



Office of Human Resources

The Inclusion Council

Dear Colleague,

Our March Inclusion Council newsletter focuses on Women's History Month, highlighting the vital role women play in our communities. We focus in particular on the [Women's Center](#) here at the University and its efforts to advance gender equity. The center's mission is to "educate and inspire feminist leaders, advance an empowering intellectual environment, and advocate for an equitable University culture and community." As we continue learning together, we want to highlight a handful of great aspects of their work.

The Inclusion Council will host a [Zoom meeting](#) with a representative from the Women's Center on Tuesday (March 9) from 11:00 a.m. to noon. All are welcome to join.

[First Campus-Based Women's Center in the Country](#)



Founded in 1960 as the Minnesota Plan for Continuing Education of Women, the purpose of the center was to address the needs of women whose education had been interrupted by marriage and motherhood. It was the first such center at any U.S. university. The Women's Center leads a number of events and workshops each year, awards grants and scholarships for women students, runs the Women's Leadership Institute to develop leadership skills of faculty and staff, and serves as a resource for advocacy issues. The organization "supports the University community in its efforts to create a healthy climate in which women

flourish and reach their full potential in both the University of Minnesota and the surrounding community."

[Why We Still Need Women's Centers](#)



The Women's Center has created an [online presentation](#) to explain the continuing need for women's and gender equity, the significant inequalities that remain, and some of the many organizations working to create change. The module addresses issues such as:

- Disparities in education and athletics
- The earnings gap and confidence gap
- Women's leadership
- Gender-based violence
- Representation in the media

This PDF [handout](#) also summarizes those issues.

Women's Center Resources for Employees



The Women's Center provides resources, advocacy, education, and leadership development opportunities for U of M staff and faculty, including:

- The yearlong cohort-based Women's Leadership Institute
- The University Indigenous Women and Women of Color staff and faculty affinity group
- Awards and grants for staff and faculty doing gender equity work
- Workshops and consultations on a wide range of gender equity topics
- Learning modules on [salary negotiation](#) and (coming soon) the confidence gap

Links to More Resources

- ["What Would an Intersectional Women's History Month Look Like?"](#) (article, Ms. magazine)
- ["Being a Trans Woman During Women's History Month"](#) (article, Bustle)
- ["The History of Women's History Month"](#) (article, DiversityInc)
- ["Women in WWII Took on These Dangerous Military Jobs"](#) (article, History)
- ["Why the 19th Amendment Did Not Guarantee All Women the Right to Vote"](#) (article, History)
- ["Women's History Milestones: A Timeline"](#) (article, History)
- ["Before Rosa Parks, There Was Claudette Colvin"](#) (article and audio, MPR News)
- ["From Cleaning Lady to Director for NASA, This Latina Immigrant Just Put a Rover on Mars"](#) (article, Latin Live)
- [University and College Women's and Gender Equity Centers: The Changing Landscape](#) (book by Brenda Bethman, Anitra Cottledge and Donna Bickford)
- [University and College Women's Centers: A Journey Toward Equity](#) (book by Sharon Davie)

Questions to Consider and Share on the [OHR Inclusion Council Slack Channel](#)

- How have you or other people you know been treated differently because of gender?
- Review the "20 Facts About Gender (In)Equity" [handout](#). Which facts stood out to you? Which ones surprised you? Why?
- How does gender show up in the human resources space (for example, in interpersonal interactions and climate, staff and leadership representation, or organizational structure)?
- What actions can you take to advance gender equity in your personal and professional life?

Sincerely,

Josh Iniguez
OHR Inclusion Council Chair

THE LAND

The University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. Minnesota comes from the Dakota name for this region, Mni Sota Maŋoŋe—the land where the waters reflect the skies. Each day, the students, faculty, staff, and community members who traverse this campus engage with Dakota territory and should reflect on the ongoing relationship that Dakota people have to this area.

—Adapted from a statement by Iyekiyaŋiwiŋ Darlene St. Clair, Bdewakŋtuŋwaŋ Dakota

This email was sent to OHR staff on behalf of Josh Iniguez on March 5, 2021, by the Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement.](#)

Document: 2276