

Six Member Centers Receive Grants from the Ford Foundation  
for Diversity and Inclusion Projects

*Diversifying the Leadership of Women's Research Centers* is a two-year Ford Foundation-funded project aimed at promoting the leadership of women of color from historically underrepresented groups in the United States within the Council and within its women's research, policy and advocacy member centers. In late February, 2008, six member centers out of the fifteen which applied were selected to receive grants. Five \$8,000 grants (with matching funds from the center's home institution) were awarded to implement one-year projects that would result in the leadership in their centers becoming more diverse and inclusive. A \$2,000 grant was awarded to one center to conduct a self analysis of its status with respect to diversity and inclusion.

The grantees will be highlighted in a session on **Friday, 6 June 08, 3-4:30pm at NYU** during the Council's annual conference. Center grantees will discuss trainings to enhance cultural competence among center staff/ board members; and best practices and/or particular collaborations, programs and agendas to recruit, attract and advance women of color, especially younger women, toward leadership. A special panel including selected project centers is also planned at the National Women's Studies Association annual conference, 19-22 Jun 08 in Cincinnati, OH. Ultimately, it is anticipated that project strategies will become models for gaining access to leadership by women of color that can be replicated within the Council and throughout its member network. The Council is actively seeking to obtain additional funding to support this important initiative.

The six centers that are in the process of implementing their projects are:

- Center for Research on Gender & Sexuality, San Francisco State (mini grant)
- Southwest Women's Law Center, Albuquerque, NM
- Center for Women in Politics & Public Policy, University of Massachusetts, Boston
- Center for Gender in Organizations, Simmons School of Management, Boston
- Women's Studies Program, Miami University of Ohio
- Center for the Study of Women in Society, University of Oregon

**Diversifying the Leadership Project Advisory Committee**

**Beverly Guy-Sheftall** (Chair), Director, Women's Research & Resource Center, Spelman College

**Ruth Zambrana**, Professor and Graduate Director, Women's Studies Department; Director of Consortium on Race, Gender & Ethnicity, University of Maryland, College Park

**Angela Ginorio**, Director of Women Studies, University of Washington, Seattle

**Yolanda Broyles-Gonzalez**, Professor, Mexican American Studies & Research Center, University of Arizona

**Carol Hollenshead**, University of Michigan, Director, Center for the Education of Women

**Sandra Morgen**, Professor of Women's Studies, Penn State, and formerly the head of Center for the Study of Women in Society, University of Oregon

**Damary Bonilla**, Latina Initiative Project Manager, Girls Incorporated

**Inés Hernández Ávila**, Director, Chicana/ Latina Research Center, University of California, Davis

### Diversifying the Leadership Project Summaries

#### Mini-Grant

##### **Center for Research on Gender & Sexuality, San Francisco State University**

A long-standing problem at this center is the lack of participation of Mexican American/Chicano/a researchers, an absence which applies both to students and faculty. The mini-grant allows the center to assess the problem in preparation for a (future) regular grant application. It will also provide the impetus for collaboration with the College of Ethnic Studies and thereby increase access to a division on campus that has a significant enrollment of Mexican American/Chicano students.

#### Regular Grants

##### **Women's Studies Program, Miami University, Oxford, Ohio**

The Ford grant will initiate the Nellie Craig Women's Studies Research Scholar position to honor the first African-American graduate in 1905 from Miami University; create the Miami Tribe Women's Studies Coordinator position to serve as a role model for women students, particularly those from the Miami tribe, few of whom now participate in the Women's Studies Program; and fund a Las Mujeres position in the Program to provide leadership on Chicana issues and research initiatives. All three coordinators will receive leadership training through the Higher Education Collaborative of Greater Cincinnati (HEC); and become members of the Women's Studies Program steering committee. A Women's Gathering will be held in February 2009 to host women from the three groups of new leaders.

##### **Center for the Study of Women in Society, University of Oregon**

The project brings together junior scholars from Arts and Sciences, Law, Journalism and Communication and provides them with research support, peer mentoring, leadership development, and opportunities for public lecturing and participation in symposia. The objective is to institutionalize new opportunities for women of color scholars who will shape the intellectual and programmatic direction of CSWS. Two junior scholars, one from the underrepresented groups served by this grant will provide the mentoring (there are presently no senior scholars of color available on campus to serve as mentors).

##### **Center for Gender in Organizations (CGO), Simmons School of Management**

CGO will use the grant for the implementation of two diversity leadership strategies: the creation and institutionalization of a Steering Committee of women of color and the creation of the New Generation of Scholars Program for young women of color. At present, there are five women of color CGO affiliates, but only one of these women is

based at Simmons. The women of color steering committee will develop a two-year plan for determining the direction of research, publications, outside speakers and opportunities for affiliate speaking engagements in the areas of gender and diversity at CGO. For the New Scholars Program, three women from the designated groups who are conducting cutting-edge research will be selected to receive editorial, publication and dissemination support.

**Center for Women in Politics & Public Policy, University of Massachusetts**

This project promotes leadership roles for both junior and senior level women in the Ford Foundation designated groups by developing a Research Fellows Program. The Fellows will conceptualize and coordinate five targeted program activities: a Mentoring Program, a Skills Workshop (to be held at UMB annually), a Public Research Forum for the scholars to showcase their work, a Policy Conference focused on wage equity in June, 2008, and a Resource List of women of color faculty, researchers and staff at UMB to be made available on the Center's website.

**Southwest Women's Law Center, Albuquerque, New Mexico**

The proposed project will (1) expand and diversify the Board of Directors to include women of color from the designated groups, especially Mexican American/ Chicana and Native women; (2) increase the cultural and language competency of SWWLC staff; and (3) create and institutionalize relationships with key departments and professional schools at the University of New Mexico to provide internship opportunities for women of color. The SWWLC will hold a day-long training retreat on diversity and cultural competency, with particular focus on the Chicana and Native American communities in New Mexico, including issues affecting both documented and undocumented immigrant women from Mexico.

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