PRESIDENT’S COMMISSION ON THE STATUS OF WOMEN

25th Anniversary
May 5, 1988

Ms. Doris E. Cross
Director, Upward Bound Program
Millersville University
Adams House
Millersville, PA 17551

Dear Ms. Cross:

I am pleased to appoint you to serve as Chairperson of the Commission on the Status of Women.

The primary function of the Commission is to act as a liaison body among faculty, staff, and students, in addition to advising the President on matters pertaining to the status of women at Millersville University.

Enclosed is a list of the Commission’s members, and a copy of "The New Agenda of Women for Higher Education: A Report of the ACE Commission on Women in Higher Education."

The Commission will play an integral role in the University’s efforts to create a climate for women which recognizes the unique contributions of women to the institution, encourages and supports their professional development, and meets their educational needs.

I commend your willingness to accept the challenge of developing the Commission’s early direction. The first meeting is scheduled for Thursday, May 12, 1988, at 11:30 am in the Old Main Room, Gordonier Dining Hall. Lunch will be served.

Sincerely,

Joseph A. Caputo
President
/sp
Enclosures

Dr. Caputo appoints Doris Cross as the first Chairperson of the Commission.
Commission on the Status of Women Launched

“This is the first time Evelyn and I have ever given a lecture together,” commented Judge Leon Higginbotham Jr. as he took the lectern after his wife had presented a 20-minute historical overview of the legal rights of blacks and women.

Appearing as living testimony to their message—that continued progress in America toward racial and sexual equality represents the justice toward which we must strive—the Higginbothams launched the activity of Millersville’s new Commission on the Status of Women.

Mrs. Higginbotham, who teaches at the University of Pennsylvania, traced the legal decisions that have affected women and blacks since the founding of the United States. Until well into the 20th Century, most of those decisions worked to deprive or restrict rights and to reinforce views of humans as property.

Indicating that the goal of equal opportunity for all “still falls under the category of America’s unfinished business,” Mrs. Higginbotham suggested that “we take the good rather than the bad from America’s history” and build from that.

Her husband, who serves on the 3rd Circuit Court of Appeals, was appointed to the federal bench in 1963 by President John F. Kennedy. He pointed out that the three major historical figures of America, Thomas Jefferson, George Washington and Patrick Henry were all slave owners and that in 1776 a slave who ran away could be executed for the crime of stealing property. “We have a tendency to suggest that the evil has occurred because of evil people. But many have been denied freedom by good and reputable people.”

He talked about techniques in universities to avoid hiring women and minorities and urged the Millersville Commission to move from words to action. What is done that is measureable will determine “if there is success or if this is just a public relations gimmick.” The University, he said, has an obligation to promote pluralism and diversity. “Be a commission of change,” he added.

Doris Cross (left) and Mr. and Mrs. Higginbotham Jr. helped launch MU’s Commission on the Status of Women.

Commission Members

The membership of the Commission on the Status of Women include Doris Cross, chairperson, Marlene Arnold, Lynn Campbell, Michael Ceddia, Linda Clark, Jennifer Crissman, Russell DeSouza, Gerald Eckert, Howard Ellis, Katherine Green, Patricia Hopson-Shelton, Lisa Mordecai, Agharese Ness, Marjorie Trout, Zeniada Uy, and Susan Witmer.
Commission on Women to Have Active Year

The MU Commission on the Status of Women, quite active during its 1988-89 inaugural year, has set a variety of goals for 1989-90.

First on the agenda, the Commission’s Research and Review Team will analyze its statistical information on the status of women at Millersville and publish the findings, says Doris Cross, Commission chairperson. “And we will continue our data collection activities which include the subsequent development and dissemination of surveys to faculty, staff and students.”

Also this year, the organization will endeavor to: develop and submit for administrative review an Inclusionary Language Policy that personnel will refer to when formulating campus documents; link activities of the Women of Color Subcommittee with the Commission on the Status of Diversity, a group which was formed last year; assist in efforts to establish a Women’s Studies minor; investigate the possibility of a Women’s Center on campus; examine the feasibility of a low-cost day care facility for children of University employees and students; schedule a workshop for women students on self-esteem, peer harassment and alcohol/drug abuse issues; recommend advancement opportunities for clerical personnel; and examine the issue of peer harassment and work with the Student Affairs Office to develop education programs to address that issue.

In addition, Ms. Cross noted that the Commission will continue its efforts to educate the University community on women’s issues by working with various University departments to bring distinguished speakers to campus.

The Commission, launched officially last fall with a dinner featuring speakers Judge Leon and Dr. Evelyn Higginbotham, participated in and sponsored a variety of activities during its first year: authored a chapter, “SSHE’s Commitment to Women,” for MU’s Interim Affirmative Action Plan; developed guidelines and procedures for participation in Bryn Mawr’s Summer Institute for Women in Higher Education Administration; co-sponsored Millersville’s first Women’s Issues Conference with keynote speakers Eleanor Holmes-Norton and Dr. Jean Quataret; spearheaded the selection of persons to participate in SSHE’s Leadership Institute for Undergraduate Women; and developed a draft of a sexual harassment policy for the University.

Also during the year, the Commission, in cooperation with the Office of Human Resources Management, honored the support staff with a staff recognition day.

The Exchange
7 September 1989
WOMEN’S ISSUES CONFERENCE, SPRING 1989

First Annual
WOMEN’S ISSUES
Conference

A Changing World for Women and Men

March 3-4, 1989
Sponsored by Millersville University and Meridian Bancorp, Inc.
Dr. Jean H. Quataert is a professor of History and the director of Women's Studies at the State University of New York at Binghamton. After receiving a Ph.D. in German history from the University of California at Los Angeles in 1974, Dr. Quataert taught at the University of Houston at Clear Lake City until 1986. There she received two University awards for excellence in teaching. Her scholarly publications in the area of German and European women's history have also been highly acclaimed. One of her most important recent publications is the textbook *Connecting Spheres: Women in the Western World, 1500 to the present* (Oxford University Press, 1987), which she coauthored with Marilyn Boxer. She is also the author of an important scholarly monograph, *Reluctant Feminists in German Social Democracy, 1885-1917*, published in 1979 by the Princeton University Press. Her article, "The Shaping of Women's Work in Manufacturing: Guilds, Households and the State in Central Europe, 1648-1870," published in the *American Historical Review* in 1985, received prizes from both the Conference Group on Central European History and the Berkshire Conference of Women Historians.

Jean Quataert has addressed a wide range of professional, student, and community groups.
Chair of the United States Equal Employment Opportunity Commission in Washington, D.C. from 1977 to 1985, Eleanor Holmes Norton is now a professor of law at the Georgetown University Law Center. Professor Norton has been widely hailed by rights activists and employers alike for her unique ability to effect change. She is a recognized authority on an impressive range of domestic issues, including affirmative action, comparable worth, family issues, and race and sex matters.

Eleanor Holmes Norton was the first woman to chair the EEOC and, prior to that, the New York City Commission on Human Rights. She is highly regarded for her work in developing equal employment law and policy, and in using lean, efficient systems that reformed EEOC operations and reduced its large backlog of cases for the first time in the agency’s history. Her tenure won praise from business, rights groups and the public alike.

She was educated at Yale Law School, Yale Graduate School (M.A., American Studies) and Antioch College. She co-authored a book, Sex Discrimination and the Law: Causes and Remedies, and is currently writing a book about the development and impact of anti-discrimination law and affirmative action remedies in an effort to help clarify public understanding. She has received many honors, including 28 honorary degrees, and serves on a variety of boards, among them, the Rockefeller Foundation, the Yale Corporation, the Martin Luther King, Jr. Center for Social Change and the Pitney Bowes Corporation.
COMMISSION CHAIRPERSON: DORIS CROSS
# Sexual Harassment Policy

**A Matter Of Respect**

**Guidelines For Combating Sexual Harassment at Millersville University**

**What Is Sexual Harassment?**
- Sexual harassment occurs when you personally conduct or engage in behavior that is intentionally communicated or otherwise communicated to another person and that has the purpose or effect of unreasonably interfering with his or her educational or employment opportunities or activities.

**What Can You Do About Sexual Harassment?**
- Report it to a trusted individual.
- Contact the Title IX Coordinator.
- Use the confidential process.
- Take legal action.

**Who Are Victims Of Sexual Harassment?**
- Anyone who is subjected to sexual harassment.

**Where Can You Get Help?**
- Contact the Title IX Coordinator or the campus Gender Equity Office.
- Use the confidential process.

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**Things To Consider**

While sexual harassment can happen to both men and women, women are usually the victims. Many men and women have been led to believe that a woman really wants to encourage unwanted sexual attention. She can do so, and that she is sexually available; the issue is whether it is really her. Men believe that a woman is "a yes woman" and therefore they do not accept her refusal. Further, when a man is in a position of power and or authority, such as a professor or employer, a woman may feel compelled or bound to submit. Sometimes people are being harassed too that the harassment may occur in the workplace. The truth is the situation could continue or get worse.

Millersville University is committed to provide equal educational opportunities to all of its students. Sexual harassment interferes with a student's education help us provide an environment free from sexual harassment by confronting and reporting it when it occurs.

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**Millersville University Sexual Harassment Policy Statement**

Millersville University reaffirms its commitment to maintaining a safe and healthy educational and work environment free from sexual harassment, as defined by state and federal law. The University expects all employees, students, and visitors to conduct themselves in a manner that is consistent with the University's mission statement and that promotes a respectful and safe environment for all members of the University community. Any person who engages in conduct that violates these guidelines will be subject to disciplinary action, up to and including termination of employment or academic study.

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**Matters Of Concern**

- Sexual harassment.
- Discrimination.
- Retaliation.

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MU Women's Issues Conference slated for early March

The second annual Millersville University Women's Issues Conference, titled "Women's Power," will be held Thursday and Friday, March 7 and 8. Sponsored by MU's Commission on the Status of Women, the State System of Higher Education's Social Equity Office and the Lancaster County Women's Coalition, the conference will feature two distinguished speakers and offer numerous concurrent sessions that focus on research and issues that relate to women's power today. All Conference activities will be held in MU's William Bolger Conference Center in Gordnier Hall.

Speakers include the honorable Catherine Baker Knoll, Pennsylvania State Treasurer, and Dr. Niara Sudarkasa, president of Lincoln University. Knoll will deliver the keynote address on March 7 following a dinner slated for 6:30 p.m. Dr. Sudarkasa will speak on March 8 after the noon luncheon.

The major goal of the conference, according to Dr. Carol Heintzelman, MU professor of social work and conference chairperson, is to provide an opportunity for individuals from a variety of backgrounds to meet in an atmosphere that encourages dialogue and support as they examine issues related to women and power. She also notes that conference participants will be able to browse through educational exhibits in the conference center and view an exhibit relating to Women's History Month in Ganser Library.

Students may attend any of the conference sessions free of charge. However, on-site registration with student I.D. is necessary and will be handled at registration tables in Gordnier's lobby. Meals are not included for students. Information on the conference, including specific workshops, is available in flyers that can be picked up at the SMC information desk.


Sessions on March 8 and their speakers include: "Women and Nuclear Disarmament," Dr. Suzanne Cherrin, assistant professor of women's studies, University of Delaware; "Women and the Glass Ceiling," Gretchen Holsinger, federal marketing manager for U.S. Sprint and a Colonel in the U.S. Army Reserves; "Women's Bodies and the Law," Dr. Martha Zingo, assistant professor of women's studies, University of Delaware; "Women in U.S. Politics," Dr. Marian Palley, professor of political science, University of Delaware; and "Violence in Women's Lives," Louise Williams, district justice, Lancaster Consolidated Court, and Susan Atkins, education specialist, Lancaster Shelter for Abused Women.

The Snapper
27 February 1991
Commission on the Status of Women
presents
Woman’s POWER
March 7-8, 1991
William H. Bolger Conference Center
Gordinier Hall
KEYNOTE SPEAKER, PENNSYLVANIA STATE TREASURER, CATHERINE BAKER KNOLL
DR. NIARA SUDRAKASA, PRESIDENT OF LINCOLN UNIVERSITY, SPEAKING AT LUNCHEON
PLANNERS, PARTICIPANTS AND SESSIONS
Women's Studies is an 18 credit interdisciplinary minor that involves courses in a wide array of traditional fields including history, anthropology, communication, business, health, education and literature.
The Commission on the Status of Women cordially invites you to a reception to be held on Monday, October 19, 1992, 3:00 - 4:45 p.m. at Old Main Room, Gordinier Hall. RSVP by October 13.
Women's Center

Open House and Ribbon Cutting Ceremony
March 16-18, 1993

The University campus community is invited to celebrate the opening of the Women's Center by attending the following events. All activities are free and require no pre-registration.

RIBBON CUTTING AND KEYNOTE SPEECH
Tuesday, March 16
6:30 p.m.
Ribbon Cutting Ceremonies
Monarch House Thruway
Remarks: Dr. Joseph A. Caputo, President, Millersville University
Dr. Emily Hargis, Vice Chancellor for Academic Affairs, SUNU
Dr. Linda Copps-Hahneman, Chair, Commission on the Status of Women
Hosts: Dr. Ruth Beams-Walter and Dr. Susan Link, Co-Chairs, Women's Center
4:45 - 5:30 p.m. Reception in Old Main Room, Boulder Conference Center
5:30 p.m.
Keynote Address
Lohr Room, Boulder Conference Center
Introduction: Dr. Susan Link, Co-Chair of the Women's Center
Speaker: Ms. Betty Friedman

EVENTS AND WORKSHOPS
March 16 - 18
10:30 a.m. to 4:30 p.m.
Montour House Open House
The Commission on the Status of Women will staff an open house and provide refreshments.

Wednesday, March 17
3:30 - 4:30 p.m. SMC 49
Isabelle Moncrief: A Self-Made Woman—From Slavery to Diplomacy
Her Family’s history reflects the century-long struggle between the races and British colonists. Though her remarkable intelligence and courage, the Pennsylvania-born child of one of the 3rd generation of Garnet graduates of the University of Pennsylvania and New York.

4:30 - 5:30 p.m. SMC 49
TOM: Total Quality Management and Support Staff
One step forward, two steps back—TOM: Where is the progress? Where will the support staff play in a TOM organization?

7:00 - 8:00 p.m. SMC 49
Black Women Writers: A Catalyst for Social Change

Thursday, March 18
3:30 - 5:30 p.m. SMC 49
Women’s Empowerment Through Food: Why and how has women’s relationship to food in U.S. culture become a source of oppression? How can women change their relationship to food and empower themselves?
Dr. Cheryl Haggan: Women’s Studies: Foundation, Role, and the Future

MILLERSVILLE UNIVERSITY’S WOMEN’S CENTER

At present, women’s centers are functioning university units, composed of the faculties of the women’s studies programs. The end of the State System of Higher Education in Pennsylvania. This March 1993 establishment of a Women’s Center at Millersville University was an important step toward the creation of an institution that will serve as an advocate and resource for women’s issues and activities.

The Millersville University Women’s Center, located in the Montour House at 165 George St., serves the students, faculty, and staff an environment which is committed to the enhancement of a wide spectrum of issues related to gender. Even though the primary focus of Millersville University’s Women’s Center is neither the physical or mental health of students, the Center’s mission is to provide a variety of services and programs that enriches the lives of all students, faculty, and staff.

The Commission on the Status of Women, responsible for the administration of all categories of campus women, is grateful to Millersville University administration for its support of the Montour House Women’s Center. It is a testament to the importance of women’s issues that the administrative services of the Center are provided by the Millersville University administration.
Betty Friedan to Speak at Women's Center Dedication

Dedication ceremonies for the new Women's Center in Montour House will be held on Tuesday, March 16, and feature a keynote address by Betty Friedan, nationally known women’s issues advocate.

The ceremonies will open with a 4:30 p.m. ribbon cutting at Montour House, which is located across from the Student Memorial Center. Those participating in and attending the dedication will then move to Bolger Conference Center for a reception to be followed by Friedan’s address at 5:30 p.m. The public is invited to all of these events without charge.

Friedan was the founder and first president of the National Organization for Women (N.O.W.), as well as the founder of the National Women’s Political Caucus. In September 1990, she was named by Life magazine as one of the 100 Most Influential Americans of the 20th Century.

Her first book, “The Feminine Mystique,” was the catalyst for the modern women’s movement. She also is the author of the controversial best seller, “The Second Stage,” and is now working on a book that will examine the problems of aging in America.

The dedicatory program is one element of a three-day celebration that will mark the official opening of the center. A number of workshops are planned for Wednesday and Thursday, March 17-18, in the Student Memorial Center; they will begin at 3:30 p.m. each day and focus on topics such as “Total Quality Management and Support,” “Women Students in Leadership” and “Women’s Empowerment Through Food.”

The Women’s Center at Montour House—named for Madame Montour, a woman of Native American and French descent who was prominent in American Indian affairs—will provide a wide range of services relevant to women’s concerns, according to Ruth Benns-Suter and Susan Luek, co-chairpersons of the Women’s Center Subcommittee of the
DEDICATION: BETTY FRIEDAN
COMMISSION MEMBERS WITH BETTY FRIEDAN AND DR. CAPUTO
PROGRAMES AT THE WOMEN’S CENTER IN THE SPRING OF 1993

Women’s Center

We're open! We have programs!! We need you!!!

WORKSHOP: “Abusive Relationships”
Leader: Dr. David Hill, Assistant Professor/Psychology
Dr. Kelsey Baskets, Associate Professor/Counseling & Human Development
TUESDAY, APRIL 27, 9:30 p.m.

SANDWICHES & SEMINAR: “Sexual Harassment”
Leader: Ms. Patricia Hopson-Shelton
Assistant to the President
for Social Equity & Diversity
Light lunch served (fplg.): sandwiches, cookies, beverages
WEDNESDAY, APRIL 28, 12 noon

PLANNING SESSION: Women’s Center Volunteers
Your chance to help make the Center what you want it to be!
Everyone welcome! Men included!
Leader: Ms. Virginia Stewart
Women’s Center Coordinator
WEDNESDAY, APRIL 28, 9:30 p.m.

SANDWICHES & SEMINAR: “Sexual Harassment”
Leader: Ms. Patricia Hopson-Shelton
Light lunch served (fplg.): sandwiches, cookies, beverages
TUESDAY, MAY 4, 1993, 12 noon

FILM & DISCUSSION: The Color Purple
Leader: Ms. Jennifer Zanck, Leadership Conference Representative
TUESDAY, MAY 4, 1993, 7 p.m.

WORKSHOP: “Self-Esteem”
Leader: Ms. Sara Lindeley
Health Information Coordinator
WEDNESDAY, MAY 5, 1993, 9:30 p.m.
IN 1993-1994 THE WOMEN’S CENTER PRESENTED THE INAUGURAL SERIES EMPOWERING WOMEN

Empowering Women
Programs by the Women’s Center, Millersville University

Women’s Center

The Women’s Center of Millersville University is pleased to present its inaugural series of programs for the 1993-94 academic year. The Empowering Women programs should be of interest to all women and men in the Millersville/Lancaster community.

All presentations take place on Tuesdays at 12:15 p.m. and will last approximately 30-40 minutes. The programs are free and open to the community at large.

Guests are invited and encouraged to stay for lunch and informal conversation after the programs. An inexpensive buffet is available in Lehr Dining Room, the University dining facility located in Gordinier Hall.

Parking spaces may be found in one of three lots near the Boiger Conference Center in Gordinier Hall, which is located at the corner of South George and James streets: one behind Gordinier Hall, another directly across James Street from the first, and a third parking lot beyond the Student Memorial Center on South George Street.

For additional information, please call the Women’s Center at 871-2241.
Women Empowering Women

A Mentoring Program at Millersville University

Sponsored by:
The Women's Center
Montour House

A chance for students to move beyond the classroom...

Professional women on campus and in the immediate community have expressed an interest in being mentors to college women like you.

They're willing to share experiences and advice, and create a relationship that will benefit both themselves and you! As a matter of fact, they're just as eager to learn from you as you are to learn from them!

Women Empowering Women is undoubtedly one of the best ways to develop an empowering relationship with a woman who has completed college or prep school and gone on to a successful career.

So How Do You Get With the Program?

Stop at the Women's Center, Montour House, and pick up an application survey. (Request for survey on back of this brochure.) Return it to us; we'll match you with a mentor who has similar interests, then contact both of you to set up a time when we can get acquainted and discuss goals.

The chance to make a difference in the life of a college woman...

Professional women and M.U. faculty and staff can make that difference. Be a part of Millersville University's Women Empowering Women Mentorship Program.

We know you have a busy schedule and lots of responsibilities, but we're hoping you'll agree to mentor a student who wants to learn from your experiences. We believe you'll both gain some valuable insights!

You can give them something, they can't find in books!
Here's how you sign up...

To take part, simply fill out one of our application surveys and return it to the Women's Center, Montour House, P.O. Box 1002, Millersville University, Millersville, PA 17551-0302. (Request for survey on back of this brochure.)

Once we receive your information, we'll match you with a student who has similar interests, then contact both of you to arrange a meeting to discuss goals and get acquainted.

Questions? Call 871-2241 weekdays between 8:30 a.m. and 5:00 p.m.
Empowering Women Through Personal Development

- personality traits and self perceptions
- how these factors affect women's lives
- strategies to cope with these factors

Dr. Rita R. Smith-Wade-El
Professor of Psychology
Assistant Chair of Psychology Department

Tues. Feb. 1 at 12:15

Audubon Room
Gordinier Hall
S. George St.

Sponsored by
Women's Center
871-2241
EMPOWERING WOMEN

SPRING, 1996

Wednesday, March 6
12-1 p.m.
Old Main

"Planning for Your Security"

Dr. Bernice Rydell
Vice President, Finance and Administration

Women are constantly finding that they lack the financial skills and understanding to feel secure in their personal future. Discussion will focus on ways in which women can take control of their lives now and tomorrow through financial preparedness.

Dr. Rydell has been with the University since July 1993, serving as Vice President of Finance and Administration. She has been in the higher education finance field for over 20 years.

Besides a Doctorate in Labor Education with a secondary emphasis in Economics and Higher Education, Dr. Rydell's qualifications in areas of finance include service on many committees related to Labor Relations and Finance in the state of New Jersey, as well as acting as a panelist for several programs sponsored by the American Council on Education's National Identification Program on budgeting and conflict resolution. She is also a board member of the TWCA of Lancaster and is its current Treasurer, Chair of the Finance Committee and Chair of the Annual Banquet.

Thursday, April 11
12-1 p.m.
Matinee Room

"Control Stress: Learn the Art of Free Play"

Dr. Ed Silverman, Ed.D.,
Individual, Group and Family Psychotherapy

Learn to create a non-threatening environment through Free Play. Explore the concept and find out about the difference between Free Play and Games. In the words of Friederich Schiller, "Man only plays when he is in the fullest sense of the word a human being; and he is only fully a human being when he plays."

Dr. Silverman is a psychologist in full-time, private practice. He specializes in individual, group and family psychotherapy. He also consults with schools and various agencies.

He is certified in Rational-Emotive Therapy, having trained with Dr. Albert Ellis. Dr. Silverman is certified in Gestalt Therapy as well. His residential training was completed at the Stinlin Training Center in Gestalt Therapy, Big Sur, California. He has also had training and supervision with Daniel Rosenblatt, Ph.D., and Laurel Prieo, who with her husband, founded Gestalt Therapy.
In October 1993, the Women’s Center first opened its doors to students of Millersville University. The center is financed by the University and is under the direction of graduate assistant Virginia Stewart. Several women educators also volunteer their time for the Center as does Unity, a group of student volunteers.

The Women’s Center offers a variety of workshops on subjects ranging from contraception to women’s health issues. It provides various presentations for classrooms and groups. The Women’s Center is also sponsoring a series of programs about serious issues concerning women in today’s society. This series is entitled “Empowering Women” and each program features a different speaker. The series is held one Tuesday a month.

Aside from its various programs and workshops, the Women’s Center also offers a library. This research library is stocked with books, periodicals, videos, and other literature concerning women. The library is open to both the male and female population of Millersville. In March, Women’s month, the Women’s Center provided a variety of special events and workshops. These events celebrated women’s accomplishments and also dealt with issues concerning women.

The Women’s Center is planning on expansion. It is looking to start a small variety of groups including discussion and support groups. It’s thinking about developing mentor and personal development programs as well, attempting to focus on gender issues concerning both men and women. The Women’s Center is off to a great start. It has accomplished a great deal in the few months it has been operating. It is looking to accomplish a great deal more.

Nicole Kowalski
CULTURE CONSCIOUSNESS:
The Making of African-American Women's History
presented by

Dr. Darlene Clark-Hine
Professor
John A. Hannah Professor of American History
at Michigan State University


Thursday, March 2
8:00 p.m. Myers Auditorium, McComsey Hall

Sponsored by: V.P. for Advancement, V.P. for Student Affairs, Social Equity and Diversity, Women's Studies, Women's Center, Dean of Humanities & Social Sciences, Commission on the Status of Women

The Snapper
8 March 1995

Women's History Month

Speaker discusses African-American women's history

BY HENRY GILBERT
Snapper Reporter

Few people probably know the rags-to-riches story of Madame C.J. Walker.

This woman, raised in a sharecropper's shack in Indiana, became a black entrepreneur by manufacturing and selling her own line of hair care products. Her business market eventually reached as far as South America and England.

These type of success, human-interest stories led Darlene Clark Hine to understand the importance of knowing the history of African-American women. Hine, a history professor at Michigan State University, spoke Thursday about African-American women's history in the United States.

She began her lecture by stressing the importance of education — both formal and self-education. According to Hine, self-education is "the education you give yourself" through reading and discovery of the world.

Hine recognized the importance of African-American women's history through self-education and stressed much can be learned outside the realm of textbooks.

In 1990, Hine was asked to write a historical account of African-American women in Indiana. She felt this would be an impossible task, considering she had learned very little about African-American women's history in all her formal education. " Apparently nobody had even thought black women were important enough to write a history of," Hine said.

Hine began rooting through sources for six months. These sources were things that had been sitting in people's attics and basements: documents, photos and other artifacts. The experience proved to be fulfilling and enlightening for Hine.

"It was as if a whole universe unfolded before me," Hine said. "I never knew the kinds of institutional building blocks that black women had been engaged in...but because they did not occupy the more visible positions in leadership, they were all but invisible in the historical background."

The book was entitled "When the Truth is Told: Black Women's Culture and Community in Indiana." After a struggle trying to get funding, all the sources were researched further and placed into an African-American woman's archives both at the Chicago and Indianapolis Historical Societies.

When Hine had been going through the sources, she kept coming across the name Madame C.J. Walker.

"C.J. Walker was the first black woman to make a million dollars," Hine said.

According to Hine, this is a remarkable achievement, but even more remarkable considering that at this time, the social status of African-American women was extremely low.

Walker also had put much of her money into the African-American community and organizations that would later have important roles in the Civil Rights Movement and the uplifting of African-Americans from the white-hand oppression. "She was instrumental in giving women respect and acceptance as a model for black women's autonomy," Hine said. "Much of what happened in the black community in terms of protest and the Civil Rights Movement was built upon the base of economic contributions and support of employed black women."

Hine said after this process of discovery, she now focuses most of her work on African-American women's history. "It is a history yet to be told," she said.
What is Women’s Studies?

Find out about one of Millersville’s exciting new minors!

Come to the Women’s Center (Montour House) on Wednesday, September 11 at 7:30 p.m.

Talk to faculty and students of the minor. Discussion led by Dr. Nancy Smith

There will be refreshments!

Questions? 871-2241
DR. BARBARA STENGEL EXPLAINS THE UNIQUENESS OF THE WOMEN’S STUDIES PROGRAM

MU’s Women’s Studies unique

To the Editor:
On Nov. 15, well over 100 Millersville students and faculty members had the opportunity to hear Christina Hoff Sommers, a philosophy professor from Clark University, present the views expressed in her two-year old book Who Stole Feminism? How Women have Betrayed Women. It was a particularly disconcerting experience for me since she was talking about me when she charged that Women’s Studies faculty deliberately falsify statistics in order to bring impressionable young women to hate men.

I teach a Women’s Studies course called “Women and Education: Socialization and Liberation.” I don’t use many statistics since it is primarily a philosophy course. I don’t deliberately falsify ANY information, though I confess I sometimes do make mistakes. I don’t want anybody to hate anybody else. Needless to say, I didn’t recognize myself in her words.

The crux of Sommers’ view is that there are two kinds of feminists, equity feminists who want for women what men have (good) and gender feminists who blame men for everything and teach young women to be victims (bad). I ran into trouble here too, because I am definitely a feminist but I don’t fit into either category.

I don’t want women to have the same kind of opportunities men have; I want both men and women to have transformed opportunities for real human growth. In that sense, I am “radical,” that is, I want social analysis that goes to the root of our experience and lets us reconstruct that experience in line with our shared vision.

Neither do I teach women to be victims. I couldn’t if I tried, but in any case, it doesn’t need to be taught. Too many women have their own experiences of “victimization” as a result of rape, sexual harassment, employment discrimination, etc.

I don’t want women to have the same kind of opportunities men have; I want both men and women to have transformed opportunities for real human growth.

Barbara S. Stengel

Commentary

Many others, thankfully, do not. But when any woman is subjected to oppression, hardship or mistreatment simply because she is a woman, that is one victim too many, and the reality of that experience must be addressed constructively.

Finally, I do not “blame men for everything.” First, blame is not a constructive category. Second, I accept historian Gerda Lerner’s contention in The Creation of Patriarchy that women are complicit in the creation and maintenance of a patriarchal (male privilege) social system, that such a system could not exist without the acquiescence and participation of women. Women can then choose not to participate and, in refusing to participate in unequal relations, be agents for change toward a social system that values both males and females for the full range of their mental, emotional and physical capabilities.

In my estimation, the 20th century American social system continues to be patriarchal, that is, it is structured in a way that privileges the position and prerogatives of white males. This is, I think, where Sommers and I disagree substantively. She views our socio-cultural system as acceptably structured, but wants to be sure that women have an equal opportunity to fill the slots available in this structure.

I view our socio-cultural system as built in such a way that male privilege is unavoidable. This would have been an interesting discussion, an important issue on which reasonable people could disagree on empirical and theoretical grounds.

Unfortunately, that conversation could not take place on Nov. 15 because Sommers’ caricatured both me any my position (a position I share with some, though not all, Women’s Studies faculty at MU and elsewhere). I would like to note that this conversation is taking place in a constructive, respectful way at Millersville in Women’s Studies courses, despite Sommers’ apparent assumption to the contrary.

As a teacher and scholar, as a feminist, as a Women’s Studies faculty member, I welcome wider participation in this discussion by all members of the Millersville community.

Barbara S. Stengel
PROGRAMS THROUGHOUT THE YEARS

A Discussion of how Millersville women relate across racial lines.

Barriers and Bridges at Millersville

7-9 PM
SMC 43

Knowledge & Hope
A Breast Cancer Awareness Program

Night of Knowledge
October 29, 1996

Night of Hope
October 30, 1996
It's a people thing...

Feminism has many different definitions. One of them is:

Feminism is the enactment of the belief that all people, regardless of sex, race, sexual orientation or disabilities, deserve equal treatment, respect and opportunities.

DID YOU KNOW?

Feminism is not a dirty word.
Men can be feminists.
Not all feminists are lesbians and not all lesbians are feminists.
Feminism is not man-hating.
Feminists can be feminine.

Easy Ways to Be a Feminist

1. USE NON-SEXIST, NON-DISCRIMINATORY LANGUAGE.
   - Instead of...Use... (e.g., freshman, first-year student, chairman, chair, police officer, fireman, firefighter, mailman, mail carrier).
   - Don't use the "generic he" for all pronouns. Alternate between she and he in different examples or use s/he.
   - Understand the difference between sex and gender.

2. ENCOURAGE YOUNG GIRLS AND BOYS TO FOLLOW THEIR DREAMS, REGARDLESS OF CULTURAL EXPECTATIONS.
   - Teach a girl a sport.
   - Realize that boys can play with dolls and trucks.
   - Help girls excel in math and science.
   - Teach a boy to cook and sew.

3. GET INVOLVED.
   - Join clubs and attend programs that help improve the quality of life for all people.
   - Volunteer your time to help others.

4. INFORM YOURSELF.
   - Read newspapers, magazines and books to keep up with current issues.

"HE SAID...  THURSDAY, OCT. 27  SHE SAID..."

Men and Women in Communication:
Discussion sponsored by the Women's Center
SMC Room 161
7pm-8pm
THE BLACK CULTURE CELEBRATION
M.U. COMMISSION ON THE STATUS OF WOMEN
M.U. COMMISSION ON CULTURAL DIVERSITY
& WOMEN STUDIES
CORDIALLY INVITE YOU TO HEAR
THE 1997 HAZEL I. JACKSON
LECTURE

BELL HOOKS
AUTHOR AND DISTINGUISHED PROFESSOR OF ENGLISH
CITY COLLEGE IN NEW YORK
presents
"TEACHING TO TRANSGRESS"

TUESDAY, FEBRUARY 18, 1997 (*New Date)
Lehr Room, Bolger Conference Center
8 P.M.

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Integrating Lesbian Issues on Campus

Dr. Vivien Ng,
former president of NWSA
(National Women's Studies Association)

March 14, 1995
7-9 p.m.
SMC 123

The program will be preceded by
a light dinner with Dr. Ng
at 6 p.m.
Reservations are necessary.

Contact Kathy DiSanto at the Women's Center at 871-2241
or sign up with your R.A.
Sponsored by the Millersville Women's Center
and M.U. Allies
MOBILIZE FOR WOMEN'S LIVES!

STOP ALL VIOLENCE AGAINST WOMEN + STOP ANTI-ABORTION VIOLENCE
STOP THE WAR ON POOR WOMEN + STOP THE CONTRACT ON AMERICA

Be a part of the historic RALLY FOR WOMEN'S LIVES!

WE WON'T GO BACK!

RALLY, APRIL 9 Washington, D.C.

ASSEMBLE: 11 a.m., The Mall
RALLY: 12 noon

To Volunteer or For Information call 202/331-0066

Experience the CLOTHESLINE PROJECT, a gripping display of T-shirts by survivors of violence.

Attend the Young Feminist Summit on Violence.

October is Breast Cancer Awareness Month

Come to the Women's Center (Montour House)
Wednesday, October 8, at 7 p.m.
for an informational program on breast cancer.

Professor Adele Ruszak will discuss issues relating to breast cancer,
including the risk factors and how to perform self examinations.

This program is for women and men: breast cancer affects us all.

refreshments will be served
any questions? call 871-2241
PERSPECTIVES ON
WOMEN
AN EVENING OF
POETRY
FEATURING
BENJAMIN BORTEK
KIMBERLY CHESTNEY
DR. JOHN DOOLEY
ANN GASSER

MODERATOR: DR. M.P.A. SHEAFFER

*THERE WILL BE AN OPEN MIC SESSION*

WEDNESDAY
APRIL 26
7:30 P.M.
SMC 161

**SPONSORED BY THE WOMEN'S CENTER**
ANY QUESTIONS
CALL THE WOMEN'S CENTER AT 971-2241

LIGHT REFRSHMENTS SERVED

Perspectives
Through
Women's Voices
An evening of poetry sponsored by the

Women's Center

The Poets
Sandra Squire Fluck
Mary Jean Irion

Priscilla Oppenheimer
M.P.A. Sheaffer

Wednesday, November 16
7:30 p.m.

Student Memorial Center
Room 161

MILLERSVILLE UNIVERSITY
SEXUAL ASSAULT AWARENESS MONTH
APRIL

CLOTHESLINE PROJECT
(On display in the SMC lobby in front of the multi-purpose room)
A display of t-shirts made by survivors of sexual violence

9th
Shirt-making session from
7:30-10 p.m. on April 10 in SMC 123
*All materials will be provided for shirts

11th

TAKE BACK THE NIGHT
Candlelight vigil protesting violence against women
*7:30 p.m. at the Campus Pond (Brooks Gym in case of rain)

17th

"DOLORES CLAFORNE"
Based on a Stephen King novel, the movie is the story of a mother-daughter relationship affected by domestic and sexual violence
*7:30 p.m. in the Women’s Center

24th

Questions? Call the Women’s Center at 871-2241.

MU Women are invited to:

Sisters Under the Skin
Bringing Divided Sisters together...
Honest discussions about all women!

Brown bag lunch discussions!

Monday, March 16
Tuesday, April 7
Monday, April 20
Wednesday, May 6

Noon - 1 p.m.

At the Women's Center, Montour House

Bring your thoughts, questions, comments, insights, and your lunch!

Questions? Call 871-2241
"Take Back the Night"

is an annual program on women's empowerment

The Women's Center is searching for speakers for "Take Back The Night."

If you or someone you know is willing to share personal experiences of domestic, sexual or physical violence, please call Julie for a confidential conversation at x2241.

For many, the sharing experience is therapeutic and empowering.

It is another way for us to "Take Back the Night" and overcome our fears.

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Millersville University's Office of International Affairs and Women's Studies Program in conjunction with the League of Women Voters of Lancaster County invite you to:

“A World Free of Violence Against Women”

An International Videoconference sponsored by the United Nations Development Fund for Women (UNIFEM)

When: Monday, March 8th (International Women's Day)
8:30 a.m., Refreshments
9:30 - 11:00 a.m., Videoconference
Where: Stayer Multi-Purpose Room, Millersville University

This is a global videoconference that will link five sites: Mexico City, Nairobi, New Delhi, New York, and Strasbourg. It will feature women whose personal experiences with violence have inspired grassroots initiatives or policy changes. UN Secretary General Kofi Annan, UNIFEM Goodwill Ambassador and actor/singer Julie Andrews, Rwanda War Crimes Tribunal Member Judge Navanethem Pillay, human rights activist Bianca Jagger, and UN Special Rapporteur on Violence Against Women Radhika Coomaraswamy will be among those participating. Moderated by ABC News Correspondent Lynn Sherr, CNN Anchor Judy Woodruff, and ITN Anchor Daljit Dhalival, the global videoconference will focus on:

Domestic Violence

Trafficking in Women and Girls

Harmful Traditional Practices (honor killings, female genital mutilation)

Wartime Violence Against Women (rape, forced prostitution)

Please join us for this history-making broadcast to support women’s rights.

This is an invaluable opportunity for all students and advocates of human rights, public health, women’s issues, and social justice.

This event is open to the public. For more information, please contact the Office of International Affairs at 872-3884, or the Women's Studies Program at 871-2453.
EXPLORE
WOMEN IN RELIGION
AND YOUR OWN
SPIRITUALITY
AT THE
WOMEN'S CENTER
TUESDAY, OCTOBER 25
7-9 P.M.
MONTOUR HOUSE
18 S. GEORGE STREET

Women's Center
February 2000
Event Calendar

January 30th ~ The Labyrinth
go-sponsored by United Campus Ministries
Come walk through the pathway of lights. Take the
time to relax, rejuvenate, and revitalize yourself
before the spring semester begins.
12N - 5PM in the SMC Multipurpose room

January 30th and February 20th ~
Dinner and a Movie
To start the evening on January 30th, a spaghetti
dinner will be served, after which the movie "Courage
Under Fire," starring Meg Ryan and Denzel
Washington, will be shown. A brief discussion will
follow the film. February’s entrée will be salad and
pizza. The movie for February will be "The Kid.
Beginning at 8PM in the Montour House

February 3rd ~ All about the Women’s
Studies Minor at MU
Dr. Carol Gouthro, Acting Director of Women’s
Studies, will be hosting an information session on the
ins and outs of the Women’s Studies minor. Here is
a great chance to find out what a minor in Women’s
Studies can do for you.
7PM - 8PM in the Montour House

February 8th ~ The Super Woman
Syndrome: Sound Familiar?
How do women juggle careers, family, relationships?
Michelle DeStefano from the Women’s Medical Center
will be conducting a program aimed at deciphering the
multifaceted demands on females in today’s society.
7PM - 8:30PM in SMC room 101

February 9, 16, 23, March 1 and 8 ~
At Your Best
A five-week program that provides students with
education and support in dealing with nutrition, eating,
exercise, positive body image and self-acceptance.
Interested students should contact Kelsey Rockies
at ext. 3122 or Sara Lindsey at ext. 3841 for
additional information.
3PM - 4PM in SMC rooms 43 or 44

February 17th ~ Voter Registration
April 14th is a primary election day. Have you
registered to vote? Make your voice heard. Sign up
and make a difference.
10AM - 4PM in the SMC Banker Lobby

February 22nd ~ Journal Writing: Tools of the Trade
Barb Landis from the Life Enhancement Center will
be on hand to discuss the benefits, formats, tone,
and techniques of journal writing. She will be bringing
a variety of "hand on" items as examples.
7PM - 8PM in SMC room 44

February 29th ~ Laurie Daily: An
Artistic Message about Eating Disorders
This professional singer/speaker combines her
education, personal experience, soulful voice, and
powerful music in a unique inspirational presentation
about eating disorders. Sponsored by the Counseling Center, Student Services, the Women’s Center, and Women’s Athletics. Don’t miss it!
Beginning at 8PM in the SMC Club de Ville

All programs are FREE of charge!
All members of the MU community are
encouraged to attend!
However, space is
limited. Please call
1791-3244 or stop by
the Montour House to
reserve your spot
today!!!
PUBLICATIONS

Perspectives
On Women

MUsings
Kinship and Connection
Volume 2
Spring 2000
2002 Feature in the Touchstone: 
Take Back the Night

Anna Rose welcomed everyone to the event and noted that she did not expect so many people to come out because of the harsh temperature. Rose then said, "Thank you, everyone, for coming out to the seventh annual Women's Center Take Back the Night." Rose provided many statistics, which included the fact that "one in three women will be assaulted in their lifetime." She also noted that "a woman is beaten every fifteen seconds." These statistics astounded the crowd, which included both men and women. Mike Minic from the YWCA spoke following Rose on the topic of men and violence. "We are all victims," Minic explained.

The event went well and everyone that came to support it felt that they left with important information.

Take Back the Night is more than women empowerment. It also helps men who see you pledged to support and protect the women in their lives in cases of sexual assault and rape. The annual event of Take Back the Night occurred on Monday, April 29th in front of the SAC. Last year the gatherings had problems during the annual walk around the pond, because a few delinquent students in the surrounding buildings chose to live the night away. Some of these students were from the crowd of advocates. So this year instead of the walk to the pond, the group walked to a well-lit area in the Quad.

The event was sponsored by many groups including Phi Sigma Chi, Alpha Phi Alpha, Kappa Alpha Order, Alpha Xi Delta, Eta Kappa Nu, Eta Kappa Pi, Sigma Phi Delta, Sigma Delta Tau, Phi Alpha, MU Alpha, Malven, and of course, the Women's Center put it all together. Many Greek organizations attended to show their continued support for the event.

Students held signs of support during the rally. This year the students chose not to walk around the pond at the end.

Photo by Lee Wilson

"We are all victims," Minic explained.

The event went well and everyone that came to support it felt that they left with important information.

Students listen intently to each speaker during the rally. This year the students chose not to walk around the pond at the end.

Photo by Lee Wilson

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Photo by Lee Wilson
HONORING DR. BERNIE RYDEL, V.P. OF FINANCE AND ADMINISTRATION IN 2009
APRIL 2014: CELEBRATING 25 YEARS

The President's Commission on the Status of Women
25th ANNIVERSARY summit: Empowering Women to LOOK BACK to Move Forward

Millersville University
Bolger Conference Center & Student Memorial Center
Wednesday, April 9, 2014
9 a.m. to 4 p.m.

- How does one's body image affect impact the lives we choose?
- What actions/advocacy is needed to promote women's reproductive health?
- What can/can't community organizations do to promote equality for women?
- What can/can't governments do to promote equality for women?

Hosted by the President's Commission on the Status of Women and co-sponsored by the President's Commission on Cultural Diversity & Inclusion
Free. Lunch included. Registration required.
womens.commission@millersville.edu
717-871-2242