

## **CENTER FOR RESEARCH ON EQUITY AND OPPORTUNITY (CREO)**

**UA***discusses . . . Major Partner*

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The UA ADVANCE program seeks to actively advance the research and scientific reputation of the University of Arizona by promoting faculty diversity and the equitable treatment of faculty. This mission will benefit scientists, students, and citizens of the state of Arizona by promoting discovery and innovation and ensuring all scientists, regardless of gender, have the opportunity to excel and to be recognized for their achievement. The ADVANCE program is managed by the Center for Research on Equity and Opportunity (CREO).

Promoting equity, and gender equity specifically, is not just about being fair. The manner in which science is accomplished and the subsequent rewards it brings are shaped by those who are involved. Unconscious bias in the academy limits the direction science takes and the application of the findings. In recognition of this and with funding awarded by the National Science Foundation's ADVANCE IT program, the UA is joining a select cadre of other institutions in providing a model of equity in the academy.

**Learn more about CREO at <http://www.advance.arizona.edu/about.cfm>**

## ABOUT THE INCLUSIVE EXCELLENCE CATALOG SPRING EDITION

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Dear Campus Colleagues:

“The University of Arizona Inclusive Excellence<sup>1</sup> Catalog (IEC) – Spring Edition” is an annotated listing of the UA’s spring diversity events<sup>2</sup> (n = 72). I hope that you can use the IEC to: (a) identify potential collaborators; (b) maximize resources; (c) recognize areas of needed programming; and (d) discover campus best practices that might be helpful to you.

The IEC is part of our campus’s **UAdiscusses . . .** initiative. The purpose of the initiative is to foster a welcoming climate that supports the recruitment and retention of world-class students, staff, and faculty. Each year the DRO collaborates with campus organizations to identify a current diversity topic of interest that can be broadly applied to, and discussed by both academic and non-academic units across campus. Organizations sponsor events or develop initiatives tailoring the theme topic to their specific area of interest. The result is a year-long, campus-wide conversation in which diversity is infused with curricular and co-curricular activities and the development of a paradigm in which we are all accountable for inclusion.

The theme chosen for the 2007-2008 **UAdiscusses . . .** initiative is unconscious bias<sup>3</sup>. Given that research has shown that unconscious bias may have a detrimental impact on fundamental aspects of higher education such as the selection and evaluation of faculty, staff, students; mentoring; and classroom climate (Benz, E., Clayton, C., & Costa, S. 1998; Chesler, N. & Chesler, M. 2002; Southern Poverty Law Center, 2007; Trix & Psenka, 2003; and Valian, 1998), it is imperative that universities begin to examine this topic.

Two pre-eminent scholars will be on campus this semester to help us gain a more in-depth understanding about unconscious bias research and its implications. Dr. Mahzarin Banaji, Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology and Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study at Harvard University, will be speaking about “Mind Bugs: Designing a Science of Ordinary Prejudice” on Thursday, February 21<sup>st</sup> at 1:30 pm in the Gallagher Theater. On April 10<sup>th</sup> at noon in the Catalina Room of the Student Union, Dr. Alice Eagly will be speaking about the obstacles women encounter in pursuing careers in upper management. Dr. Eagly is professor of psychology at Northwestern University and is co-author of *Through the Labyrinth: The Truth About How Women Become Leaders*. You can find more information about these two important presentations in the events section of the catalog.

In the IEC-Spring Edition you can also find resources dedicated to achieving work/life balance and improving departmental climate. A more comprehensive review of research and best practices related to unconscious bias can be found in the IEC-Fall Edition. Please share both these catalogs with your students, colleagues, and staff. The catalogs can be found online at <http://diversity.arizona.edu/ubmain.shtml> or print copies are available by contacting Kimberly Ryan in the Diversity Resource Office at 626-5502.

Sincerely,



Raji Rhys, Ph.D.  
Director, Diversity Resource Office

#### Notes

<sup>1</sup>Inclusive excellence is a term originated by Clayton-Pederson, A., and McTighe-Musil, C. (2005). Defining "Inclusive Excellence." Making Excellence Inclusive: Preparing Students and Campuses for an Era of Greater Expectations. 6-9. Association of American Colleges and Universities.

<sup>2</sup>Content for the IEC was solicited from the campus community through the use of multiple methods (e.g., 3D memos, listservs, telephone contacts, etc). Since the catalog relies on voluntary submissions it does not represent a comprehensive scan of all UA resources, events, programs or initiatives.

<sup>3</sup>Reskin (2005) proposes that we all have some level of unconscious bias which she describes as implicit automatic mental processes that systematically distort the way we interpret people and events.

#### References

Benz, E.J., Jr., Clayton, C.P., Costa, S.T. (1998). Increasing academic internal medicine's investment in female faculty. *American Journal of Medicine*, 105, 459-463. Chesler, N.C., & Chesler, M.A. (2002). Gender-Informed Mentoring Strategies for Women Engineering Scholars: On Establishing a Caring Community. *Journal of Engineering Education*, 91(9), 49-55.

Reskin, B. (2005). Unconsciousness raising. *Regional Review*, Q1.

Southern Poverty Law Center, Hidden Bias: A Primer, Tolerance.org, Retrieved July 13, 2007 from [http://www.tolerance.org/hidden\\_bias/index.html](http://www.tolerance.org/hidden_bias/index.html).

Trix, F. & Psenka, C. (2003). Exploring the color of glass: letters of recommendation for female and male medical faculty. *Discourse & Society*, 14(2): 191-220.

Valian, V. (1998). *Why so slow? The advancement of women*. Cambridge, MA: MIT Press.

# **MIND BUGS: DESIGNING A SCIENCE OF ORDINARY PREJUDICE**

## **FEATURED SPEAKER: MAHZARIN BANAJI**

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Day: Thursday  
Date: February 21<sup>st</sup>, 2008  
Time: 1:30 p.m. – 2:30 p.m.  
Location: Student Union Memorial Center, Gallagher Theater  
Reception to follow immediately in the Student Union Memorial Center, Ventana Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: Diversity Resource Office, CREO/ADVANCE, and the Department of Psychology

Dr. Banaji is the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology and the Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study at Harvard University.

Her research focuses on human thinking and feeling as it unfolds in social context. Her focus is primarily on mental systems that operate in implicit or unconscious mode. Dr. Banaji is perhaps most well know for her work with Anthony Greenwald and Brian Nosek in maintaining an educational website that measure automatic attitudes and beliefs involving self, other individuals, and social groups. Learn more at <http://www.implicit.harvard.edu>.

Among Dr. Banaji's accomplishments, she has received Yale's Lex Hixon Prize for Teaching Excellence, a James McKeen Cattell Fund Award, and fellowships from the Guggenheim Foundation and the Rockefeller Foundation.

If you have questions concerning access, wish to request a sign language interpreter or accommodations for a disability, please contact Kimberly Ryan at 626-5502, or [kryan@email.arizona.edu](mailto:kryan@email.arizona.edu).

## **THROUGH THE LABYRINTH FEATURED SPEAKER: ALICE H. EAGLY**

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Day: Thursday  
Date: April 10<sup>th</sup>, 2008  
Time: 12:00 p.m. – 2:00 p.m.  
Location: Student Union Memorial Center, Catalina Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO/ADVANCE, Diversity Resource Office, and the BIO5 Institute

Dr. Alice Eagly is professor of psychology at Northwestern University and is co-author of *Through the Labyrinth: The Truth About How Women Become Leaders*, a recently released book on the maze of obstacles for women moving into upper management. She is the author of several books including "The Psychology of Gender" (2004).

Dr. Eagly's research interests include: the psychology of gender, especially sex differences in similarities in leadership; prosocial behavior; aggression; partner preferences, and sociopolitical attitudes; the content of stereotypes; social role theory as a theory of sex differences and similarities of the origins of sex differences in social behavior; and attitude theory and research, especially attitudinal selectivity in information processing.

If you have questions concerning access, wish to request a sign language interpreter or accommodations for a disability, please contact Kimberly Ryan at 626-5502, or [kryan@email.arizona.edu](mailto:kryan@email.arizona.edu).

# TIPS FOR IMPROVING DEPARTMENTAL CLIMATE CENTER FOR RESEARCH ON EQUITY AND OPPORTUNITY ADVANCE

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*By the ADVANCE Stewardship Group*

*How can heads and other faculty promote an inclusive and productive climate?*

1. Encourage collaboration and collegiality
2. Be responsive and communicative to increase satisfaction (Zeitz, 1990)
3. Communicate clear expectations (Settles, *et al.*, 2006)
4. Establish fair guidelines for evaluation (Sonnert, 1995) and resource allocation
5. Question your own assessment of department climate
  - a. Studies show that chairs/heads often have different perceptions of climate than faculty (University of Wisconsin at Madison, 2003; Niemeier and Gonzales, 2004)
6. Use mentoring programs (see ADVANCE Leadership Group program and Stewardship Group workshop)
7. Work with an ADVANCE department Faculty Associate
8. Manage structural climate to promote critical mass and decrease impact of token status and stereotype threat
9. Learn to recognize aspects of climate that negatively and positively impact overall climate
  - a. Incentivize the positives
  - b. Discourage the negatives

## References

- Niemeier, D., Gonzalez, C. (2004). Breaking into the Guildmasters' Club: What We Know About Women Science and Engineering Department Chairs at AAU Universities. *NWSA Journal*, 16(1): 157-71.
- Settles, I.H., Cortina, L.M., Malley, J., Stewart, A.J. (2006). The Climate for Women in Academic Science: The Good, the Bad, and the Changeable. *Psychology of Women Quarterly*, 30(1): 47-58.
- Sonnert, G. (1995). Gender Equity in Science: Still an Elusive Goal. *Issues in Science and Technology*, 12:53-58.
- University of Wisconsin - Madison. (2003). Plan 2008 Diversity Update: The First Phase Report. Madison, WI : Office of University Communications.
- Zeitz, G. (1990). Age and Work Satisfaction in a Government Agency: A Situational Perspective. *Human Relations*, 43(5):419-438.

# ISSUES RELATING TO WORK-LIFE BALANCE CENTER FOR RESEARCH ON EQUITY AND OPPORTUNITY ADVANCE

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*By Beth Mitchneck, Maggie Harden, and Allison Vaillancourt*

## 1. Tips for Improving Work-Life Balance

- a. Put current policies into practice. These include, Family Medical Leave (FML), Temporary Alternative Duty Assignment (TADA), and delay of the tenure clock (see below).
- b. Use available resources, such as the Disability Resource Center (DRC, <http://drc.arizona.edu/>), and Life and Work Connections (LWC, <http://lifework.arizona.edu/>).
- c. Advocate for new and improved policies:
  - University-wide policy to include consistent language regarding university specific policies in the letters going to external Promotion and Tenure referees
  - University-wide policy for part-time tenure (visit [http://www.sbs.arizona.edu/faculty/pdf/ten\\_rev\\_criteria\\_parttime\\_fac.pdf](http://www.sbs.arizona.edu/faculty/pdf/ten_rev_criteria_parttime_fac.pdf)) or job sharing
  - Short-term FTE reductions related to work-life balance
  - Managing activity weights for annual performance and promotion and tenure reviews to accurately reflect effort
  - Join the Association for Women Faculty (AWF, <http://awf.web.arizona.edu/>) and the Commission on the Status of Women (CSW, <http://csw.arizona.edu/index.cfm>)

## 2. Resources & Policies

- a. Association of Women Faculty Booklet: “**Answers to Questions Frequently Asked by Faculty Members About Family Care Policies at The University of Arizona**” [http://www.hr.arizona.edu/10\\_hs/tada-awfbooklet.doc](http://www.hr.arizona.edu/10_hs/tada-awfbooklet.doc)
- b. **Family Medical Leave (FML)** [http://www.hr.arizona.edu/07\\_sep/apptdLeaves/fml.php](http://www.hr.arizona.edu/07_sep/apptdLeaves/fml.php)  
“Family Medical Leave (FML) is a leave intended to allow an employee up to twelve protected work weeks off work for qualifying family and medical events.”
- c. **Human Resources Support Units** <http://www.hr.arizona.edu/support.php>  
List of HR units that can provide help on various issues like work-life balance, leaves, and general consulting.
- d. **Life & Work Connections (LWC)** <http://lifework.arizona.edu/>

LWC offers a variety of resources, information and programs to support work/life balance. These include, child and elder care programs, counseling, and information on alternative work arrangements.

- Alternative Work Arrangement Models  
(<http://lifework.arizona.edu/wls/altworkmod.php>)

**e. Temporary Alternative Duty Assignment (TADA)**

[http://www.hr.arizona.edu/07\\_sep/apptdLeaves/tempAltDuty.php](http://www.hr.arizona.edu/07_sep/apptdLeaves/tempAltDuty.php)

“Eligible employees may request a period of up to sixteen weeks during which the employee may receive a temporary assignment of alternative duties that will make it more feasible for the employee to remain on active employment at the University during the birth of the employee's child, placement of a child for adoption or foster care, or to provide temporary care to the employee's spouse, domestic partner, child or parent who has a serious health condition.”

**f. University Handbook for Appointed Personnel (UHAP)** <http://web.arizona.edu/~uhap/>

Parental Delay of the Tenure Clock: “While holding a tenure-eligible appointment at the University of Arizona, an individual may request a one-year ‘parental delay’ of the tenure clock . . . if the appointee becomes a parent by the birth or adoption of a child . . . An individual granted a parental delay shall not be subject to additional scholarship or service requirements, above and beyond those normally required, in order to qualify for retention or tenure.”  
(<http://uhap.web.arizona.edu/chap3.html#3.12>)

- FML - <http://web.arizona.edu/~uhap/chap8.html#8.04.06>
- TADA - <http://web.arizona.edu/~uhap/>

# **SUPPORTING DIVERSITY IN CHILD CARE SETTINGS: TIPS FOR PARENTS AND RELATIVE CAREGIVERS OF YOUNG CHILDREN UA LIFE & WORK CONNECTIONS**

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*By Caryn Jung*

As a parent, you may be interested in child care options and parenting information that can help you better understand community choices and current research on how children understand, learn, and grow optimally. As a relative (e.g. grandparent) caregiver of young children, these topics may hold special attraction to you as you plan and coordinate a range of supportive responses to address the evolving needs of your grandchildren.

If the latter example describes you, know that U.S. Census 2000 data indicates that you are part of a network of 2.4 million grandparents raising a grandchild (AARP, 2006, [www.aarp.org](http://www.aarp.org)). You may also have your grandchildren participating in some type of child care arrangement other than care provided by family members.

An increasing global and inclusive emphasis in our world regarding culture, ethnicity, family composition, and differing beliefs is reflected in early childhood education settings. Beyond topics such as location, type of child care setting, hours, fees, transportation and meal service, consider your expectations concerning:

- Addressing relationship topics (dual parent; single parent; lesbian, gay, bisexual and transgender (LGBT) parent- and grandparent-headed households)
- Children's natural curiosity about body differences
- Children's preferences or dislikes regarding traditional, gender-based toys and games
- Respect for your child's (and other children's) culture and ethnicity
- Your child's interactions with children and adults of differing backgrounds
- How you want your child's questions answered
- How you want your child to learn about the world

As you research and observe child care settings and staff regarding adult/child ratios and interactions, state regulatory mandates and accreditation, also consider the following in your interview process. Does the child care program:

- Have a variety of crayons, markers and paints so that children can portray themselves and others accurately
- Have staff that answer children's questions about differences in respectful and developmentally appropriate ways
- Have staff that can skillfully address children's sometimes uncomfortable and hurtful behaviors regarding individual differences
- Invite families to share cultural and ethnic history, foods, and traditions

- Encourage family members and individuals from many generations to participate and share in their knowledge, wisdom, and experiences
- Encourage enrollment of children with disabilities
- Provide opportunities to explore and discuss disabilities in thoughtful and meaningful ways
- Focus on the various spectrum of abilities and talents children and others universally share (versus mainly concentrating on what individuals *cannot* do)

There are many young children's books that address diversity, gender stereotypes, self-worth and other related topics in non-judgmental ways, including:

Ira Sleeps Over by Bernard Wabler

What Mommies Do Best/What Daddies Do Best by Laura Numeroff

Why Am I Different? by Norma Simon

All the Colors of the Earth by Sheila Hamanaka

Whoever You Are by Mem Fox

People by Peter Spier

A Very Special Critter by Gina and Mercer Mayer

Early childhood and educational settings can serve as a catalyst for promoting positive acceptance and awareness regarding diversity and inclusiveness. By providing today's children with the knowledge, contextual understanding and skills they will need to function as well-informed, caring adults, we help to build a more inclusive society that is better prepared to meet future challenges and opportunities.

**Learn more at <http://lifework.arizona.edu/>**

## SPRING 2008 EVENTS

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### **Diversity Coordinators in STEM Fields**

Day: TBD  
Date: Monthly meetings  
Time: TBD  
Location: TBD  
Contact: Kimberly Sierra-Cajas, 621-9982, kimberly@optics.arizona.edu  
Sponsor: Center on Materials & Devices for Information Technology Research

Diversity Program coordinators working with underrepresented students in the science, technology, engineering and math fields (STEM) meet monthly to discuss methods of improving the retention and graduation rates of students. The purpose is to build awareness about each other's activities, events, and initiatives while building partnerships and collaborations.

### **Women's Resource Center Film Screening: Vera Drake**

Day: Thursday  
Date: January 17<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

Vera Drake is a selfless woman who is completely devoted to, and loved by, her working class family. She spends her days doting on them and caring for her sick neighbor and elderly mother. However, she also secretly visits women and helps them induce miscarriages for unwanted pregnancies. While the practice itself was illegal in 1950s England, Vera sees herself as simply helping women in need, and always does so with a smile and kind words of encouragement. When the authorities finally find her out, Vera's world and family life rapidly unravel.

### **Social Justice 101**

Day: Tuesday  
Date: January 22<sup>nd</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, jhoefle@email.arizona.edu  
Sponsor: Social Justice Leadership Center

What is Social Justice? What is the difference between Diversity and Social Justice? Why isn't Diversity enough? Why is Social Justice important? This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

### **LGBTQ Affairs Spring Welcoming Reception**

Day: Tuesday  
Date: January 22<sup>nd</sup>, 2008  
Time: 4:00 p.m. – 5:30 p.m.  
Location: Wingspan, 425 E. 7<sup>th</sup> St.  
Contact: Cathy Busha, 626-1996, cbusha@email.arizona.edu  
Sponsor: LGBTQ Affairs, Wingspan

The reception is for current and former LGBTQ and Allied University of Arizona students, staff, and faculty and their families. The purpose of the reception is to welcome students, staff and faculty back for the spring semester, provide an opportunity to network, and offer an overview of news and events of interest for the spring. We will also be discussing the new UA LGBTQ Alumni group that is forming, so UA alumni are strongly encouraged to attend.

### **Film Screening and Panel Presentation: Speak Out: I Had an Abortion**

Day: Wednesday  
Date: January 23<sup>rd</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

In celebration of the anniversary of *Roe v. Wade*, the 1973 Supreme Court case that legalized some abortions at the federal level, we will show *Speak Out: I Had an Abortion*, a documentary by Jennifer Baumgardner that highlights the diverse array of reasons women choose abortion. Following the screening will be a discussion led by Planned Parenthood staff. Snacks and refreshments will be provided.

### **SafeZONE: TA Focus**

Day: Thursday  
Date: January 24<sup>th</sup>, 2008  
Time: 3:00 p.m. – 5:00 p.m.  
Location: El Portal, Saguaro Room  
Contact: Randi Tanglen, 626-0336, rlt@email.arizona.edu  
Sponsor: Residence Life, SafeZONE

Teaching Assistants are invited to participate in a training designed to address ways individuals can support LGBTQ people and create safe space. Topics include a more in-depth exploration of the impacts of homophobia and heterosexual privilege and what you can do to support someone who comes out to you. The goals of SafeZONE are to contribute to a safer campus environment, and to create a more receptive and accepting campus climate in regards to homosexuality.

### **Monthly Career Development/Mentoring Sessions: Crafting a Successful Grant Proposal**

Day: Thursday  
Date: January 24<sup>th</sup>, 2008  
Time: 12:00 p.m. – 1:30 p.m.  
Location: Student Union Memorial Center, Presidio Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO, ADVANCE

Presented by Dr. LouAnn Gerken, Director of Cognitive Sciences and Dr. Neal Armstrong, Professor of Chemistry and Optical Sciences. Each month ADVANCE hosts an informal career development and mentoring session for graduate students, post-doctoral scholars, and faculty in science, technology, engineering, and mathematics (STEM) fields to discuss strategies for success in academia. These sessions are part of a series featuring senior faculty in STEM fields discussing their pathway to leadership, career trajectory, and work/life balance. Additional topics may include presenting scientific research to the media, strategies for writing successful grant proposals, and developing professional networks within the scientific community.

### **RAD Self-Defense Class**

Day: Saturday and Sunday  
Date: January 26<sup>th</sup> – 27<sup>th</sup>, 2008  
Time: 10:00 a.m. – 3:00 p.m.  
Location: Campus Health, Room B307  
Contact: Kristin Barnes, 621-3919, kabarnes@email.arizona.edu  
Sponsor: Women's Resource Center, Oasis Program, Ella Group

In conjunction with the Oasis Program and Ella Group, the WRC is offering free RAD (Rape Aggression Defense) Self-Defense classes. RAD is a nationally recognized curriculum taught by certified instructors and provides an empowering way for women to learn self-defense techniques. Classes consist of 12 hours worth of curriculum. To be a part of the workshop, you MUST attend ALL of the classes. A \$20 deposit is required, which will be returned to participants upon successful completion of the course. This month's class will be held on Saturday, January 26<sup>th</sup>; Sunday, January 27<sup>th</sup>; and Sunday, February 2<sup>nd</sup>. Again, these are not separate individual courses, but all three classes together make up the RAD Self-Defense Class.

### **Successful Searches**

Day: Wednesday  
Date: January 30<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.  
Location: Student Union Memorial Center, Mesquite Room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

Ever wonder which questions are permissible in an interview? Not clear about how affirmative action works when you recruit and hire? Need help and resources for increasing the diversity of your pool? The answers to these questions, as well as many others, will be the focus of this

workshop.

### **Student Diversity Meeting**

Day: Wednesday  
Date: January 30<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 325W  
Contact: Andre Rubio, arubio3@email.arizona.edu  
Sponsor: ASUA

This monthly meeting is an opportunity for students from various cultural organizations to meet and discuss campus diversity efforts. These meetings can help students to better understand the services that ASUA has to offer to diversity groups. Additionally, these meetings serve as an effort to unite the student diversity front. Attendees will propose recommendations for the ASUA Student Body President as well as for campus diversity organizations such as the President's Diversity Coalition.

### **SafeZONE: TA Focus**

Day: Wednesday  
Date: January 30<sup>th</sup>, 2008  
Time: 3:00 p.m. – 5:00 p.m.  
Location: El Portal, Saguaro Room  
Contact: Randi Tanglen, 626-0336, rlt@email.arizona.edu  
Sponsor: Residence Life, SafeZONE

Teaching assistants are invited to participate in a training designed to address ways individuals can support LGBTQ people and create a safe space. Topics include a more in-depth exploration of the impacts of homophobia and heterosexual privilege and what you can do to support someone who comes out to you. The goals of SafeZONE are to contribute to a safer campus environment, and to create a more receptive and accepting campus climate in regards to homosexuality.

### **APASAbilities Workshop: Understanding Diversity in the Workplace**

Day: Wednesday  
Date: January 30<sup>th</sup>, 2008  
Time: 12:00 p.m. – 2:00 p.m.  
Location: APASA Center, Nugent Building, Room 104  
Contact: Dan Xayaphanh, 621-3481, apasa@email.arizona.edu  
Sponsor: Asian Pacific American Student Affairs (APASA)

The APASAbilities Success Series is available for all students to take a critical look at the various “possibilities” out there, and give you the skills and resources to help you navigate cultural differences in whatever path you choose! This workshop will focus on understanding and appreciating diversity in the workplace.

### **Incivility in Academia: An Ombuds Perspective**

Day: Thursday  
Date: January 31<sup>st</sup>, 2008  
Time: 3:30 p.m. – 4:45 p.m.  
Location: Student Union Memorial Center, Gallagher Theater  
Contact: Claudia D'Albini, 626-5589, dalbinic@u.arizona.edu  
Sponsor: The University of Arizona Ombuds Program

Have you had experiences with a hostile supervisor or colleague, or a demanding and rude student and felt like you could use some tools to deal with the situation? In this seminar case studies from academia will be discussed and the relationship between diversity and conflict will be briefly explored. There are repercussions to incivility and the impact of these behaviors on individuals and the institution will be discussed. Finally, a few tools to helping those who work with challenging colleagues, supervisors, students, and parents will be presented. This seminar will be presented by Mary Chavez Rudolph, Ph.D., Associate Director of the Ombuds Office at the University of Colorado Denver Health Sciences Center and Tom Sebok, M.Ed., Director of the Ombuds Office at the University of Colorado Boulder. Their experience as academic ombuds spans over twenty-five years.

### **Facilitating Effective Discussions of Controversial Topics in the Classroom**

Day: Thursday  
Date: January 31<sup>st</sup>, 2008  
Time: 4:00 p.m. – 6:30 p.m.  
Location: La Aldea, Community Room  
Contact: Amanda Brobbel, brobbel@u.arizona.edu  
Sponsor: Residence Life

TAs and instructors frequently address controversial topics in their courses and they may often encounter resistance from their students as a result. This workshop will address the difficulties of those situations and provide specific strategies that will help instructors encourage productive participation from their students. Kyla Macario, Faculty/TA Development Specialist for the University Teaching Center, will present this interactive workshop.

### **ADVANCE Distinguished Lecturers: Dr. Donna J. Nelson**

Day: Thursday  
Date: January 31<sup>st</sup>, 2008  
Time: 4:00 p.m. – 5:30 p.m.  
Location: Student Union Memorial Center, Ventana Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO, ADVANCE

Distinguished Lecturers give a public lecture and a more informal career talk with graduate students, post-doctoral scholars and junior faculty. The career talks are geared toward mentoring, career advancement, and the overall trajectory of a scientist's career. The goal of these

lectureships is to provide models of success, showcase leading female scientists and facilitate networking among women scientists and engineers across institutions. Dr. Donna Nelson, associate professor of chemistry at the University of Oklahoma, is recognized not only for her research in chemistry, but for her research on the representation of race, ethnicity and gender in academic science. Her research in physical organic chemistry encompasses energy, environment, and scientific workforce development, and she frequently speaks on their interrelationship. Her chemical research involves functionalizing single walled carbon nanotubes (SWNTs), with applications in energy research and technology development, and yielded the first COSY NMR spectrum of covalently functionalized SWNTs. She has been a fellow of the Guggenheim and Ford Foundations, and has been honored with the NSF ADVANCE Leadership Award (2006-2009), the SACNAS Distinguished Scientist of the Year award (2006), among others. She was named NOW Woman of Courage 2004.

### **Leadership Lunch Series**

Day: TBD  
Date: Monthly from February through May  
Time: 12:15 p.m. – 1:15 p.m.  
Location: Student Union Memorial Center, Room TBD  
Contact: Kimberly Sierra-Cajas, 621-9982, kimberly@optics.arizona.edu  
Sponsor: Center on Materials & Devices for Information Technology Research

This is an informal brown bag lunch discussion targeting underrepresented graduate students and post-doctorate students in the science, technology, engineering and math fields. An underrepresented faculty member from a STEM field is invited to discuss pathways to leadership, career trajectory, work/life balance, and strategies for success.

### **Diversity in Science and Engineering Mixer**

Day: TBD  
Date: Monthly from February through May  
Time: 5:30 p.m. – 7:00 p.m.  
Location: TBD  
Contact: Kimberly Sierra-Cajas, 621-9982, kimberly@optics.arizona.edu  
Sponsor: Center on Materials & Devices for Information Technology Research

This networking mixer targets underrepresented undergraduate and graduate students in the science, technology, engineering and math fields. The purpose is to build a stronger network of support to encourage students to pursue graduate school and successfully complete graduate school.

### **Train the Trainer for SafeZONE**

Day: Friday  
Date: February 1<sup>st</sup>, 2008  
Time: 1:00 p.m. – 5:00 p.m.  
Location: TBA

Contact: Kathy Adams Riester, 621-5453, adams-riester@life.arizona.edu  
Sponsor: Residence Life

LGBTQ Affairs and Residence Life are seeking students, staff, and faculty who are interested in being trained to serve as facilitators for the UA SafeZONE training. For more information on SafeZONE, please visit [http://www.life.arizona.edu/diversity/prog\\_safezone.asp](http://www.life.arizona.edu/diversity/prog_safezone.asp).

### **RAD Self-Defense Class**

Day: Saturday  
Date: February 2<sup>nd</sup>, 2008  
Time: 10:00 a.m. – 3:00 p.m.  
Location: Campus Health, Room B307  
Contact: Kristin Barnes, 621-3919, kabarnes@email.arizona.edu  
Sponsor: Women's Resource Center, Oasis Program, Ella Group

In conjunction with the Oasis Program and Ella Group, the WRC is offering free RAD (Rape Aggression Defense) Self-Defense classes. RAD is a nationally recognized curriculum taught by certified instructors and provides an empowering way for women to learn self-defense techniques. Classes consist of 12 hours worth of curriculum. To be a part of the workshop, you **MUST** attend ALL of the classes. A \$20 deposit is required, which will be returned to participants upon successful completion of the course. This month's class will be held on Saturday, January 26<sup>th</sup>; Sunday, January 27<sup>th</sup>; and Sunday, February 2<sup>nd</sup>. Again, these are not separate individual courses, but all three classes together make up the RAD Self-Defense Class.

### **Advanced RAD Self-Defense Class**

Day: Sunday  
Date: February 3<sup>rd</sup>, 2008  
Time: 10:00 a.m. – 3:00 p.m.  
Location: Campus Health, Room B307  
Contact: Kristin Barnes, 621-3919, kabarnes@email.arizona.edu  
Sponsor: Women's Resource Center, Oasis Program, Ella Group

This class is available **ONLY** to those who have previously completed a RAD Self-Defense Class. The **ADVANCED** version will teach additional and more in depth Self-Defense techniques not covered in the regular RAD classes. A \$20 deposit is required, which will be returned to participants upon successful completion of the course.

### **A Lesson on Stereotypes**

Day: Tuesday  
Date: February 5<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, jhoefle@email.arizona.edu  
Sponsor: Social Justice Leadership Center

How do stereotypes impact our lives? In this interactive workshop, we will examine the stereotypes we have, confront the common belief that we don't have stereotypes, and identify the effect they have on ourselves and others. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

**Martin Luther King/César Chávez Scholar Series – Dr. Tyrone Hays**

Day: Wednesday  
Date: February 6<sup>th</sup>, 2008  
Time: TBD  
Location: TBD  
Contact: David Morales, dmorales@math.arizona.edu

The MLK/CC scholar series is meant to explore how science and technology are necessary to advance the goals and ideals that Martin Luther King Jr. and César Chávez worked for.

**Conversations Across Religious Traditions Presents: Apocalypse Today: The 'End' in Jewish, Christian and Islamic Perspectives**

Day: Wednesday  
Date: February 6<sup>th</sup>, 2008  
Time: 7:00 p.m. – 9:00 p.m.  
Location: Aerospace & Mechanical Engineering, Room S-202  
Contact: Debra Olson, 621-1044, daolson@email.arizona.edu  
Sponsor: College of Humanities

Part of a continuing series sponsored by the Office of the President and several UA colleges and programs, this presentation by J. Edward Wright, professor of Judaic Studies and Director of the Arizona Center for Judaic Studies is free and open to the public.

**Looking for Unity on Campus: Examples of Building Community**

Day: Wednesday  
Date: February 6<sup>th</sup>, 2008  
Time: 5:00 p.m. – 7:00 p.m.  
Location: Martin Luther King Jr. Building, Room 100  
Contact: Bruce Smith, 621-3419, bruces@email.arizona.edu  
Sponsor: African American Student Association

Every school year, Black students at the University of Arizona have private discussions regarding "Black unity" on campus. This panel will help us: reflect on the meaning of Black unity on a majority White campus like the University of Arizona; shed light on the phenomena that tend to limit unity; and discuss student groups, activities, and events the promote unity.

### **Women's Resource Center Film Screening: Mohawk Girls**

Day: Thursday  
Date: February 7<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

Tracking issues of identity, culture, and family, *Mohawk Girls* follows three outspoken and exuberant Mohawk teenagers on their journey to adulthood. Deeply emotional yet unsentimental, this film provides an intimate look into what it means to grow up Native at the beginning of the 21<sup>st</sup> century.

### **Lunar New Year Celebration**

Day: Thursday  
Date: February 7<sup>th</sup>, 2008  
Time: 12:00 p.m. – 2:00 p.m.  
Location: APASA Center, Nugent Building, Room 104  
Contact: Marc Johnston, 621-3481, [apasa@email.arizona.edu](mailto:apasa@email.arizona.edu)  
Sponsor: Asian Pacific American Student Affairs (APASA)

Please join us in our annual Lunar New Year Celebration and learn more about the various ways the Lunar New Year is celebrated across the world!

### **College Goal Sunday**

Day: Sunday  
Date: February 10<sup>th</sup>, 2008  
Time: 2:00 p.m. – 4:00 p.m.  
Location: Aerospace and Mechanical Engineering Building, Rooms 202 and 212  
Contact: Eddie Arteaga, 626-9663, [ega@u.arizona.edu](mailto:ega@u.arizona.edu)  
Sponsor: Minority Student recruitment and The Office of Admissions

College Goal Sunday was created to facilitate the financial challenges associated with paying for higher education. College Goal Sunday attendees will be guided step-by-step through the process of completing the Free Application for Federal Student Aid (FAFSA). UA financial aid and admissions staff members will also be on hand to answer additional questions and discuss UA's Comprehensive Admission Review program. This new approach to the admissions applications review process offers students the opportunity to make their life experiences and personal achievements as much a part of their application package as their academic profile.

### **Creating Respectful Workplaces: Discrimination and Harassment Prevention**

Day: Tuesday  
Date: February 12<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.

Location: Student Union Memorial Center, Mesquite Room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona is committed to creating and maintaining an environment free of unlawful discrimination, including harassment, and all members of the University community are responsible for fulfilling this commitment. The goal of this workshop is to create respectful workplaces by increasing your knowledge and skills in recognizing, preventing, and effectively dealing with discrimination and harassment that affect the workplace.

### **Gendered Identities: Being Black and Female in America**

Day: Wednesday  
Date: February 13<sup>th</sup>, 2008  
Time: 5:00 p.m. – 7:00 p.m.  
Location: Martin Luther King Jr. Building, Room 100  
Contact: Bruce Smith, 621-3419, [bruces@email.arizona.edu](mailto:bruces@email.arizona.edu)  
Sponsor: African American Student Association

Often, discussions of equality, access, and opportunity leave out the voices of women. With the help of University of Arizona scholars and students, this panel will expose the audience to theoretical and practical implications of gender in relation to the social and economic oppression of Black people.

### **Power and Privilege**

Day: Tuesday  
Date: February 19<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, [jhoefle@email.arizona.edu](mailto:jhoefle@email.arizona.edu)  
Sponsor: Social Justice Leadership Center

What is Social Power? What is Privilege? This interactive workshop answers these questions and provides context to examine the effect of power and privilege in our own lives. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

### **RAD Self-Defense Class**

Day: Tuesday and Wednesday  
Date: February 19<sup>th</sup> – 20<sup>th</sup>, 2008  
Time: 6:00 p.m. – 9:30 p.m.  
Location: Campus Health, Room B307  
Contact: Kristin Barnes, 621-3919, [kabarnes@email.arizona.edu](mailto:kabarnes@email.arizona.edu)  
Sponsor: Women's Resource Center, Oasis Program, Ella Group

In conjunction with the Oasis Program and Ella Group, the WRC is offering free RAD (Rape Aggression Defense) Self-Defense classes. RAD is a nationally recognized curriculum taught by certified instructors and provides an empowering way for women to learn self-defense techniques. Classes consist of 12 hours worth of curriculum. To be a part of the workshop, you **MUST** attend ALL of the classes. A \$20 deposit is required, which will be returned to participants upon successful completion of the course.

### **Creating an Inclusive Workplace: A New Approach to Discrimination Prevention for Supervisors**

Day: Wednesday  
Date: February 20<sup>th</sup>, 2008  
Time: 1:00 p.m. – 3:00 p.m.  
Location: Student Union Memorial Center, Mesquite room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona strives to be a diverse and inclusive community and aspires to create an environment that stimulates each member of our community to achieve his or her full potential. This workshop discusses the legal and policy reasons for providing a workplace free from discrimination and harassment, and describes how inclusion complements those efforts by respecting and valuing our differences.

### **Contextualizing our Multiracial Society: Interracial-ness in Black and White**

Day: Wednesday  
Date: February 20<sup>th</sup>, 2008  
Time: 5:00 p.m. – 7:00 p.m.  
Location: Martin Luther King Jr. Building, Room 100  
Contact: Bruce Smith, 621-3419, [bruces@email.arizona.edu](mailto:bruces@email.arizona.edu)  
Sponsor: African American Student Association

Part of the African American Student Association's Black History Month Panel Series.

### **APASAbilities Workshop: Networking 101**

Day: Wednesday  
Date: February 20<sup>th</sup>, 2008  
Time: 12:00 p.m. – 2:00 p.m.  
Location: APASA Center, Nugent Building, Room 104  
Contact: Dan Xayaphanh, 621-3481, [apasa@email.arizona.edu](mailto:apasa@email.arizona.edu)  
Sponsor: Asian Pacific American Student Affairs (APASA)

The APASAbilities Success Series is available for all students to take a critical look at the various "possibilities" out there, and give you the skills and resources to help you navigate cultural differences in whatever path you choose! This workshop will focus on the importance of networking and provide tips on how to use networking skills effectively.

**Film Screening and Panel Presentation: Mom's Apple Pie, The Heart of the Lesbian Mothers' Custody Movement**

Day: Thursday  
Date: February 21<sup>st</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

While the LGBT Civil Rights movement was gaining momentum, the 1970s witnessed horrific custody battles for lesbian mothers. Founders of the Lesbian Rights Project (now the National Center for Lesbian Rights) and the Lesbian Mothers' National Defense Fund recount the founding of their organizations in response to the bevy of court rulings granting custody to grandparents, fathers and distant relatives based on the belief that lesbians would be unfit parents. This film revisits the early tumultuous years of the lesbian custody movement through the stories of five lesbian mothers and their four children.

**Monthly Career Development/Mentoring Sessions: The Importance of Choice and Chance in Career Development**

Day: Thursday  
Date: February 21<sup>st</sup>, 2008  
Time: 12:00 p.m. – 1:00 p.m.  
Location: Student Union Memorial Center, Sabino Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO, ADVANCE

Presented by Dr. John Hildebrand, Regents Professor and Director of Neurobiology, Arizona Research Labs. Each month ADVANCE hosts an informal career development and mentoring session for graduate students, post-doctoral scholars, and faculty in science, technology, engineering, and mathematics (STEM) fields to discuss strategies for success in academia. These sessions are part of a series featuring senior faculty in STEM fields discussing their pathway to leadership, career trajectory, and work/life balance. Additional topics may include presenting scientific research to the media, strategies for writing successful grant proposals, and developing professional networks within the scientific community.

**Featured Speaker: Mahzarin Banaji, Mind Bugs: Designing a Science of Ordinary Prejudice**

Day: Thursday  
Date: February 21<sup>st</sup>, 2008  
Time: 1:30 p.m. – 2:30 p.m.  
Location: Student Union Memorial Center, Gallagher Theater  
Reception to follow immediately in the Student Union Memorial Center, Ventana Room  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: Diversity Resource Office, CREO/ADVANCE, and the Department of Psychology

Dr. Banaji is the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology and Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study at Harvard University. Her research focuses on human thinking and feeling as it unfolds in social context. Her focus is primarily on mental systems that operate in implicit or unconscious mode and is perhaps most well know for her work with Anthony Greenwald and Brian Nosek in maintaining an educational website that measure automatic attitudes and beliefs involving self, other individuals, and social groups. It can be reached at <http://www.implicit.harvard.edu>. Among Dr. Banaji's accomplishments, she has received Yale's Lex Hixon Prize for Teaching Excellence, a James McKeen Cattell Fund Award, and fellowships from the Guggenheim Foundation and the Rockefeller Foundation. If you have questions concerning access, wish to request a sign language interpreter or accommodations for a disability, please contact Kimberly Ryan at 626-5502, or [kryan@email.arizona.edu](mailto:kryan@email.arizona.edu).

### **Martin Luther King/César Chávez Scholar Series – Dr. Charles Vela**

Day: Friday  
Date: February 22<sup>nd</sup>, 2008  
Time: TBD  
Location: TBD  
Contact: David Morales, [dmorales@math.arizona.edu](mailto:dmorales@math.arizona.edu)

The MLK/CC scholar series is meant to explore how science and technology are necessary to advance the goals and ideals that Martin Luther King Jr. and César Chávez worked for.

### **Southwest Indian Art Fair**

Day: Saturday and Sunday  
Date: February 23<sup>rd</sup> – 24<sup>th</sup>, 2008  
Time: Saturday- 10:00a.m. – 5:00 p.m.  
Sunday- 10:00 a.m. – 4:00 p.m.  
Location: Arizona State Museum  
Contact: [www.statemuseum.arizona.edu](http://www.statemuseum.arizona.edu), 621-6302  
Sponsor: Arizona State Museum

Southern Arizona's premier Indian art show and market. Meet 200 of the most renowned Native artists. Shop for top-quality artwork including pottery, Hopi kachina dolls, paintings, jewelry, baskets, rugs, blankets, and much more. Artist demonstrations, Native foods, music and dance performances round out the two-day celebration. ASM members admitted one hour early on Saturday for the best selection and to enjoy a light breakfast. \$8 for adults, \$3 for children ages 12-16, \$12 for two-day passes, children 11 and under are admitted free, UA and Pima students are admitted free with school I.D., and ASM member discount apply.

### **RAD Self-Defense Class**

Day: Saturday and Sunday  
Date: February 26<sup>th</sup> – 27<sup>th</sup>, 2008

Time: 6:00 p.m. – 9:30 p.m.  
Location: Campus Health, Room B307  
Contact: Kristin Barnes, 621-3919, kabarnes@email.arizona.edu  
Sponsor: Women's Resource Center, Oasis Program, Ella Group

In conjunction with the Oasis Program and Ella Group, the WRC is offering free RAD (Rape Aggression Defense) Self-Defense classes. RAD is a nationally recognized curriculum taught by certified instructors and provides an empowering way for women to learn self-defense techniques. Classes consist of 12 hours worth of curriculum. To be a part of the workshop, you MUST attend ALL of the classes. A \$20 deposit is required, which will be returned to participants upon successful completion of the course.

### **Students and Youth as Agents of Social Change**

Day: Wednesday  
Date: February 27<sup>th</sup>, 2008  
Time: 5:00 p.m. – 7:00 p.m.  
Location: Martin Luther King Jr. Building, Room 100  
Contact: Bruce Smith, 621-3419, bruces@email.arizona.edu  
Sponsor: African American Student Association

There are multiple examples of students and youth organizing to challenge the social status quo and mobilize for change. This panel is designed to help the UA community recognize the long history of students acting as social agents on their own campuses as well as the current possibilities of student activism.

### **Film Screening and Discussion with the Filmmaker, Faith Pennick: Silent Choices**

Day: Wednesday  
Date: February 27<sup>th</sup>, 2008  
Time: 6:00 p.m. – 9:00 p.m.  
Location: Center for Creative Photography  
Contact: Sara Demers, 621-3919  
Sponsor: Women's Resource Center

*Silent Choices* explores the issues of abortion and birth control from the perspective of African Americans. Documentary filmmaker Faith Pennick will join us for a post-screening discussion and Q & A session. Desert reception to follow.

### **Student Diversity Meeting**

Day: Wednesday  
Date: February 27<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 325W  
Contact: Andre Rubio, arubio3@email.arizona.edu  
Sponsor: ASUA

This monthly meeting is an opportunity for students from various cultural organizations to meet and discuss campus diversity efforts. These meetings can help students to better understand the services that ASUA has to offer to diversity groups. Additionally, these meetings serve as an effort to unite the student diversity front. Attendees will propose recommendations for the ASUA Student Body President as well as for campus diversity organizations such as the President's Diversity Coalition.

### **BLACK History Month Celebration!**

Day: Friday  
Date: February 29<sup>th</sup>, 2008  
Time: TBA.  
Location: University of Arizona Mall  
Contact: Bruce Smith, 621-3419, bruces@email.arizona.edu  
Sponsor: African American Student Association

Hosted by BLACK, the theme for this year's celebration is "Youth; The Next Pandemic." This year's celebration features BET comedians, a panel discussion on media representations of African Americans, Greeks showcasing their talent: stepping, strolling, saluting, and food unique to the culture in taste and style.

### **Road Trip Events**

Day: TBD  
Date: Throughout March  
Time: TBD  
Location: Flagstaff, Chinle, Phoenix, Yuma  
Contact: Eddie Arteaga, 626-9663, ega@u.arizona.edu  
Sponsor: Minority Student recruitment and The Office of Admissions

Minority Student Recruitment counselors attend events statewide to assist admitted students to the UA with enrollment and orientation questions.

### **Film Screening and Discussion with the Author, Linda Lumsden: *Iron Jawed Angels***

Day: Monday  
Date: March 3<sup>rd</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

In honor of the anniversary of the D.C. suffrage parade riot, we will watch *Iron Jawed Angels* and have a discussion following with Linda Lumsden, author of a book on the D.C. suffrage parade riot and picket line. *Iron Jawed Angels* recounts for a contemporary audience a key chapter in U.S. history: in this case, the struggle of suffragists who fought for the passage of the 19th Amendment.

Focusing on the two defiant women, Alice Paul (Hilary Swank) and Lucy Burns (Frances O'Connor), the film shows how these activists broke from the mainstream women's-rights movement and created a more radical wing, daring to push the boundaries of political protest to secure women's voting rights in 1920. Breathing life into the relationships between Paul, Burns and others, the movie makes the women feel like complete characters instead of one-dimensional figures from a distant past.

### **Social Identity Development**

Day: Tuesday  
Date: March 4<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, [jhoefle@email.arizona.edu](mailto:jhoefle@email.arizona.edu)  
Sponsor: Social Justice Leadership Center

What social groups are you a part of? How does varying status among social group impact your identity? This interactive workshop examines intersecting and invisible identities while exploring how systems of advantage and disadvantage impact your own life. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

### **LUNAFest**

Day: Tuesday  
Date: March 4<sup>th</sup>, 2008  
Time: 7:00 p.m. – 9:30 p.m.  
Location: The Loft Cinema, 3233 E. Speedway Blvd.  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center, LUNA®

LUNAFEST is a national film festival that showcases a diverse selection of short films by, for and about women. LUNAFEST was created to raise awareness about women's issues, highlight women filmmakers, bring women together in their communities and raise money for the Breast Cancer Fund. It is an event created by LUNA®, the Whole Nutrition Bar for Women®. For more information about LUNAFEST: [www.lunafest.org](http://www.lunafest.org)

### **Women's Resource Center Film Screening: Women NOW**

Day: Thursday  
Date: March 6<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

From a 30 year perspective *Women NOW* answers significant questions about feminism, the Women's movement, and the most powerful feminist group in the nation.

### **Data Blitz on Genomics**

Day: Thursday  
Date: March 6<sup>th</sup>, 2008  
Time: 4:00 p.m. – 6:00 p.m.  
Location: Keating Building (BIO 5), Room 103  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO, ADVANCE

Each year we hold two seminars featuring a panel of UA junior faculty in STEM fields. Each panelist presents a five minute overview of their research followed by five minutes of discussion. Following the presentations, presenters and members of the audience have the opportunity to network and discuss research ideas together. Five UA faculty members will talk about their research within the context of Genomics.

### **African American Family College Planning Day**

Day: Saturday  
Date: March 8<sup>th</sup>, 2008  
Time: 9:00 a.m. – 2:00 p.m.  
Location: Student Union Memorial Center  
Contact: Eddie Arteaga, 626-9663, ega@u.arizona.edu  
Sponsor: Minority Student recruitment and The Office of Admissions

An opportunity to bring together the African American community to share important college information to support students in their educational journey.

### **Conference on Literature and Literacy for Children and Adolescents**

Day: Saturday  
Date: March 8<sup>th</sup>, 2008  
Time: 8:15a.m. – 3:30p.m.  
Location: Student Union Memorial Center, Kiva Room  
Sponsor: The College of Education,  
International Collection of Children's and Adolescent Literature  
Contact: Kathy Short, 621.1311 or shortk@u.arizona.edu

The conference celebrates the diversity of peoples and cultures in children's literature and literacy. They keynote speakers are authors and illustrators who focus on cultural issues within their books.

### **Creating Respectful Workplaces: Discrimination and Harassment Prevention**

Day: Tuesday  
Date: March 11<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.

Location: 1125 N. Vine St., Room 102  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona is committed to creating and maintaining an environment free of unlawful discrimination, including harassment, and all members of the University community are responsible for fulfilling this commitment. The goal of this workshop is to create respectful workplaces by increasing your knowledge and skills in recognizing, preventing, and effectively dealing with discrimination and harassment that affect the workplace.

### **Film Screening and Discussion with the Filmmaker, Steev Hise: *On the Edge***

Day: Wednesday  
Date: March 12<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: YWCA, 525 N. Bonita Ave.  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

*On The Edge* is a documentary covering the brutal murders of hundreds of poor young women in the border town of Ciudad Juárez, Mexico, murders that have been repeatedly ignored and unresolved by police and governments since 1993, despite the continued and persistent efforts of family members and activists to obtain justice for the victims. Rather than provide an easy, murder-mystery style solution to the crimes, the film sets out to explain the social, cultural, and economic factors that have created this situation where the killings can continue, and continue to go unpunished. In addition to explaining the circumstances, *On The Edge* situates the Juarez killings in the context of wider political and economic trends, showing the audience that this is not just an isolated phenomenon in one far-off city, but a glimpse at a nightmarish future for much of the world, unless something is done to prevent it. A discussion with the filmmaker and local feminist activists will follow. Refreshments and snacks will be provided.

### **The 7<sup>th</sup> Annual Women's Health Symposium**

Day: Saturday  
Date: March 15<sup>th</sup>, 2008  
Time: 8:30 a.m. – 3:00 p.m.  
Location: Student Union Memorial Center, Grand Ballroom  
Contact: Mark Dickinson, 626.3261 or [mdickins@email.arizona.edu](mailto:mdickins@email.arizona.edu)  
Sponsor: UA College of Medicine, Psychiatry Department

The Women's Mental Health Program at the UA College of Medicine is dedicated to public education and this symposium has been organized to meet the educational needs of all who are interested in these compelling mental health topics, specific to women. In relation to the goal of improving patient care, participants of this symposium will be able to discuss updated issues related to the Women's Mental Health Program, identify integrative approaches to anxiety, distress and depression, and examine a variety of topics related to women's mental health.

### **Successful Searches**

Day: Wednesday  
Date: March 19<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.  
Location: Student Union Memorial Center, Mesquite Room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

Ever wonder which questions are permissible in an interview? Not clear about how affirmative action works when you recruit and hire? Need help and resources for increasing the diversity of your pool? The answers to these questions, as well as many others, will be the focus of this workshop.

### **Systems of Oppression**

Day: Tuesday  
Date: March 25<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, [jhoefle@email.arizona.edu](mailto:jhoefle@email.arizona.edu)  
Sponsor: Social Justice Leadership Center

How does oppression manifest in our institutions? This workshop looks at the dynamics of oppression and focuses specifically on how it is institutionalized. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

### **Student Diversity Meeting**

Day: Wednesday  
Date: March 26<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 325W  
Contact: Andre Rubio, [arubio3@email.arizona.edu](mailto:arubio3@email.arizona.edu)  
Sponsor: ASUA

This monthly meeting is an opportunity for students from various cultural organizations to meet and discuss campus diversity efforts. These meetings can help students to better understand the services that ASUA has to offer to diversity groups. Additionally, these meetings serve as an effort to unite the student diversity front. Attendees will propose recommendations for the ASUA Student Body President as well as for campus diversity organizations such as the President's Diversity Coalition.

### **Monthly Career Development/Mentoring Sessions: Your Research and the Media**

Day: Friday

Date: March 28<sup>th</sup>, 2008  
Time: 12:00 p.m. – 1:00 p.m.  
Location: Douglas Building, Room 102  
Contact: Linda Brewer, 626-6697, lbrewer@vpr.arizona.edu  
Sponsor: CREO, ADVANCE

Presented by Mari Jensen, Science Writer and Editor for University Communications. Each month ADVANCE hosts an informal career development and mentoring session for graduate students, post-doctoral scholars, and faculty in science, technology, engineering, and mathematics (STEM) fields to discuss strategies for success in academia. These sessions are part of a series featuring senior faculty in STEM fields discussing their pathway to leadership, career trajectory, and work/life balance. Additional topics may include presenting scientific research to the media, strategies for writing successful grant proposals, and developing professional networks within the scientific community.

#### **April: Asian Pacific American Heritage Month**

Day: TBA  
Date: Month of April  
Time: TBA  
Location: TBA  
Contact: Marc Johnston, 621-3481, apasa@email.arizona.edu  
Sponsor: Asian Pacific American Student Association (APASA)

While the National Asian Pacific American Heritage Month is recognized in May, on the University of Arizona campus, April is the time of celebration! Look out for a month of events and programs aimed at increasing awareness of the diverse Asian Pacific American community. Please visit the APASA website for more information and updated events: <http://apasa.web.arizona.edu>.

#### **Women's Resource Center Film Screening: Hot and Bothered: Feminist Pornography**

Day: Thursday  
Date: April 3<sup>rd</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

*Hot and Bothered: feminist pornography* takes a rare and empowering look into the pornography industry and feminist community to see how they intertwine within the politics and poetics of female sexuality. It shows women who are committed to making and supporting pornography that includes their feminist values and will go up against an entire industry, stereotypes, and sexism to get what they want. Who better to claim the adult industry for themselves than the women it depends on? Please note there is nudity and explicit material in this documentary.

#### **Creating Respectful Workplaces: Discrimination and Harassment Prevention**

Day: Tuesday  
Date: April 8<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.  
Location: Student Union Memorial Center, Mesquite Room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona is committed to creating and maintaining an environment free of unlawful discrimination, including harassment, and all members of the University community are responsible for fulfilling this commitment. The goal of this workshop is to create respectful workplaces by increasing your knowledge and skills in recognizing, preventing, and effectively dealing with discrimination and harassment that affect the workplace.

**ADVANCE Speaker: Alice H. Eagly, *Through the Labyrinth***

Day: Thursday  
Date: April 10<sup>th</sup>, 2008  
Time: 12:00 p.m. – 2:00 p.m.  
Location: Student Union Memorial Center, Catalina Room  
Contact: Linda Brewer, 626-6697, [lbrewer@vpr.arizona.edu](mailto:lbrewer@vpr.arizona.edu)  
Sponsor: CREO/ADVANCE, Diversity Resource Office, and the BIO5 Institute

Dr. Alice Eagly is professor of psychology at Northwestern University and co-author of *Through the Labyrinth: The Truth About How Women Become Leaders*, a recently released book on the maze of obstacles to women moving into upper management. Dr. Eagly describes her interests as “the psychology of gender, especially sex differences in similarities in leadership, prosocial behavior, aggression, partner preferences, and sociopolitical attitudes. The content of stereotypes. Social role theory as a theory of sex differences and similarities and of the origins of sex differences in social behavior. Attitude theory and research, especially attitudinal selectivity in information processing.” She is the author of several books including “The Psychology of Gender” (2004).

**Current Issues in Social Justice: Media Matters**

Day: Tuesday  
Date: April 15<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, [jhoefle@email.arizona.edu](mailto:jhoefle@email.arizona.edu)  
Sponsor: Social Justice Leadership Center

This Workshop considers a current issue and how it relates to Social Justice. How does the media impact what we perceive as justice? This workshop incorporates the *Media that Matters Film Festivals* to deepen our discussion and investigation of social justice. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

**Take Back the Night**

Day: Tuesday  
Date: April 15<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: UA Mall  
Contact: Carly Thomsen, 621-3919  
Sponsor: Women's Resource Center

Survivor Speak Out and rally against violence in our communities.

**Creating an Inclusive Workplace: A New Approach to Discrimination Prevention for Supervisors**

Day: Wednesday  
Date: April 16<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.  
Location: Student Union Memorial Center, Mesquite room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona strives to be a diverse and inclusive community and aspires to create an environment that stimulates each member of our community to achieve his or her full potential. This workshop discusses the legal and policy reasons for providing a workplace free from discrimination and harassment, and describes how inclusion complements those efforts by respecting and valuing our differences.

**Women's Resource Center Film Screening: No! Confronting Sexual Assault**

Day: Thursday  
Date: April 17<sup>th</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

*No!* provides a comprehensive lens to examine the impact of sexual violence on Black women and girls—calling to task in particular the behaviors and attitudes of Black men in reinforcing a pervasive cultural assault. This film includes insightful analysis from leading Black feminists, interviews with national violence prevention leaders and testimonials from sexual assault survivors who defy victimization.

**Campus forum: Increasing Awareness of the Needs of Working Students on Campus**

Day: Thursday  
Date: April 17<sup>th</sup>, 2008  
Time: 2:00 p.m. – 4:00 p.m.  
Location: University Services Building, Room 312

Contact: Diana Rix, 626-8201, [drix@email.arizona.edu](mailto:drix@email.arizona.edu)  
Sponsor: Evening & Weekend Campus

The Evening & Weekend Campus is organizing this discussion session to bring students, faculty and administrators together to brainstorm strategies for making our campus more responsive to the needs of working students. Students are invited to come and discuss ideas of unconscious bias and other challenges they face as working students. Faculty and administrators are encouraged to come and help us find ways to make our policies and programs more accessible to students with family and work obligations that restrict their availability during traditional class hours.

### **Day of Silence**

Day: Friday  
Date: April 18<sup>th</sup>, 2008  
Time: 9:00 a.m. – 9:00 p.m.  
Location: UA Mall  
Contact: Rossivel Reid-Correa, 621-7578, [rreidcor@email.arizona.edu](mailto:rreidcor@email.arizona.edu)  
Sponsor: UA Pride Alliance

A nationally recognized event where students choose to be silent to address the silence in honor of the hardships that the LGBTQ community has to overcome.

### **15<sup>th</sup> Annual Lotus Laureate**

Day: Saturday  
Date: April 26<sup>th</sup>, 2008  
Time: 6:00 p.m. – 9:00 p.m.  
Location: Student Union Memorial Center, South Ballroom  
Contact: Marc Johnston, 621-3481, [apasa@email.arizona.edu](mailto:apasa@email.arizona.edu)  
Sponsor: Asian Pacific American Student Association (APASA)

Over two hundred accomplished Asian Pacific American students graduate every year from the University of Arizona. For the past 15 years, Lotus Laureate has provided a unique opportunity for proud parents, faculty, staff, and both the University of Arizona and Tucson communities to honor the graduates and celebrate their accomplishments. Join us for dinner, performances, awards, and so much more!

### **Stand Up! Being a Change Agent, Ally or Advocate**

Day: Tuesday  
Date: April 29<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 404  
Contact: Jennifer Hoefle, 621-8046, [jhoefle@email.arizona.edu](mailto:jhoefle@email.arizona.edu)  
Sponsor: Social Justice Leadership Center

What is an Ally? What is an Advocate? Are you an Agent of Change? This workshop reflects on

the responsibility we have to take action and explores ways to effectively stand up for social justice. This workshop series can be credited toward your Social Justice Leadership ATLAS certificate. For more information about these workshops or the ATLAS program call 621-8046.

### **Student Diversity Meeting**

Day: Wednesday  
Date: April 30<sup>th</sup>, 2008  
Time: 5:00 p.m.  
Location: Student Union Memorial Center, Room 325W  
Contact: Andre Rubio, arubio3@email.arizona.edu  
Sponsor: ASUA

This monthly meeting is an opportunity for students from various cultural organizations to meet and discuss campus diversity efforts. These meetings can help students to better understand the services that ASUA has to offer to diversity groups. Additionally, these meetings serve as an effort to unite the student diversity front. Attendees will propose recommendations for the ASUA Student Body President as well as for campus diversity organizations such as the President's Diversity Coalition.

### **Women's Resource Center Film Screening: Be Fruitful & Multiple**

Day: Thursday  
Date: May 1<sup>st</sup>, 2008  
Time: 7:00 p.m.  
Location: SBS Annex (1443 E. 1<sup>st</sup> St.), Conference Room  
Contact: Nettie Silleck, 621-3919  
Sponsor: Women's Resource Center

How does it feel to have been pregnant or breastfeeding for most of your unmarried life? The film profiles four ultra-orthodox Jewish women in the U.S. and Israel, documenting their daily routines. In interviews, each of the women discuss their lives, focusing on their belief in the traditional and distinctive roles for women and men dictated by Jewish religion as well as on the condition of perpetual motherhood as the "natural" and desirable state of being for women.

### **Creating Respectful Workplaces: Discrimination and Harassment Prevention**

Day: Tuesday  
Date: May 20<sup>th</sup>, 2008  
Time: 9:00 a.m. – 11:00 a.m.  
Location: Student Union Memorial Center, Mesquite Room  
Contact: Register online <http://www.fp.arizona.edu/affirm/info.htm>, 621-9449  
Sponsor: The Equal Opportunity and Affirmative Action Office

The University of Arizona is committed to creating and maintaining an environment free of unlawful discrimination, including harassment, and all members of the University community are responsible for fulfilling this commitment. The goal of this workshop is to create respectful workplaces by

increasing your knowledge and skills in recognizing, preventing, and effectively dealing with discrimination and harassment that affect the workplace.

**Marking the Solstice: A Multicultural Celebration**

Day: Saturday

Date: June 21<sup>st</sup>, 2008

Time: 4:30 p.m. – 9:30 p.m.

Location: Front Lawn of the Arizona State Museum

Contact: Lisa Falk, 626.2973 or [falk@email.arizona.edu](mailto:falk@email.arizona.edu)

Enjoy a multitude of hands-on activities, songs, stories, dances and demonstrations relating to the summer solstice from a wide variety of cultures. Learn about seasonal cultural traditions, astronomy, weather patterns, natural energy, harvesting, plants, and animals of the region, and so much more. Bring a blanket or lawn chairs for a full evening of FREE family fun.