Message from The Women’s Place

Message from the Chair

Status Report on Women 2007

The Women’s Place

The Women’s Place serves as a catalyst for institutional change to create a university that supports all women in making their full contributions within an environment characterized by equity, diversity, and respect. For the past five years, we have documented the progress made in the advancement of women at The Ohio State University. We also have had the opportunity to explore ways to further institutionalize gender equity, diversity, and respect. Our goal is to share this information with the campus community and to continue to advocate for progress in these areas.

Vision

The Women’s Place vision is that every institution of the university that supports all women in making their full contributions within an environment characterized by equity, diversity, and respect.

Mission

The Women’s Place mission is to advocate for policies and practices that create a positive environment for women’s development, leadership, and advancement. Our work includes initiatives and activities that address the areas of the campus in which women make their greatest contributions.

Leadership is key to institutional change, as these success stories illustrate. We are excited to be part of preparing emerging leaders and supporting existing leaders in making change happen. Leadership is the key to culture change, as these success stories illustrate. We are excited to be part of preparing emerging leaders and supporting existing leaders in making change happen. Leadership is the key to culture change, as these success stories illustrate. We are excited to be part of preparing emerging leaders and supporting existing leaders in making change happen. Leadership is the key to culture change, as these success stories illustrate. We are excited to be part of preparing emerging leaders and supporting existing leaders in making change happen.

Guiding Principles

• TWP is committed to providing an environment for all people.
• TWP recognizes that men as well as women need to be freed from the constraints that are placed on them by other oppressions.
• TWP recognizes that sexism intersects with and is amplified by other oppressions.
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During the period 1993-2006, the university has made slow but steady progress for women in many areas. Although women have made some gains at the associate professor level, women still hold significantly more deanships, endowed chairs, and named professorships. Yet, this progress is constrained by the numbers of women in the pipeline. And, the numbers are not increasing. The numbers of women in the pipeline are not increasing at the same rates as the numbers of men. And, the numbers of women are not increasing at the same rates as the numbers of minority men.

When we include women in the study of women and minorities, the numbers of women, Hispanic, and Native American minority men are even lower. And, at the assistant professor, associate professor, and full professor levels, the numbers of women and minority men are the same. The reason for these numbers is that many of our women and minority men are not making it to senior staff positions. And, the numbers of women and minority men are not increasing at the same rates as the numbers of men. And, the numbers of women are not increasing at the same rates as the numbers of minority men.

How should Ohio State respond? We can start by looking at the numbers. Our women and minority men are not making it to senior staff positions. And, the numbers of women and minority men are not increasing at the same rates as the numbers of men. And, the numbers of women are not increasing at the same rates as the numbers of minority men.

The American Psychological Association asserted in a brief filed with the U.S. Supreme Court in a case involving sex discrimination that negative stereotypes create “the court is using the words of society. The examples that appear with this text, all occurring at Ohio State within the 1993-2006 period, include:…


### Stereotypes

**What are stereotypes?**

Stereotypes are a concept based on groups of people based on an common trait including gender, race, ethnicity, and other characteristics. Stereotypes are based on generalizations about a group that are not true for all members of the group. Stereotypes can be positive or negative, but they are all based on generalizations about a group.

*When I was at Ohio State, I received a letter complaint about my behavior.

"I have a declining among women at the vice presidential level. Our non-faculty executive staff are women. Women comprise 66% of our graduate and professional students. But, only 38% of our most senior administrative positions are held by women. And, 60% of the women have increased among both full and associate professors. On the staff side, 39% of our most senior administrative positions are held by women, and 60% of the women have increased among both full and associate professors. The reason for these numbers is that many of our women and minority men are not making it to senior staff positions. And, the numbers of women and minority men are not increasing at the same rates as the numbers of men. And, the numbers of women are not increasing at the same rates as the numbers of minority men.

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### What is the impact of negative stereotypes?**

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### How should Ohio State respond?**

We can start by looking at the numbers. Our women and minority men are not making it to senior staff positions. And, the numbers of women and minority men are not increasing at the same rates as the numbers of men. And, the numbers of women are not increasing at the same rates as the numbers of minority men.

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