Women’s Advancement and Gender Equity (WAGE)

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http://oregonstate.edu/wage/
Background

- July, 2007
- 266/268 Waldo Hall
- Mirabelle Fernandes-Paul, EdD
- Established an advisory committee
Mission and Goals

We will create an environment that attracts women, that nurtures and sustains learning and working at OSU, and serves as a model around the world.

- provide professional development opportunities for the preparation and support of women on the OSU campus.
- promote the visibility, recognition, and advancement of women qualified by education, experience, and personal characteristics for leadership position in higher education.
- work to eliminate barriers to women's achievement in higher education.
Key Areas

• Climate and Culture
  – Providing support for women on campus through training, policy development, ombudsperson services, collaboration.

• Leadership Development
  – Offering and collaborating with programs to support leadership development, initiatives for training and development, and other support structures.

• Transparency
  – Collaborate with Human Resources, affirmative action and other units to assist with efforts to educate and make more visible the policies that directly impact all genders.
Accomplishments

• Successful Gender Forum
• Collaborations with Community and Diversity, AAEO, PCOSW, Women’s Center, DPD, CTL, HR, Athletics, the International Community, and more.
• Development of a Lactation Policy for Campus.
• Development of a leadership institute
• Analysis of institutional data (annual report)
• Collaboration on NSF grant with Utah State
• XO on AAC to provide gender equity lens for Athletics
• Development of OSU Women’s Network
Future Direction

• Continue to provide support for campus community and expand the role of Ombudsperson Services.
• Provide continued primary and secondary research to uncover and address gender related issues.
• Expand collaborations on and off campus