and Women's, Gender and Sexuality Studies. As an undergraduate, she served on the board of the Yale Women's Center, and worked as a Communication and Consent Educator. Her academic interests center on community organizing, sexuality and violence. In the fall of 2013, Sally will begin coursework for a Master's degree at the University of Chicago School of Social Service Administration.

Kimberly George has an MA in American religious history from Yale Divinity School, where she was a Merit Scholar from 2008-2011. Her academic research focuses on representations of violence; narrative and the psychology of reading; and critical social theory. She also owns an educational consulting business, in which she coaches writing and teaches feminist theory to

individuals and organizations. She will be attending the University of British Columbia in Vancouver in the fall of 2013 to begin studies for her doctorate in Gender, Race, Sexuality and Social Justice.

WFF Membership

In addition to the faculty leadership and staff, the Yale Women Faculty Forum has about 1,500 members comprising women faculty across all of Yale's professional schools and the Faculty of Arts and Sciences, as well as affiliates in the larger academic community, who subscribe to the weekly newsletter that highlights events and resources on gender equity and scholarship on women. The WFF membership comprises faculty, staff, students, and community members who care about gender equity and policy at the institutional level and have participated energetically in the initiatives of the WFF. New members can request to be added to the WFF membership list by emailing wff@yale.edu.

In Memoriam: Susan Nolen-Hoeksema

On January 2, 2013, the WFF and the Yale community lost a vibrant scholar, thinker, and friend, professor of Psychology Susan Nolen-Hoeksema. Chair of Yale's Department of Psychology and a member of WFF Council, Nolen-Hoeksema was recognized internationally for her work on how people regulate their feelings and emotions and how particular patterns of thinking can make people vulnerable to and recover slowly from emotional problems, especially depression. She did groundbreaking research on rumination, the tendency to respond to distress by focusing on the causes and consequences of problems without active problem-solving, a critical factor predicting mental health problems. Nolen-Hoeksema shaped the field's perspective on depression in women and girls, with numerous empirical and analytical studies on gender differences in treatment and theory of depression. She will be greatly missed.

WFF PROGRAMS, PROJECTS, AND ADVOCACY, 2012-2013

The View from 2012: Men, Women and Yale University

One of the core activities of the WFF is the production of *The View*, a report compiled every 5 years on the demographic data of men and women faculty at Yale. In August 2012 the WFF released *The View from 2012: Men, Women and Yale University*, a comprehensive data-rich report published by the WFF every five years and authored by 2011-2012 WFF postdoctoral associate Allison Tait. *The View* confirmed that while Yale has made progress in the hiring and retention of women and minority faculty in the past several decades, progress is frustratingly slow. Over the past decade, there has been a 7% increase in female ladder faculty members, a 4% increase in non-ladder faculty, and a 5% increase in women postdoctoral trainees. Female managerial and professional staff representation remains high at 64%—the same as it was a decade ago. Women now comprise 50% of university officers and a quarter of Yale trustees. The report found that progress has been particularly slow for women faculty in the STEM fields and in the biological sciences at Yale. Women represent 11% of tenured faculty in the physical sciences and 19% in the biological sciences—a modest increase of 6% and 1% respectively over the past decade.

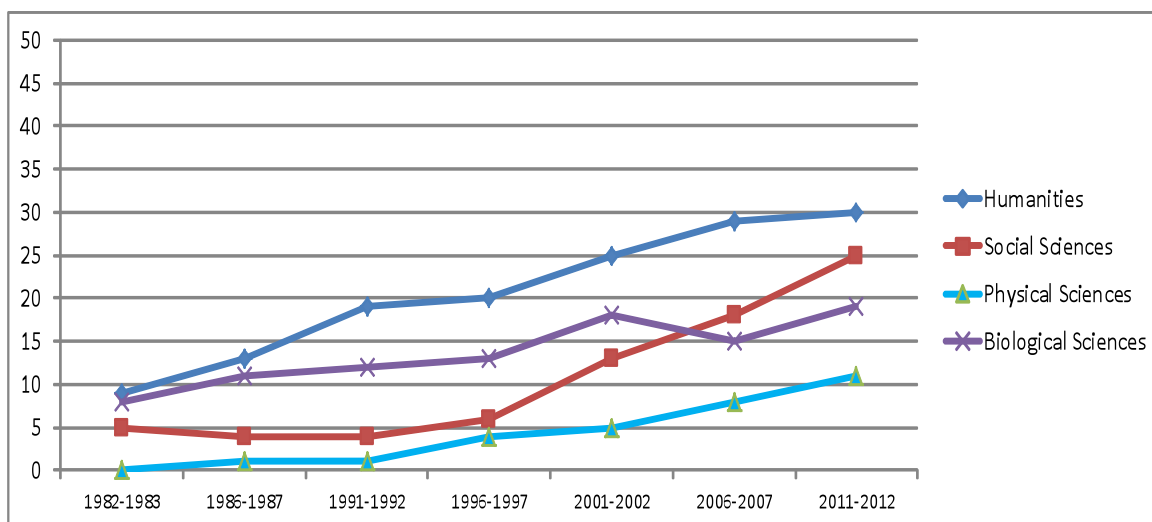


Figure 1: Women Tenured in FAS at Yale by percent (1982-2012)

The so-called “leaky pipeline” for women in academia remains: while many fields have achieved parity or near-parity at the undergraduate or even graduate level, women are still leaving academic career trajectories at the doctoral, post-doctoral, junior and senior faculty levels. Universities across the country have examined their own “pipelines” for sites of intervention: new childcare policies and programs, formalized incentivized hiring practices and other initiatives have variously helped to narrow the gender gap. There is clearly no magic bullet, and active interventions are needed at every stage to encourage talented women and under-represented minorities in academia.

Community Presentations of *The View*

In an effort to bridge the sobering gender gap illuminated by *The View*, WFF generated a series of programs to highlight not only the outstanding achievement of women scholars on campus but also to raise awareness of the gender gap. The findings of *The View* were presented to senior university administration, faculty committees and department chairs. On January 15, 2013, the WFF Chair presented the report findings to the committee of Science and Engineering Chairs. In March, the findings of *The View* were presented at the YaleWomen DC conference “Visions, Values, Voices: Women Changing a Changing World.” The WFF also hosted an open forum and panel discussion for undergraduates in February, where data from the View was presented to frame the discussion.

WFF Opening Fall Reception 2012

The Yale Women Faculty Forum hosted over 200 guests at the 12th annual WFF Fall Opening Reception on Monday, September 24, 2012, at Yale’s Beinecke Rare Book and Manuscript Library. On this occasion, the Women Faculty Forum welcomed new female faculty members, recognized current WFF members who had received awards for their outstanding work in various fields, and honored women faculty promoted to tenure for the current academic year with the now customary annual roll-call. WFF started this new tradition of recognizing the work and scholarship of Yale women faculty as part of the annual reception program from 2011.



Photo: Vice President Linda Lorimer (right) addresses the crowd at the 2012 annual WFF Fall Opening Reception

Vice President Linda Lorimer, Deputy Provost Frances McCall Rosenbluth, and Deputy Provost Emily Bakemeier spoke on the importance of WFF's activism, research, and programs on gender equity since its founding in 2001. WFF Chair Priyamvada Natarajan welcomed the faculty, administrators, and guests to the space, introduced the WFF's two new postgraduate associates, and described WFF programming and advocacy goals for the coming year. The names of newly tenured women faculty were read in congratulations, and members of WFF Steering and Council were recognized for awards and honors they had received in the past year. The energized crowd of WFF supporters enjoyed food, wine and great conversation, kicking off the year with enthusiasm and emphasizing community investment in wide-reaching research, advocacy, and programs of the WFF.



Photo: (left to right) Deputy Provost Frances Rosenbluth (Social Sciences, Faculty Development & Diversity), WFF Chair Priya Natarajan, Deputy Provost Emily Bakemeier (Arts).

WFF Networking Lunches at Saybrook College

Continuing on programming established last year, the WFF hosted monthly, informal networking lunches for women faculty across all ranks at the Faculty of Arts and Sciences and the Professional Schools. Held in the beautiful Saybrook College Dining Hall Fellows Room once a month during the academic year, these lunches provide a unique opportunity for women faculty from across the university to meet, socialize, and discuss life at Yale.

This successful WFF event drew a regular attendance of faculty and lively conversation fostering new friendships between women faculty across Yale. Community building and informal networking make these events a particular benefit to the Yale community and to women faculty. The WFF Faculty Lunch Series was co-sponsored by Saybrook College and the Provost's Office that pays for lunch for all teaching faculty.



Photo: Faculty members meet for lunch at Saybrook College

“How to Nurture Women Leaders: A Global Conversation” Panel Discussion

As part of the vibrant and ongoing partnership with other organizations on campus, on Tuesday, October 9, WFF co-sponsored a panel with the Yale World Fellows Program titled “How to Nurture Women Leaders: A Global Conversation.” Inspired by the need for women worldwide to assume leadership roles in all sectors of the economy and public life, the panel featured esteemed guests (and Yale World Fellows) Mi-Hyung Kim, executive vice president and general counsel, Kumho Asiana Business Group; Marlene Malahoo Forte, Jamaica senator and minister of state; Sisonke Msimang, executive director, Open Society Initiative for Southern Africa (OSISA); and Ruchi Yadav, senior program officer, The Hunger Project, India. WFF Chair Priya Natarajan moderated. Hosted in the Yale University Art Gallery by the Yale World Fellows, the International Festival of Arts and Ideas, the Young Global Leaders of the World Economic Forum, the WFF, and YaleWomen, the discussion addressed such critical issues as international aid and solidarity, unconscious biases and stereotyping and best practices for mentoring women leaders.

Leadership Training Workshops with Shana Ross: Act Like A Leader: “Improvisation in Real Life” and “Training Your Creative Impulses”

In 2012-2013, WFF continued the Leadership Training series for a second year. The series aims to provide a range of tools and opportunities for faculty to learn best practices and innovative strategies in the realm of leadership. On October 11 and November 12, 2012, as well as February 25 and April 15, 2013, WFF hosted these popular leadership training workshops for faculty with facilitator Shana Ross.

With separate but complementary curricula for fall and spring workshops, Shana Ross's workshops focus on improvisation, one of the most essential underpinnings of an actor's craft. Improvisation is the product of finely honed skills in communication and adaptation, tools that are as useful in professional life as they are to exploring authentic characters on a stage. These workshops provided an introduction to several exercises used to train actors, as well as a primer on emotional intelligence and its use in business settings. Participants in the fall's workshops explored some techniques for becoming comfortable with spontaneity, using their emotions and personal history to inform their interactions, and achieving their objectives in various scenarios. In the spring, Ross's workshops emphasized creativity through dramatic experiences. Punctuated by discussion of current research in creativity, workshops threw participants into a series of exercises used by actors, directors and improvisational comedians to train their creative "muscles." Goals included: finding an appreciation for unconventional thought; identifying when such "outside the box" thinking is most productive in a professional setting; and harnessing tools for accessing your own creativity at will.



Photo : Shana Ross (standing, left) leads workshop participants in exercises for their "creative muscles"

Act Like A Leader workshops are designed by Shana Ross, combining acting technique with leadership and organizational behavior theory to help professionals in any field perform with greater insight in their day-to-day life. Ms. Ross holds a BA in theater studies from Yale College and an MBA from the Yale School of Management. She is the founder/principal of Vili and Ve Solutions, a strategy consulting and executive coaching practice based in New Haven.

Gender Bias and the Academy: Abigail Stewart, Dealing with Unconscious Bias

On November 27, WFF hosted Professor [Abigail Stewart](#), the Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies at the University of Michigan. Professor Stewart is also the director of the [UM ADVANCE Program](#), a program that is the benchmark for innovative interventions on leveling the playing field for women in science and technology within the academy.

Prof. Stewart gave a talk at Luce Hall entitled "Addressing unconscious bias: Steps toward an inclusive academic climate." Professor Stewart's talk explored how most bias is unconscious, and is organized in our perceptions by pre-existing "schemas." Drawing on extensive research, Prof. Stewart explain how these schemas foster unconscious racism, sexism, classism, and heterosexism within institutions. Abigail also met with students, administrators, and faculty throughout the day to discuss how Yale can address unconscious bias effectively on our campus.



Photo: Abigail Stewart

"Women Faculty and Faculty of Color: Building Diversity at Yale" Panel Discussion



Photo: Allison Tait (right) presents data from *The View from 2012* to the panelists and audience at the February 4 community discussion

On Monday, February 4, 7-8 p.m., in Linsly-Chittenden Hall, the Yale Daily News, the Yale College Council and the WFF jointly hosted a panel discussion on gender and diversity among faculty at Yale directly aimed at undergraduates in Yale College, titled “Women Faculty and Faculty of Color: Building Diversity at Yale.” The panel featured Yale President-Elect Peter Salovey, Yale College Dean Mary Miller, Yale Deputy Provost Frances Rosenbluth, WFF Chair and Yale Astronomy Professor Priya Natarajan, Chair of Ecology and Evolutionary Biology Paul Turner, Chair of Anthropology Richard Bribiescas, and former WFF postdoctoral associate and *The View* report author Allison Tait. Before an audience of nearly 100, the panel answered students’ questions on faculty diversity statistics, initiatives and strategies for improvement, the outlook and why diversity matters to undergraduate education and the university as a whole. The event was featured in an article titled “Panel addresses lack of faculty diversity” in the *Yale Daily News* on February 5, 2013 (<http://yaledailynews.com/blog/2013/02/05/panel-addresses-lack-of-faculty-diversity/>).

WFF and the Push for Childcare at Yale

Since its inception, WFF has been actively engaged in campaigning for adequate childcare facilities at Yale. The provision of adequate childcare options is critical to ensure retention of junior women faculty. Keeping up the advocacy work, WFF Steering member Joan Steitz and WFF Chair Natarajan met with Michael Peel, the Director of Human Resources, in the Fall to take stock of the current demographics in terms of available spots, length of waiting lists and comparison with peer institutions. Subsequently, WFF participated in a meeting convened by the Provost’s Office of the Task Force on Childcare pushing for the conversion of a space at the Divinity School for infant care. This space has since been renovated and is available for use.

WISAY-WFF Networking Mixer

With a view to foster inter-generational partnership amongst womens’ groups on campus, WFF partnered with WISAY (Women in Science at Yale) in organizing a social event. On Wednesday, February 13th, from 5:30-7:00 pm in Kline Biology Tower's 1st floor lobby, Women in Science at Yale (WISAY) and the Yale Women's Faculty Forum co-hosted a wine and cheese mixer. The event encouraged interaction and networking among women science students, post-docs and faculty. The WFF was delighted to co-host the event with WISAY, a group of dedicated graduate student and post-doc women scientists working to support women in science through mentoring, networking, career development and community building. The event provided an important opportunity for women scientists at Yale to meet their future and current colleagues, discuss research interests and socialize in an informal and fun setting. The mixer built on the WFF’s ongoing relationship with this vibrant group of young women scientists, which has also included critical feedback from WISAY about women in science at Yale.



Photo: Members of WISAY and the WFF enjoy wine and cheese at the Women in Science Mixer

Women and the Politics of Representation: A Panel Discussion Co-sponsored with YaleWomen at the Yale Club New York City

The first collaborative WFF-YaleWomen event was held on March 28, 2013. The WFF, YaleWomen NYC, and The Yale Club presented a panel discussion on “Women and the Politics of Representation.” This event built on a similar panel last year held on campus at the Law School. Now, the panel has expanded to a wider audience, partnering with YaleWomen NYC to connect alumni with the work of the WFF. The evening showcased a range of interrelated scholarship, as the panelists approached the topic of the power of gendered visual representations from a range of disciplinary perspectives, including law, art history, and women’s history. The program allowed plenty of time for audience Q&A, as alumni actively interacted with the presentations.



Photo: Nancy Stratford (left), Vice Chair of YaleWomen, welcomes the panel (from left to right) Carol Armstrong, Judith Resnik, Liena Vayzman, Laura Wexler and Linda Greenhouse

The event opened with welcoming remarks by Yale University Vice-President Linda Lorimer, as well as introductions given by the Chair of WFF, and Nancy Stratford, Vice Chair of YaleWomen. Panelists to follow included:

Carol Armstrong Professor, History of Art. “The Politics of Flowers: On the Sexual Politics of Women Artists and their Art-Subjects”

Judith Resnik Arthur Liman Professor, Yale Law School. “Justice, Identity, and Rights: Women and the Politics of Representation,” drawing on Judith Resnik and Dennis E. Curtis, *Representing Justice: Invention, Controversy, and Rights in City-States and Democratic Courtrooms* (Yale University Press, 2011)

Liena Vayzman 2010-2012 Gender Equity and Policy Postdoctoral Associate, Yale Women Faculty Forum. “Yale’s First Women PhDs, 1894: Photographic Traces and Recovered Histories of Pioneering Scholars and Scientists”

Discussants: **Linda Greenhouse** Knight Distinguished Journalist in Residence and **Joseph Goldstein** Lecturer, Yale Law School; **Laura Wexler** Professor of American Studies and of Women’s, Gender, and Sexuality Studies

Visions, Values, Voices: Women Changing a Changing World -- YaleWomen Conference in Washington, D.C.

Continuing the WFF's strong support of and collaboration with YaleWomen, the new organization for Yale alumnae, on April 19-20 in Washington, D.C., several WFF Steering members participated in their inaugural conference titled, Visions, Values, Voices: Women Changing a Changing World Conference. This first YaleWomen conference featured Justice Sonia Sotomayor '79 J.D., as the keynote speaker. The program also included speakers and panel discussions with global women leaders in government, business, social change, the law, and the media, including Donna Dubinsky '77 (CEO, Numenta), Arianna Huffington (Editor-in-chief, Huffington Post), and Anna Maria Chavez '90 (CEO, Girl Scouts of the USA). Current WFF Chair Priya Natarajan and WFF Steering members Inderpal Grewal, Jo Handelsman, Carolyn Mazure and Judith Resnik were invited panelists at the event. In the panel titled "Women on Campus: Why Gender Still Matters," Natarajan specifically highlighted the data published in the WFF report *The View from 2012* which documented Yale's "leaky pipeline" for women faculty, and Inderpal Grewal, the current Chair of WGSS, offered a glimpse of the rich scholarship on women and gender at Yale. WFF Steering member Judith Resnik spoke in a panel titled "Courting Justice: What does equal mean?" and Carolyn Mazure in one titled "The Two Sex Problem: Gender Specific Health Research" where she outlined the pioneering role that Yale had played in women's health. From grassroots education and global healthcare efforts, to cultivating leadership at the highest levels of government and the private sector, this important conference examined how women are improving social outcomes around the world and what Yale women alums can help do to engender and promote change.

Susan Faludi Gives WFF-Poynter Lecture



WFF hosted noted feminist and Pulitzer-Prize winning journalist Susan Faludi as a Poynter Distinguished visiting fellow this past year. On April 22 at 4:00 pm in LC 102, Faludi gave a talk entitled, "Is Feminism a Dysfunctional Family? Mothers, Sisters, Facebook Friends, and Other Difficult Relations." The WFF was thrilled to co-host this widely attended lecture with the Poynter Program in Journalism.

Faludi's presentation, drawing from her extensive research on Shulamith Firestone, explored the genealogies of "motherhood" and "sisterhood" tropes across multi-generations of US feminist organizing. Faludi's research also gave sustained attention to some of the intra-group challenges US feminists have faced as they worked to form non-hierarchical organizing practices.

Susan Faludi is the bestselling author of *Backlash: The Undeclared War Against American Women*. A former reporter for *The Wall Street Journal*, she has written for many publications, including *The New Yorker*, *Harper's*, *The New York Times*, and the *Nation*. She is also the author of *Stiffed: The Betrayal of the American Man*, and, most recently, *The Terror Dream: Myth and Misogyny in an Insecure America*.

WFF-Gruber Conference: "Contested Responses To Gender Inequalities," Yale Law School, April 26-27, 2013



Photo : Gruber Conference panelists and participants gather to discuss gender inequalities

In Spring 2012, the Yale Women Faculty Forum and the Gruber Program for Global Justice and Women's Rights at Yale Law School held the conference "Parity as Practice: The Politics of Equality," in order to examine the practices of parity in various domains. This year's conference, "Contested Responses to Gender Inequalities," advanced the focus of that initial conversation by examining comparative legal frameworks and theories of equality in a few specific contexts—namely the law, the academy and the corporation—in which efforts are underway to address inequalities. The conference was co-hosted by the Women Faculty Forum and the Gruber Program for Global Justice and Women's Rights with support from the Oscar M. Ruebhausen Fund. The conference brought a diversity of perspectives to the table, both in disciplinary and geographic terms, and engaged in both a site-specific and comparative analysis of approaches to gender equality. WFF Steering members Judith Resnik and Reva Siegel, WFF Chair Natarajan and former WFF Post-doctoral research associate Allison Tait were the organizers for this trans-disciplinary conference.

The 2-day conference consisted of the following panels with distinguished participants drawn from various domains of expertise:

Panel 1: Locating Parity: Equality Analytics, Initiatives, and Metrics

This panel considered the roles that law can play in securing gender equality. Many legal regimes now state that women and men are equal, yet what that means and how it can be materialized are highly contested and theoretically challenging. In particular, the speakers explored how anti-discrimination law and parity regimes help to realize commitments to equality.

The panel was moderated by Judith Resnik, Arthur Liman Professor of Law, Yale Law School and Reva Siegel, Nicholas deB. Katzenbach Professor of Law, Yale Law School. Invited panelists included Ruth Rubio Marin, Professor of Constitutional and Public Comparative Law, European University Institute; Sandra Fredman, Rhodes Professor of the Laws of the British Commonwealth and the USA, Oxford University; Mala Htun, Associate Professor of Political Science at the University of New Mexico; and Stephanie Henneville-Vauchez, Professor of public law, Université Paris Ouest Nanterre La Défense. Gráinne de Búrca, Florence Ellinwood Allen Professor of Law, New York University School of Law, was the discussant.

Panel 2: The Stakes and Strategies of Gender Equality in Corporations

Questions in the panel included: How important is the status of women in corporations to the larger societal pursuit of gender equality? Which forms of participation in corporations must be equalized in order for women's economic citizenship to be realized? What initiatives are driven by law as opposed to forces internal to the corporation and shifts in corporate culture? Does gender parity in these leadership roles have any effect on the workplace policies that affect gender equality for all the participants, from senior managers to employees at all levels? The panel drew on a range of local and transnational examples to consider the legal, cultural, and economic dimensions of these questions.

Invited panelists included Julie Suk, Visiting Professor of Law, Harvard; Laura Liswood, Secretary General, Council of Women World Leaders and Senior Advisor, Goldman Sachs; Debra Fine, Founder, Fine Capital; Aaron Dhir, Associate Professor, Osgoode Hall Law School, York University; Aniela Unguresan, Co-Founder, The Gender Equality Project. Anne Alstott, Jacquelin D. Bierman Professor in Taxation at Yale Law School, served as the commentator.

Panel 3: Moving Forward with Gender Parity in Academia

Much debate has taken place around the subject of women in academia, especially in the sciences and in the ranks of tenured faculty. The status of women – of all colors – is uneven, as women have a significant academic presence in some fields and minimal presence in others. Many gender initiatives have been generated in an attempt to reform hiring and promotion practices and address related problems, from salary equity to leave time to special allocations for

slots, to refocusing on the kinds and forms of work that are valorized, topics studied, and the structure of the academy. What success have various interventions had and why? Where are the current frontiers and what areas are seen as immune from such efforts?

Priya Natarajan, Chair, Women Faculty Forum & Professor, Department of Astronomy and Physics, Yale University, served as the moderator. Invited panelists included: Frank Dobbin, Professor of Sociology, Harvard University; Angelica Stacy, Vice Provost for Faculty Development, UC Berkeley; Susan Sturm, George M. Jaffin Professor of Law and Social Responsibility, Columbia Law School; Jo Handelsman, Professor of Molecular, Cellular, and Developmental Biology, Yale University; and Liza Cariaga-Lo, Associate Provost for Academic Development and Diversity, Brown University. Commentators were Frances Rosenbluth, Deputy Provost for the Social Sciences and Faculty Development, Professor of Political Science and Meg Urry, Israel Munson Prof Physics & Astronomy & Director, Yale Center Astronomy & Astrophysics.

Sloan Foundation Grant Project

In June 2012, WFF Chair Priya Natarajan, was awarded a grant from the Alfred P. Sloan Foundation for a pilot study centered on gender parity at Yale. Natarajan's work on this project is in partnership with the Gender Equality Project (GEP), a non-profit based in Switzerland working with corporations around the world to "close the gender gap." GEP has developed a unique self-assessment tool that triangulates between the articulation of policies, perception of policies and the implementation of policies. This innovative impact assessment tool offers rich insights into policy gaps and can be used to diagnose them. At Yale this tool has been adapted and tailored by Natarajan to assess the effectiveness of policies that are particularly pertinent for the progress for women and minority faculty. The assessment closely examines issues of climate, communication, promotion, and job satisfaction. With support from the Yale Provost's office, the anonymous survey was sent to all FAS Yale faculty members in May 2013. The survey specifically focuses on mapping the congruence between policies, faculty perception of them and their translation into practice. While the results are strictly for purposes of self-study and will not be released publicly, they will provide important guidance for Yale as the university moves forward to address issues of gender parity and maintain its commitment to equal opportunity and world-class excellence in academia.

WFF Fundraising Initiatives

Since its inception in 2001, the Yale Women Faculty Forum has persisted in its mission to promote gender equity and institutional accountability, reached increasingly greater levels of sophistication in its operations, and developed a robust network of friends and supporters. In order to gain increased security and stability for the organization, WFF began a concerted effort

in the 2011-2012 academic year to fundraise for various initiatives, seeking to institutionalize some of its programming through endowed support.

Fundraising ensures that WFF is able to continue and expand its programming and that WFF will remain a key participant in institutional debates about childcare, sexual misconduct, faculty mentoring, and salary equity. New funding will also enable WFF to continue with programming that will help narrow the persistent gender gap that defines Yale's faculty. WFF is in a unique position to help Yale University design and mobilize strategies designed to close the faculty gender gap by hiring and retaining women faculty and improving the climate at Yale. Much of WFF's work is done in consonance and collaboration with departments and centers at Yale. The pan-disciplinary nature of WFF makes it effective in catalyzing institutional transformation.

This year and last year, WFF has worked with the Office of Development to identify giving opportunities that promote the visibility and empowerment of women at Yale. All of our efforts to garner support are aligned with key WFF goals to bring visibility to outstanding women scholars and path-breaking scholarship about gender, and to empower women faculty members as they negotiate the tenure process and other advancement opportunities. We are delighted to announce the potential opening of the WFF endowment with the first gift from Yale University Vice President Linda Lorimer.

WFF Newsletter and Website

Every week, the WFF sends a newsletter to our membership, which comprises 1,500 Yale faculty, staff, students, and community members who are interested in gender equity and policy initiatives at the university level. The newsletter highlights events, programs, lectures, and research that pertain to gender equity at Yale and in the wider academic community.

The Yale Women Faculty Forum website (<http://www.yale.edu/wff>) provides a wealth of information and resources about gender equity initiatives at Yale and peer institutions over the past ten years, including all WFF publicly-available reports and a bibliography of research on gender equity in higher education. WFF strove to publicize the availability of these resources this year by highlighting them in the newsletter, in addition to updating the website with documentation of events and programs. Starting in fall of 2012, the WFF has also connected with many students, faculty and other supporters through our new Facebook page (<http://www.facebook.com/YaleWFF>) and blog (<http://yalewffblog.org/>). The WFF website, Facebook page and blog serve as up-to-date resources documenting and publicizing gender equity and scholarship initiatives on campus as well as for researchers internationally. We look forward to a complete update and redesign of our website in 2013-14.

WFF Interdisciplinary Lecture Series: "Knowing"

This year the WFF launched a new interdisciplinary lecture series to celebrate the scholarship of extraordinary women from Yale and beyond. The series was loosely modeled after the Darwin College Lecture Series at the University of Cambridge, in which diverse scholars reflect on a single theme throughout the year. Our chosen theme this year was “Knowing,” and our speakers drew from six fields with top-notch research that stretched across the humanities and sciences. The lectures were each one-hour, followed by lively Q&A, as well as a cheese reception and dinner.



Photo 1: Rebecca Goldstein speaks about intuitions;

Photo 2: Laura Wexler delivers the final lecture in the series on Frederick Douglass

The series was inaugurated on November 7, 2012, when **Karen Wynn, Yale Professor of Psychology**, presented on "What Do Babies Know About Right and Wrong?" On December 5, **Rebecca Newberger Goldstein, Philosopher and Novelist**, followed with a fascinating talk on "Appealing to Intuitions." **Mary Miller, Sterling Professor of History of Art and Dean of Yale College**, opened the Spring semester by delivering her lecture on "What We Can Know About the Beinecke Map of 1565: Gender, Authority, and Memory" on January 23, 2013. On February 27, 2013, **Beatrice Gruendler, Yale Professor of Arabic Language and Literature**, spoke about the "The Unnamed Agents of the Arabic Book Revolution." On **April 3, 2013, Jo Handelsman, Yale Professor of Molecular, Cellular, and Developmental Biology**, delivered her pioneering research on "The Double Bind: Bias and Belief Systems in Science." Finally, the closing lecture was given on April 24, 2013 by **Laura Wexler, Yale Professor of American Studies and Women's, Gender, and Sexuality Studies**, who spoke on " 'In Order to Form a More Perfect Likeness:' Frederick Douglass, Photography, and the Image of the Nation."



Photo: Jo Handelsman presents her research on gender bias in the sciences as part of the "Knowing" lecture series

The WFF would like to thank the office of the Provost for sponsoring these lectures and, in doing so, directly supporting the importance of highlighting the scholarship of women at Yale and beyond. The series was truly a wonderful success, providing a place for eminent women scholars on campus to share their exciting research more broadly on campus.

Pilot Mentoring Program

In keeping with the mission of the organization and with an eye to the well-documented disparities in professional mentoring in academia, the WFF has initiated several mentoring programs since the organization's inception. Mentoring support is clearly a key component that aids the progress of women along the faculty pipeline. Using a new approach that we refer to as side-step mentoring, in January 2012, the WFF launched a pilot mentoring program in which junior women faculty are matched with senior women faculty mentors outside their departments. WFF Steering Member Jo Handelsman, whose work in mentoring STEM women has received national acclaim, was the special advisor in developing this side-step mentoring pilot program.

The rationale for this one-step-removed association is to determine the effectiveness of having mentoring support from a senior faculty member who does not participate in any of the formal promotion or evaluation decisions. This absence of direct decision-making authority, we believe, allows the interaction to be more conducive to sharing knowledge about the general culture and help with navigating departmental politics at Yale. In the event of any problems within the

department, this mentoring match can offer a critical, additional point of contact for junior faculty. Research shows that a wide net and variety of mentoring opportunities are an essential part of determining the success of women through the academic pipeline. It is clear that junior faculty, particularly women, would benefit greatly – and Yale will have a better probability of retaining them – if they have a wide network of supporters within and outside of their department.

Eighty faculty members participated in this pilot program, comprising forty mentor-mentee pairs for the duration of the 2012 calendar year. Mentors and mentees came from over twenty departments within the Faculty of Arts and Sciences and from five professional schools at Yale. The WFF program matched junior faculty members with senior faculty mentors who were in different departments but in related fields, providing an extra-departmental framework for mentor-mentee engagement that could also address more specific research-related issues, including publishing requirements and specific grant opportunities. The program design supplemented existing departmental mentoring programs and provided junior women faculty with an additional resource as they progress toward tenure or other career advancement. Since tenure proceedings and other evaluation procedures take place within the department, we hoped to provide additional avenues for faculty to seek advice and support without potentially influencing or compromising career development within departments. Leveraging the size and culture of Yale, it was possible to do careful pair matching.

The program officially launched on January 11, 2012, with a breakfast at the Provost's house with Provost Peter Salovey, and Deputy Provost for Social Sciences and Faculty Development Frances McCall Rosenbluth attending. The launch included an afternoon session about mentoring best practices facilitated by the University of Wisconsin-Madison faculty services coordinator Lindsey Stoddard Cameron, who shared her expertise from their successful and long-running faculty mentoring program. Following the opening breakfast, WFF hosted several informal lunch meetings for the program in central campus locations accessible to most teaching faculty (e.g. Commons Dining Hall), as well as a closing breakfast reception in January 2013. The programming aimed to foster a sense of community amongst the participants in this program.

Following the formal conclusion of the program in January 2013, all 80 program participants received several emails inviting them to anonymously fill out and submit an Exit Survey via an internet survey host. Forty of the eighty participants in the Yale WFF Pilot Mentoring Program voluntarily completed a ten-question multiple-choice and open-ended survey. 60% of this sample (24 respondents) were from mentees within the program, and 40% (16 respondents) were mentors. Over 82% of survey respondents had attended at least one of the formalized, group meeting events for the Mentoring Program. Others cited schedule conflicts (though not a lack of interest) as a factor hindering their full participation. Participants reported discussing career and tenure most often with their mentors, with time also spent on issues of family, scholarship and teaching. Mentorship outside of academic departments seemed to provide unique benefits to participants, including “frankness” and evaluation without fear of negative ramifications, and troubleshooting of departmental dynamics. While most participants reported some form of mentoring available to them outside of the program, nearly 50% did not believe that they had formal mentoring or sponsorship in their careers at Yale.

Overall, the program produced lasting friendships and contacts for women who might not have otherwise met, and for many, also produced valuable institutional knowledge. In May 2013, the WFF finalized a complete review of the program and the results of the exit survey, which were in turn reported to the Provost for use in the development of future mentoring initiatives at Yale. In fact, Deputy Provost Frances Rosenbluth recently launched a university wide mentoring program modeled on this WFF side-step template in March 2013.

WFF Public Voices Thought Leadership Fellowship: Supporting the Voices of Women and URM Scholars in the Public Sphere



Photo: Participants in the 2012-2013 WFF Public Voices Thought Fellowship

The WFF selected 19 women and URM scholars to participate in the yearlong Public Voices Thought Leadership Fellowship Program. The Fellowship is led by award winning journalists from The OpEd Project, an organization whose goal is to "increase the range of voices and quality of ideas we hear in the world." WFF Steering Members Laura Wexler and Meg Urry helped lead the Fellowship this year.



Photo: Provost Ben Polak addresses the group at the April 2013 closing dinner for the Public Voices program

Now in its second year at Yale, Public Voices is designed to support Yale scholars as they make their voices heard in major media outlets, such as op-ed writing and radio and TV interviews. The program consists of four interactive seminars (either one or two days long per quarter) that are designed to expand thinking, amplify expertise, and generate concrete results.

Throughout the year, fellows also work with individual mentors, as well

as have the opportunity to work with a national network of editor-mentors and high-level media experts. The result of this year's fellowship was over 40 media "successes" (see below for the detailed list)—a truly incredible accomplishment. The Fellowship finished with a year-end dinner to celebrate its phenomenal year.

The Public Voices Thought Leadership Fellowship at Yale this year was co-sponsored by the Office of the Provost, with support from the Physics Department, the MacMillan Center, Yale College, and Yale Schools of Divinity, Drama, Medicine, FE&S, and Engineering and Applied Science.

2012-2013 Public Voices Thought Leadership Fellows:

- **Marian Chertow:** Professor of Industrial Environmental Management at the Yale School of Forestry and Environmental Studies
- **Marianne LaFrance:** Professor of Psychology and Women's, Gender, and Sexuality Studies at Yale University.
- **Crystal N. Feimster:** Assistant Professor in the Department of African American Studies and the American Studies Program at Yale, affiliated with both the History Department and the Women, Gender, and Sexuality Studies Program
- **Sarah Demers:** Assistant Professor in the Physics Department at Yale University
- **M. Kamari Clark:** Professor of Anthropology and International and Area Studies at Yale University

- **Anjelica Gonzalez:** Assistant Professor in the Department of Biomedical Engineering at Yale University
- **Jafari Allen:** Assistant Professor in the departments of African American Studies and Anthropology at Yale University
- **Marcella Nunez Smith, M.D., M.H.S.:** Assistant Professor, Section of General Internal Medicine Core Faculty, Robert Wood Johnson Foundation Clinical Scholars Program
- **Amity Doolittle:** Lecturer and Research Scientist, Yale School of Forestry and Environmental Studies; Director of Undergraduate Studies, major in Environmental Studies, Yale College
- **Zareena A Grewal:** Assistant Professor of American Studies and Religious Studies and the Program in Ethnicity, Race, and Migration
- **Daniel Colón-Ramos:** Assistant Professor of Cell Biology
- **Mary Clark Moschella:** Roger J. Squire Professor of Pastoral Care and Counseling at Yale Divinity School
- **Beverly Gage:** Professor of 20th-Century U.S. History
- **Mary Miller:** Sterling Professor of History of Art, Dean of Yale College
- **Mokshay Madiman:** Associate Professor of Statistics and Applied Mathematics at Yale University
- **Terri Francis:** Associate Professor in the Department of African American Studies and the Film Studies Program at Yale University
- **Leora Horwitz:** Assistant Professor, General Internal Medicine
- **Marcia C. Inhorn:** William K. Lanman, Jr. Professor of Anthropology and International Affairs at Yale University
- **Beth McGuire:** Assistant Professor in Acting, Yale School of Drama

2012–2013 Fellowship Successes

START DATE: September 28, 2012

Convening 1-2: Sept. 28 - Dec. 15, 2012

1. October 10, 2012, **BBC Radio 4 (RADIO)**

Marcia Inhorn, “The New Arab Man”

2. October 12, 2012, **Huffington Post**

Mary Clark Moschella, “Caring for Our Lives”

3. October 12, 2012, **PBS Need to Know**

Marianna LaFrance, “Don't Interrupt Me While I'm Interrupting”

4. November 6, 2012, **Huffington Post**

Mary Clark Moschella, “Choosing Lives: A Pastoral Take on What's at Stake in this Election”

5. November 9, 2012, **Slate**

Beverly Gage, “How Close Was This Election? Very Close”

6. November 14, 2012, **New America Foundation (PANEL TALK)**

Crystal Feimster, “The Central Park Five”

7. November 22, 2012, **The New York Times**
Leora Horwitz, “A Shortcut to Wasted Time”

8. December 7, 2012, **CNN**
Mary Miller, “What We Can Learn from the Collapse of the Maya”

9. December 11, 2012, **TED Blog**
Daniel Colon-Ramos, “Nature vs. Nurture: A Neuroscientist Reflects”

10. December 14, 2012, **Slate’s Double X**
Marcia Inhorn, “I Am With the Uprising of Arab Women”

Convening 2-3: Dec. 15, 2012 - Feb. 16, 2013

11. December 17, 2012, **Slate**
Beverly Gage, “Things Can Change”

12. December 18, 2012, **Alternet**
Beth McGuire, “After Hurricane Sandy: How I Witnessed Taxpayer Dollars Go Down the Tube During Relief Efforts”

13. December 20, 2012, **Huffington Post**
Sarah Demers, “New Year’s Resolutions from a Particle: An Imagined Message from the Higgs Boson”

14. December 21, 2012, **HuffPo LIVE (VIDEO)**
Jafari Allen

15. December 21, 2012, **NPR CT (RADIO)**
Mary Miller

16. December 21, 2012, **Al Jazeera**
Mary Clark Moschella, “The Violence of Rape”

17. December 23, 2012, **Huffington Post**
Beth McGuire, “Giving Gifts, Receiving Belonging”

18. January 5, 2013, **Huffington Post**
Amity Doolittle, “The Thrill of Brazil”

19. January 17, 2013, **CNN**
Terri Francis, “Gun Control: It’s on all of us”

20. January 21, 2013, **PBS NewsHour (TV)**
Beverly Gage, Inauguration Coverage

21. January 30, 2013, **The New York Times**
Kamari Clarke, “Treat Greed in Africa as a War Crime”
22. February 1, 2013, **BackStory (RADIO)**
Crystal Feimster, “Rules of Engagement: Ethics of Warfare”
23. February 11, 2013, **Against the Grand (RADIO)**
Marcia Inhorn, “Islam, Infertility, and the Arab Diaspora”
24. February 12, 2013, **Al Jazeera**
Mary Clark Moschella, “Stop Compartmentalizing the World and Put an End to Rape”
25. February 18, 2013, **Shadow & Act**
Terri Francis, “Interview: Kevin Everson”
26. February 19, 2013, **Healthcare Blog**
Leora Horwitz, “My Patient’s Keeper”
27. February 20, 2013, **Huffington Post**
Beth McGuire, “Shape-Shifting at the Movies”
- Convening 3-4: Feb. 16 - April 13, 2013**
28. March 1, 2013, **Al Jazeera**
Daniel Colon-Ramos, “Cuts in Science Funding: Where do we go from there”
29. March 1, 2013, **UCLA Human Rights International Law Forum**
Kamari Clarke, “Is the ICC Targeting Africa Inappropriately?”
30. March 21, 2013, **Huffington Post - Canada**
Kamari Clarke, “How Police Use Religion to Deceive Suspects”
31. March 27, 2013, **Washington Post**
Mary Clark Moschella, “Sin in Steubenville”
32. March 29, 2013, **TED Blog**
Sarah Demers, “The Still-Tolerated Gender Bias in Science”
33. March 29, 2013, **Huffington Post**
Mary Clark Moschella, “When Religion and Dieting Collide: What did you give up for Lent?”
34. April 9, 2013, **CNN**
Marcia Inhorn, “Women, Consider Freezing your Eggs”
35. April 17, 2013, **The Christian Science Monitor**
Beverly Gage, “Boston Marathon Bombing: How it compares to the 1920 Wall Street attack”

36. April 18, 2013, **New York Times -- Room for Debate**
Beverly Gage, “Filibusters Should Be Difficult, and Rare”
37. April 19, 2013, **The New York World (QUOTED)**
Beverly Gage, “When Bombs Besieged New York City”
38. April 22, 2013, **Slate**
Beverly Gage, “Unanswered Questions About Watergate”
39. April 22, 2013, **Chronicle of Higher Education**
Daniel Colon-Ramos, “Found in Translation: A Professor Searches for a Public Voice”
40. April 25, 2013, **New York Times Disunion**
Crystal Feimster, “Rape and Justice in the Civil War”
41. May 22, 2013, **Huffington Post**
Jafari Allen, “On a Black, Queer Morehouse Commencement”
42. May 17, 2013, **CNN**
Laura Wexler, “When Celebrities Share Secrets, Good Things Happen”

Looking Ahead to 2013-2014

The Women Faculty Forum will continue with its mission to identify and address specific issues of concern to female faculty, research and publish data addressing the status of women at Yale University, and collaborate with schools, departments, and other organizations across the university to develop programming and further promote gender equity within the institution. As we welcome a new chair, Paula Kavathas, we look forward to the exciting new ideas and initiatives she will bring to the organization. The Yale Women Faculty Forum 13th Annual Opening Reception will take place in September 2013 at Beinecke Rare Book and Manuscript Library. We look forward to facilitating a sense of community and promote networking among women faculty at Yale.