35th Annual Conference on the Advancement of Women
Texas Tech University
April 25 - 27, 2019
Table of Contents

Welcome 1
Letters 2 - 3
About the Conference 4
Guest Speakers 5
Scholarship Recognition 6 - 7
Map 8
Events at a Glance 9
Acknowledgements & Committees 10
Conference Activities 11
Detailed Schedule 12 - 23

Follow us!  @TTUWGS  #TTUWSC

TTUguest Wireless Network Access
Network Name: TTUguest | Network Password: effectivedrum

Breakfast and Refreshments - Hot and cold beverages and snacks will be available during breaks in the Matador Room at the Student Union Building (SUB). See Program for break times.

Lunch – The luncheon will feature welcome remarks and an awards ceremony for the WGS scholarship recipients.

Access - The SUB is fully wheelchair accessible. If accommodations are needed, visit the Registration Desk, Student Union Information Desk or ask a conference attendant. We recognize the need for every person to have access to facilities that are safe for personal needs. Bathrooms located near the Matador Room of the upper level of the SUB, either with or without urinals, will be designated as gender neutral during the time of the conference. We encourage you to ask one of the volunteers or conference organizers for any help you may need locating them.

Parking – Visitors are encouraged to stop at the traffic kiosk off of Broadway & University, as you will be directed to the closest available parking near the Student Union Building.

Evaluation - As a registrant you will receive an email following the conclusion of this conference to provide feedback electronically. Your evaluation, your ideas, and your voice are important to the future success of our conference.
Dear participants,

On behalf of the Women’s & Gender Studies Program, it is our pleasure to welcome you to the 35th Annual Conference on the Advancement of Women at Texas Tech University. Since 1984, the conference has provided a vital space in which to discuss and engage with scholarship and creative work by, about, and for women. This year’s conference showcases the work of close to 100 participants from eight institutions and 20 disciplines. Drawing on multiple strands of feminism (e.g., Black Feminism, Chicana Feminism, Queer Theory, Transnational Feminism, Feminist Disability Theory, etc.) and engaging with topics such as access, health, affect, bodies, performance, education, families, prison systems, and the media, the conference highlights both the rich diversity of feminist thought and the widespread and meaningful application of feminist theories.

In the spirit of Texas Tech University’s renewed commitment to outreach and engagement and Women’s & Gender Studies’ dual focus on theory and praxis, a central thread of the conference highlights a variety of creative ways of putting feminist thought into practice. Our opening performance, “Healing in the Arts,” features undergraduate students who closely analyzed and translated their life experiences and stories into art. Our closing workshop, “The Power of the Collective” also features art as a medium for organizing, healing, and creating sustainable social change.

Using creative and groundbreaking practices and inspiring thousands of people, the conference keynote speakers also draw on storytelling and art to promote social justice. We are honored to host Mily Treviño-Sauceda, trained in Chicana/o Studies and Women’s Studies, and Jamia Wilson, trained in Communications as well as Humanities and Social Thought. Both keynotes are national icons for their work in translating feminist theory into practical solutions. Mily Treviño-Sauceda is a grassroots organizer with decades of experience. In 2012, she and Mónica Ramírez, formed Alianza Nacional de Campesinas, comprised of current and former farmworker women, along with women from farmworker families. Alianza Nacional de Campesinas came to the fore of the #MeToo and Time’s Up movements with their letter representing 700,000 female farmworkers to affirm that “they stand with Hollywood actors against sexual assault.” Jamia Wilson, as Executive Director of Feminist Press (CUNY), previous Executive Director of Women, Action, and the Media and as VP with Women’s Media Center, has been on frontier of advocating for social justice through print and social media. She is well-known for “speaking truth to power” and advocating for the liberation of all people.

Building upon the efforts of all previous conferences, this year’s conference continues to build and promote theoretically informed, feminist praxis within Texas Tech, Lubbock, West Texas, and beyond. Thank you for joining us–your presence is a testament to your commitment to the advancement of women. We encourage you to make the most out of this vibrant space and we sincerely hope that you will be nourished, challenged, and inspired.

In solidarity,

Elizabeth Sharp, PhD
Director, Women’s & Gender Studies

Tricia Earl, MFA
Program Manager/Advisor, Women’s & Gender Studies
Welcome to the 35th Annual Conference on the Advancement of Women, sponsored by Women’s & Gender Studies. We are fortunate to have 35 years of dedicated scholarship by and about women, here on our campus and in the region. This year we are please to have presenters not only from Texas Tech, but from Sarah Lawrence College, Texas A&M-Commerce, Austin College, University of Texas, University of California-Irvine, Johns Hopkins Bloomberg School of Public Health and Angelo State University. It is a pleasure to host all of you at this conference. For those from out of town, we hope you will enjoy your visit to our campus and your stay here in Lubbock.

Patrick Hughes
Vice Provost for University Programs and Student Success
Professor of Communication Studies
Texas Tech University
On behalf of the Texas Tech University President’s Gender Equity Council (GEC), I am honored to welcome you to the 35th Annual Conference on the Advancement of Women.

The Gender Equity Council, comprised of faculty, staff, and administrators, was established to advise the President on matters related to gender equity and to make recommendations to ensure an equitable and inclusive environment for all members of the University community.

The GEC collaborates with other campus programs and offices to fulfill our mission, such as Women’s and Gender Studies, the Office of LGBTQIA, and the Division of Diversity, Equity, and Inclusion. Our initiatives focus on issues related to employment, family support, climate, and Title IX.

This annual academic conference featuring feminist research directly supports the mission of the GEC to ensure an equitable and inclusive environment for all members of the University community. The conference provides a critical forum to share and discuss research that can truly transform the advancement of women at Texas Tech University and beyond. The breadth of topics covered at this conference is impressive! I am sure you will learn new things, meet new people, and leave this conference empowered to continue doing your part in the advancement of women.

Jaclyn Cañas-Carrell, Ph.D.
Chair, President’s Gender Equity Council
Professor of Environmental Toxicology
About the Conference

In 1984, The First All-University Conference on the Advancement of Women in Academia was held on the campus of Texas Tech University. This conference occurs each spring with a local, state and national call for papers to help promote academic research. Over the year’s the theme of the conference has merged with present day discourse of examining the cultural and social construction of gender, exploring the history, experiences and contributions of women to society, and studying the influences of gender on the lives of women and men.

Since 1984, when the First All-University Conference on the Advancement of Women in Academia was held, over 40 guest scholars and activist have spoken on this campus as keynote speakers. Guest scholars have included a Chief Nurse and Colonel in the US Army Reserves, Dr. Margarethe Cammermeyer, a former Vice-Presidential candidate and an inductee to the National Women’s Hall of Fame, member Winona LaDuke, as well as one of the founding members of the second wave of the women’s movement and current recipient of the Presidential Medal of Freedom Award, Gloria Steinem.

2019 marks the 35th Anniversary that the Women’s & Gender Studies at Texas Tech University has hosted a conference on the advancement of women in higher education.

As we celebrate our academic program, we are proud to host research presentations by over 80 presenters. Presenters come from members of Austin College, Sarah Lawrence College, Texas A&M-Commerce, University of Texas, University of California-Irvine, Johns Hopkins Bloomberg School of Public Health, Angelo State University and Texas Tech University.
Keynote Speakers

10:00 a.m. – 10:50 a.m. Matador Room
“How to Advance Social Justice Through Storytelling”

Jamia Wilson is many things: An activist. A feminist. A storyteller. A mediamaker. But more than anything, she is a natural-born thought leader. As Executive Director and Publisher of Feminist Press at City University of New York, the former Women, Action, and the Media Executive Director, TED Prize Storyteller, and former Vice President of Programs at The Women’s Media Center, Jamia has been a powerful force in the social justice movement for nearly a decade. As a leading voice on feminist and women’s rights issues, her work and words have appeared in and on several outlets such as New York Magazine, The Today Show, and The Washington Post. She’s also a staff writer for Rookie and has contributed to several books such as Madonna and Me: Women Writers on the Queen of Pop, and I Still Believe Anita Hill. But what we’re most excited about is her own book that she’s currently writing about Beyonce and feminism. (Yes, really.) It’s no surprise she was named in Refinery29’s “17 Faces of the Future of Feminism.”

Mily Treviño-Sauceda is Executive Director and Co-founder of Alianza Nacional de Campesinas, Inc. She began working in the agricultural fields alongside her family from eight years old until she was a young adult. Mily is credited for co-founding the farmworker women’s movement in California. Prior to this, she worked as a union organizer with the United Farm Workers in 1970s and early 1980s. She also worked as a community worker with California Rural Legal Assistance (CRLA). With support of the CRLA Foundation, she co-founded Líderes Campesinas, in 1992, the first state-based farmworker women’s unique grass roots organization that became a statewide movement of campesina leaders advocating on behalf of campesinas. Mily served as the Executive Director of Lideres Campesinas for more than 12 years and was later named President of Emeritus of the organization and a board member. In 2011, she helped to co-found Alianza Nacional de Campesinas, the first national farmworker women’s organization. Mily has won numerous awards for her tireless efforts, including ”100 Heroines of the World” in 1998 and the Cesar Chavez Legacy Award, among others. In 2016, the World Women Summit Foundation (WWSF) recognized her as one of nine laureates given the Prize for Women’s Creativity in Rural Life. She earned a Bachelors’ Degree in Chicano Studies with a Minor in Women Studies, at Cal State Fullerton and a Master’s Degree in Social Sciences: Rural Development and Capacity Building, Women’s Leadership and Oral History from Antioch University. Mily currently works as the head of programs for Lideres Campesinas and as a consultant.
Scholarship Recognition

Each year we honor our Women’s & Gender Studies Scholarship recipients at our conference. Since the early 1990’s we have offered departmental scholarships for either undergraduate or graduate students at Texas Tech University.

Committee Members

(Chair) Dr. Emily Skidmore, Assoc. Professor, Department of History
Dr. Jennifer Nish, Assist. Professor, Department of English
Dr. Dana Weiser, Professor, Human Development & Family Studies

AY 2019-2020 Scholarship Recipients

- **Florence Brown En Avant Club Scholarship** - Megan Gower is a sophomore History and Political Science double major, as well as a student in the Honors College. She works as a student assistant for the Burkhart Center for Autism Education and Research, as well as a First-Year Experience Mentor for the Texas Tech Honors College. After Tech, she hopes to pursue a career in the judiciary, as a means to advocating for women’s rights, and reforming the justice system.

- **Gwen Sorell Scholarship Endowment** - LeeAnn Michelle Brown is a Human Sciences major, specializing in Addictive Disorders and Recovery Studies, Human Development and Family Studies, and Sociology. She is pursuing her Bachelor’s degree at Texas Tech after a 25 plus year career in retail management, and is currently working towards her goal of becoming a family counselor and addiction recovery service worker.

- **Rae Nell Griggs Endowment** - Sarah Musa is Lubbock native, and is currently a sophomore Psychology major, with a minor in Women’s and Gender Studies, as well as a member of the Honors College. While at Tech, she has consistently earned spots on the Dean's List because of her high GPA, and was recently selected to work as Teaching Assistant for the Women’s and Gender Studies Program. After Tech, she hopes to pursue her PhD in Psychology.

Mark your calendar for next year and prepare to submit your application for AY 2020-2021 | DEADLINE February 1st
On May 12, 2012, Women’s & Gender Studies lost a good friend, Sandy River. Sandy was active in professional organizations at the state and national level. Her honors include the Association of College and Research Libraries Women’s Studies Section Career Achievement Award in 2007. She was selected as a Texas Library Association Tall Texan (Texas Accelerated Library Leadership Institute) in 1998. Sandy had a distinguished career of service to Texas Tech. She was active in the Women’s Studies Council and Advisory Committee; she served in the Faculty Senate (1995-1998, 2007-2012), including terms as President and Parliamentarian. Sandy served as Faculty Senate Secretary from 2012-2013.

The Sandy River Memorial Endowment provides assistance to a student at Texas Tech, with preference, to outstanding graduate or undergraduate students who presents library and/or archival research in gender studies or related fields at the Texas Tech Annual All University Conference.

Sandy River Memorial Endowment Committee

• Joshua Salmans, Outreach & Engagement Librarian
• Brian Quinn, Social Sciences Librarian, and Sandy River’s partner of 15 years
• Kimberly Vardeman, User Experience Librarian

Scholarship Recipient

Empowering the STEM Super Girls: Increasing Female Retention in STEM Fields through a Comic Book Intervention by Phoenix R. Crane, Department of Psychological Sciences, Texas Tech University.

A Message from the Committee

Women and especially women of color often abandon academic and career paths in STEM fields due to the sexism and racism they face. This work builds on the research of Carol Dweck and colleagues on fixed and growth mindsets, along with theories and measures of self-efficacy, identity, and persistence. The research study seeks to create and evaluate a comic book intervention intended to promote the retention of women in STEM. Findings provide insight into the potential of tailored efforts to retain women in STEM who may become “superheroes in their field.”

The award committee reviewed a highly competitive pool of submissions. The winning paper ranked highly on all award criteria, including the high impact of library sources on the paper and its presentation of a sophisticated argument and understanding of the topic.
### Events at a Glance

**FRIDAY | APRIL 26TH**

| Location: | Texas Tech University | Student Union Building (Upper Level) |
| Registration: | Located at the top of the East Staircase, Masked Rider Room |

| **Check In Registration** | 8:30 a.m. – 9:00 a.m. | Masked Rider Room |
| **Continental Breakfast** | 9:00 a.m. - 9:50 a.m. | Matador Room |

| **Session I** | 9:00 a.m. - 9:50 a.m. | Brazos | Canyon | Mesa |
| **Session I** | 9:00 a.m. - 9:50 a.m. | Playa | Traditions |

| **Keynote Speaker** | 10:00 a.m. – 10:50 a.m. | Matador Room |
| **Jamia Wilson** | “How to Advance Social Justice Through Storytelling” |

| **Session II** | 11:00 a.m. - 11:50 a.m. | Brazos | Canyon | Mesa |
| **Session II** | 11:00 a.m. - 11:50 a.m. | Playa | Traditions |

| *** Luncheon & Awards Ceremony** | 12:00 p.m. – 12:50 p.m. | Matador Room |

| **Women Faculty Writing Program books available for purchase 11:45pm - 2:00pm** |
| **Book signing 12:30 p.m. - 1:00 p.m.** |

| **Keynote Speaker** | 1:00 p.m. - 2:00 p.m. | Matador Room |
| **Mily Treviño-Sauceda** | “The Power of the Collective” |

| **Session III** | 2:30 p.m. - 3:20 p.m. | Brazos | Canyon | Mesa |
| **Session III** | 2:30 p.m. - 3:20 p.m. | Playa | Traditions |

| **Session IV** | 3:30 p.m. – 4:20 p.m. | Brazos | Canyon | Mesa |
| **Session IV** | 3:30 p.m. – 4:20 p.m. | Playa | Traditions |

| **Session V** | 4:30 p.m. – 5:20 p.m. | Canyon | Mesa | Playa |
| **Session V** | 4:30 p.m. – 5:20 p.m. | Traditions |

*Note: Visit the registration desk in the Masked Rider room for more details*
Thank you for your generous support

Univeristy Programs and Student Success
College of Media and Communications
Center for Campus Life
Texas Tech Feminist Majority Leadership Alliance
Triota Gamma Nu

Office of the Provost
Office of LGBTQIA
Women’s Leadership Initiative
Gender & Sexuality Association
Gender S.E.A.M.S

Women’s & Gender Studies Advisory Council
Members 2019- Present

- Michael Borshuk, Ph.D., Associate Professor, English
- Valerie Borum, Ph.D., MSW Program Director & Associate Professor of Social Work
- Jaclyn Canas-Carrell, Ph.D., Associate Director and Associate Professor, STEM Core, College of Arts & Sciences
- Claudia Cogliser, Ph.D., Associate Professor, Management, Ralls College of Business
- Tricia Earl, MFA, Program Manager/Academic Advisor, Women’s & Gender Studies
- Michael Faris, Ph.D., Assistant Professor, Department of English
- Amy Heard, Senior Assoc. Athletic Director, TTU Athletics
- Cynthia Jumper, MD, MPH, Texas Tech University Health Science Center
- David Larmour, Ph.D., Horn Professor, Classical Languages & Literature Studies
- Sarah Louis, 3rd year doctoral student in Higher Education Research and a graduate minor in Women & Gender Studies
- Jennifer Nish, Ph.D., Assistant Professor, Department of English
- Jody Randall, M.S., Director, Office of LGBTQIA
- Wendy Ross, J.D., Professor of Law; Director, Family Law and Housing Clinic
- Elizabeth Sharp, Ph.D., Professor, Human Development & Family Studies and Director, Women’s & Gender Studies
- Emily Skidmore, Ph.D., Associate Professor, U.S. History, Gender and Sexuality
- Aliza Wong, Ph.D., Associate Professor and Associate Dean, Honors College

Women’s & Gender Studies Staff

- Dr. Elizabeth Sharp, Director
- Tricia Earl, MFA, Program Manager/Advisor
- Dr. Jocelyne B. Scott, Visiting Assistant Professor
- Dylan Tucker, (Psychology/Women’s & Gender Studies), Administrative Student Assistant

Volunteers

We would like to acknowledge our volunteers for their assistance, without whom this conference would not have been possible.
Conference Activities

“Healing in the Arts”
Healing in the Arts (HITA) is an organization devoted to making a change in Lubbock by raising awareness of true stories of trauma and healing.

APRIL 25th
6:00PM - 7:00 PM
SUB Escondido Theatre

Special Performance & Art Exhibit

“The Power of the Collective”
FREE Organizing Workshop

APRIL 27th | 9:30AM - 11:00 AM
SUB Red Raider Lounge
Register today!

As part of the 35th Annual Conference on Women at Texas Tech, we will host a FREE organizing workshop featuring Mily Treviño-Sauceda and members of Alianza Nacional de Campesinas

“YOU’RE NOT ALONE.”
900,000 FEMALE FARMWORKERS

Texas Tech University
Women’s & Gender Studies
Alianza Nacional de Campesinas
## Detailed Schedule

### Panel Presentation

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 9:00 a.m. - 9:50 a.m. | *Gender: Examining the Display*  
Session: I – 01 | Brazos Room  
Presenters: Shera Jackson, Instructor and Jennifer Rojas-McWhinney, Visiting Assistant Professor, Human Development & Family Studies, Texas Tech University  
Abstract: In this workshop, attendees will participate in an activity and discussion diving deep into the way we understand and do gender, attendees will be asked to voluntarily demonstrate gender. People willing to perform will be assigned a gender role and plan the gender display based on their understanding of the assigned gender. The workshop will conclude with dialogue about display and identification with specific attention to perception and assumptions. A summary regarding the ways stereotypes inform ideas and choices while also recognizing the ability to actively resist stereotypical assumptions. |

### Individual Paper Presentation

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 9:00 a.m. - 9:50 a.m. | *Trans-Border Objectification of Women in Film: The Impact of Bollywood on Sexual Harassment of Urban Women in Bangladesh*  
Session: I – 02.A | Canyon Room  
Presenter: Sara Ananna, Graduate Student, Sociology, Texas Tech University  
Abstract: How much can the cultural production of a regional hegemon impact the lives, gender perceptions and even create social problems beyond the border into a ‘satellite country’ in its periphery? This paper investigated how the coincidence of politico-economic subjugation and inundation of Bollywood films into Bangladesh has impacted gendered violence such as gang-rapes in public places, groping and harassments, ‘eve teasing’ faced by Bangladeshi urban women. Through secondary content analysis, this paper concludes that there is indeed a pattern of crimes that are inspired by Bollywood films. |

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 9:00 a.m. - 9:50 a.m. | *Newest Century of Media Production: A Study of Feminism Perspectives’ Changes*  
Session: I – 02.B | Canyon Room  
Presenter: Hoi Lee Keely Tsui  
Abstract: This drama research is about the gender perspectives-feminism perspectives. The findings and results are based on the Korean, American, Hong Kong and Japanese dramas. According to the interests of the interviewees, the methodologies will be broadened accordingly. For example, interviews, questionnaires, observations and textual analysis. These kinds of methodologies have been considered by the timing, internet using frequency and quantity of advice reflections of the interviewees against the dramas consumption. |

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 9:00 a.m. - 9:50 a.m. | *The Rise of Feminism: Images and Identities of Cantonese Opera in New York Chinatown 1920s*  
Session: I – 02.C | Canyon Room  
Presenter: Yingze Huo, Graduate Student, Fine Art & Musicology, Texas Tech University  
Abstract: This paper reconstructs the activities surrounding the performance of Cantonese opera during the 1920s, especially female-impersonator-lead Cantonese opera outside New York Chinatown and female-singers-lead Cantonese opera inside Chinatown, as well as illustrate the rising power of womanhood through Chinese operatic performance. |
Panel Presentation

9:00 a.m. - 9:50 a.m.

*Changing the Narrative: Female Directors on Staging Theatrical Intimacy in the #MeToo Movement*

Session: I – 03 | Mesa Room
Presenter: Lauren Carlton, Graduate Student, Abbie Bugh, Graduate Student and Christie Connolly, Graduate Student, School of Theatre and Dance, Texas Tech University
Abstract: With the recent media outpouring of stories surrounding sexual misconduct and harassment, theatre makers are charged with more responsibility than ever to provide a safe space for actors as they bring stories of the human experience to the stage without exposing them to trauma. This panel of female artists seeks to empower directors, banish muddled communication, and give artists tools to take with them into the rehearsal and performance space when staging intimacy. We'll discuss laying the groundwork for trust in the rehearsal room, navigating boundaries, and setting choreography.

Individual Paper Presentation

9:00 a.m. - 9:50 a.m.

*Libertine Ladies and Cavalier Women: The Cultural Politics of Royalist Women in the English Civil War*

Session: I – 04.A | Playa Room
Presenter: Stacey Jocoy, Assoc. Professor, School of Music, Texas Tech University
Abstract: Royalist identities in mid-seventeenth-century Britain were many and varied, but women’s identities were usually limited to the mythical libertine lady or the staunchly supportive and domestic Cavalier wife. In this period of extreme socio-political turmoil, however, there arose a prolific arena of artistic and literary warfare, in which women were allowed to participate. These real ‘roaring girls’ created art that aided the Royalist cause, but troubled the prevailing notions of loyalty, British identity, and femininity.

9:00 a.m. - 9:50 a.m.

*“Don’t Cry for Me Argentina”: A Case Study on Argentina’s Eva “Evita Peron, 1946-1952*

Session: I – 04.B | Playa Room
Presenter: Adrianna Rodriguez, Graduate Student, Texas A&M University
Abstract: My research will be focused on the theme of women in Latin American politics from 1946-1952, specifically focusing on the case of Eva “Evita” Peron, the first female president in Argentina taking over after her husband, Juan Peron, who was president beforehand. Eva Peron, originally from Argentina, start to take an active role in politics when her husband Juan Peron was elected president in 1946. This is one of the first cases of a woman and first lady to take an active role in politics not just in Argentina, but throughout Latin America. The role as a first lady was to be supportive of her husband and run a few charities showing a dedication to her country. She originally was born into poverty and worked her way up by becoming an actress before marrying her husband and becoming first lady. Evita is unlike most women in politics by becoming the first woman president in Argentina and having such a huge following with her progressive ideals. My research will explore her life as a first lady and president up until 1952, when the Dirty war began. The legacy she has left since being president of Argentina, inspired a wave of female participation in Latin American politics throughout the second half of the 20th century, and continues to inspire women in politics today.
9:00 a.m. - 9:50 a.m.

_Abject Maternal Bodies: Spectacle of the Mexican Revolution 1910-1920_

Session: I – 04.C  | Playa Room
Presenter: Araceli Calderon, Graduate Student, University of California, Irvine
Abstract: This presentation examines how Chicano author Victor Villaseńor depicts Doña Margarita's struggle for survival through malleability of maternal functions, which condition her to become a spectacle of the Mexican Revolution. Rain of Gold written in 1991 by Chicano author Victor Villaseńor tells the story of his ancestor's saga as they immigrated to the United States during the Mexican Revolution. The immigrant women depicted by Chicano author Victor Villaseńor re-signify language and patriarchal symbols as a sign of adaption to their complex malleable state and experiences. This presentation examines how Doña Margarita, Villaseńor's grand mother, becomes a spectacle of the Mexican Revolution as she struggles for survival through malleability of maternal functions.

---

Panel Presentation

9:00 a.m. - 9:50 a.m.

“Cleaning One’s Own House First”: _An Examination of Time’s Up Organizations_

Session: I – 05  | Traditions Room
Presenter: Andrea Romi, PhD, Assoc. Professor, Rawls College of Business, Claudia Cogliser, PhD, Professor, Rawls College of Business, and Stacy Chavez, MAS, CPA, Rawls College of Business, Texas Tech University
Abstract: Drawing on our respective disciplines of accounting, management, HDFS, and women’s & gender studies, in this panel, we will share findings from our project exploring Time’s Up organizations. We have interviewed 28 individuals, many of whom are associated with Time’s Up movements, including leaders in Alianza Nacional de Campesinas, Time’s Up Entertainment, Press Forward (Journalism), Time’s Up Legal Defense Fund, Time’s Up Advertising, as well as domestic workers, staff within the restaurant industry, activists, and Congressional staff and interns. We will focus on dimensions of accountability, leadership, and space.

---

Panel Presentation

11:00 a.m. - 11:50 a.m.

_Company Recruiting Practices for Diverse Employees_

Session: II – 06  | Brazos Room
Abstract: Advancing women’s equality in the workplace could globally increase GDP by $12 trillion (McKinsey Global Institute, 2015). McKinsey’s Women in the Workplace 2018 report suggests that gender diversity progress is not only slow but also “stalled.” One major way companies can demonstrate support for gender diversity is through their recruiting, hiring and training practices. This session will provide information based on a survey regarding companies’ recruiting practices for diverse populations. Attend this session from the Texas Tech University Career Center to gain insight into employers’ diversity hiring and training practices.
Panel Presentation

11:00 a.m. - 11:50 a.m.

*R. Kelly, We All Knew He Was Coming: Our Responses to the Public and the Media*

Session: II – 07 | Canyon Room

Presenter: aretha marbery, PhD, College of Education, TTU; Wendy Ross, JD, School of Law TTU; Aliza Wong, PhD, History & Honors College, TTU; Melissa Galica, MEd, TTU, College of Education; Shih-Han Huang, MEd, TTU, College of Education; Rebecca Opamen, MEd, MA, College of Arts & Sciences, TTU

Abstract: Using the collectively power of the #MeToo and TimesUp movements, the panelists respond to the media and the public attacks on R. Kelly. From their different cultural and academic backgrounds, they will discuss how the White community, Black community, and other communities responded, the impact of the media's unrelenting exposure of and the public backlash against R. Kelly on survivors of sexually assault, and the identity issues related to sexual abuse within both contemporary and historical contexts, and the voices that have been further silenced by this coverage.

Panel Presentation

11:00 a.m. - 11:50 a.m.

*Performing Gender: Utilizing Performance Art to Represent and Question Gender Roles in a Patriarchal Society*

Session: II – 08 | Mesa Room

Presenter: Christie Connolly, graduate student/instructor, Lydia McBee Reed, graduate student, instructor, Shane Strawbridge, graduate student/instructor, Texas Tech University School of Theatre and Dance. Moderated by Eric Eidson, graduate student/instructor.

Abstract: Performance art is an interdisciplinary work that typically combines visual art with dramatic performance. Artists such as VALIE EXPORT, Martha Wilson, and Carolee Schneemann have utilized this medium to explore gender roles and expectations placed upon them in a society dominated by hegemonic masculinity and patriarchy. In a series of three performance art pieces, Christie Connolly, Lydia McBee Reed, and Shane Strawbridge explore the expectations placed upon the female gender in our contemporary society. A talk-back will follow the performances.

Panel Presentation

11:00 a.m. - 11:50 a.m.

*Creating Community in the Classroom: Putting Intersectional Feminist Theory Into Practice*

Session: II – 09 | Playa Room

Presenter: Jocelyne B. Scott, PhD, Visiting Assistant Professor, Women's & Gender Studies, Mira Banerji, Madelene Ramos, Gil Caley, and Sloane Mello-Anderson, Undergraduate Students, Texas Tech University

Abstract: This panel addresses the experiences of the students of “Intersectionality.” Focusing on the integration of real life alongside theoretical concepts these presentations emphasize the vital importance of Women's and Gender Studies for the Texas Tech Campus. Addressing concepts such as: the sexism and heterosexism experienced by folks on the LGBTQIA spectrum, mestiza consciousness, and bridging feminist thought and action, these presentations argue that “Intersectionality” offers a safe and accepting space by creating a non-judgmental learning environment to ask questions and be able to stumble without fear of embarrassment.
Panel Presentation

11:00 a.m. - 11:50 a.m.
Women Faculty in STEM Panel: What is Current Climate for Women in STEM?

Session: II – 10 | Traditions Room
Presenter: Kayleigh Millerick, Assist. Professor, Civil, Environmental, and Construction Engineering, Cynthia Jumper, MD, MPH, Texas Tech Health Sciences Center, Raegan Higgins, Assoc. Professor, Mathematics & Statistics, Breanna N. Harris, Research Assist. Professor, Biological Sciences, and Karin Ardon-Dryer, Assist. Professor, Geosciences, Texas Tech University

Abstract: According to the National Institutes of Sciences, Engineering, and Medicine 2018 report, rates of sexual harassment are alarmingly high in the academy and especially within STEM fields—second only to the rates of sexual harassment in the military. In this panel, women faculty from a variety of STEM fields, including biology, math, engineering, medicine, and geoscience, will discuss their experiences and comment on the current “state of affairs” in their disciplines.

Individual Paper Presentation

2:30 p.m. - 3:20 p.m.
George Augustus Bridetower: the Troubled Masculinity of Beethoven’s Bi-Racial Virtuoso

Session: III – 11.A | Brazos Room
Presenter: Nicole Cherry, Graduate Student, Texas Tech University

Abstract: Constructions of masculinity in 19th-century Britain were primarily invested in “whiteness” as part of the empire’s self-fashioning. In this culture, Bridetower’s bi-racial heritage was both an exotic curiosity and a point of feminization: social status below that of a normal white male, further troubled by his virtuoso/child-prodigy reputation. The contextual reassessment of his career, considers this aspect of his contemporary reception, questioning its relation to his reception into British Aristocratic society, his patronage from the Prince of Wales, and his subsequent artistic relationship with Beethoven.

2:30 p.m. - 3:20 p.m.
Black Women: Navigating Emotional Intimacy

Session: III – 11.B | Brazos Room
Presenter: Davina Agawu, Undergraduate Student, Texas Tech University

Abstract: For as long as I can remember, my mother was always telling me to be strong. She was always telling me that as a black woman, I would be the glue to hold my family together. When my grandmother died, I remember peering into the room and witnessing my mother and sister in the room. My little sister was in tears; inconsolable. But my mother, dry eyed as she helped comfort my weeping sister. I remember being confused and wondering why she was crying because she had never met our grandmother before. But this was the beginning of me having to navigate the space I would later know as emotional intimacy. When I got older, I began putting this role onto myself: the strong black woman who seemed to have it all together. My friends would come to me with their problems and I would help them to the best of my ability, having my own problems take a subservient role to their needs. Even when things were going poorly, I still wanted to be able to be there for my friends but I wasn’t sure how to connect with them on an emotional level. One of the things I witnessed was the black women around me always having to be strong, always having to put their needs aside not just on a social level, but also within all interpersonal relationships. I began to think that this was normal; that this should be the norm and that all black women should behave this way.
2:30 p.m. - 3:20 p.m.

**Gender Variance Climate in West Texas High Schools**

Session: III – 11.C | Brazos Room
Presenter: Madison Kennedy, Undergraduate Student, Texas Tech University
Abstract: As the national conversation around gender-variant students in school growing, it is becoming increasingly clear that students struggling against the gender binary need resources and support in order to thrive in public schools. With bullying still being a large issue for many students in the LGBTQIA+ community, there is not adequate programming in schools to support these students. Our research is looking at the varying viewpoints to give a better perspective of the disconnect between students, teachers, and administrators of the available resources with formal and informal support.

---

Panel Presentation
2:30 p.m. - 3:20 p.m.

**Sacred Women: Women Connecting Feminist Movements to the Cultural, Spiritual, and Indigenous Movements and Dances**

Session: III – 12 | Canyon Room
Presenter: aretha marbley, PhD; Shih-Han Huang, MEd, ABD; Angela Thompson, MS; Diane Smedley, MA; Renetta Harris MA, LPC, ASOTP; Carrie Beyer, MA, Wangui Mwangi; Marion Wendy, Texas Tech University
Abstract: The panelists will demonstrate that enthusiasm and passion for dance/movement that liberates and awakens spirituality. Using their diverse academic and cultural backgrounds, they will integrate their spirituality through the art of dance and movement that can be interpreted via the lenses of feminist theory, multiracial feminism, critical feminist theory and critical race theory. They will situate gender and race, and liberation at the center of their lived experiences to deconstruct and challenge commonly held assumptions about life, women liberation, and about their lives through the art of movement and dance.

---

Panel Presentation
2:30 p.m. - 3:20 p.m.

**Women Owning Writing: Women of Color Group Experiences**

Session: III – 13 | Mesa Room
Presenter: Brandy Piña-Watson, PhD, Assistant Professor, Texas Tech University; Carla Lacerda, PhD, Assistant Professor, Texas Tech University; Debra Lavender-Bratcher, PhD, Assistant Professor, Texas Tech University; Karina Alvina, PhD, Assistant Professor, Texas Tech University; Nadia Flores, PhD, Assistant Professor, Texas Tech University; Sylvia Mendez-Morse, PhD, Associate Professor (Retired), Texas Tech University; Sungwon Shin, PhD, Assistant Professor, Texas Tech University
Abstract: This panel was created and organized by Women Owning Writing (WOW) participants which is a Women of Color Writing group at Texas Tech University (TTU). We will discuss our experiences within the writing group as well as share our unique paths and various accomplishments. Benefits, advantages, and challenges for being in a WOW group will also be discussed. Lastly, we will encourage questions from the audience about becoming involved in the similar writing groups at TTU or creating one at their own institution.
Panel Presentation

2:30 p.m. - 3:20 p.m.
Growing Through Challenge: Planting the Seeds for Future Student Activists

Session: III – 14 | Playa Room
Presenter: Morgan Allen, Undergraduate Student, President Women’s Leadership Initiative, and Lamonte Salter, Undergraduate Student, Vice-President, Feminist Majority Leadership Alliance, Texas Tech University
Abstract: This panel will consist of two of Texas Tech’s own undergraduate student leaders. Each presenter will share their story of how they came to be an activist, and what challenges they faced during their journey. The panelists will go over some essentials they have found throughout their experience with advocacy such as building connections among allied organizations and navigating backlash and criticism. Those in attendance will not only learn some essentials to being a student leader, but also how to enter into activism and some valuable resources that will help students start their journey toward becoming an activist.

Panel Presentation

2:30 p.m. - 3:20 p.m.
Women-Centered Initiatives: How Are Communities Promoting Equity?

Session: III – 15 | Traditions Room
Presenter: Jaclyn Cañas-Carrell, Ph.D., Chair, President’s Gender Equity Council, Charlotte Dunham, PhD, Co-founder Women Full Professor Network; Betsy Goebel Jones, Ed.D, Regional Director, Laura W. Bush Institute for Women's Health, TTUHSC; Cynthia Jumper, MD, MPH, TTUHSC and Co-director, Sex and Gender Specific Health, Laura W. Bush Institute for Women’s Health, Len Markham, Coordinating Member of Women's Staff Network; Kristen Messuri, Co-founder & Co-director, Women Faculty Writing Program, and Christy Norfleet, Co-founder of the Women’s Staff Network
Abstract: How are universities responding to continued gender inequity in higher education and in their local communities? What programs and initiatives are in place to promote equity? In this panel, women staff and faculty from Texas Tech University and Texas Tech Health Science Center, will share successful initiatives and in the community. The panelists invite audience members to share their ideas and suggestions.

Individual Paper Presentation

3:30 p.m. - 4:20 p.m.
Feminization of Food Insecurity: A Sociological Study

Session: IV – 16.A | Brazos Room
Presenter: Hosne Tilat Mahal, Graduate Student, Texas Tech University
Abstract: The construction and conservation of gender roles make women more vulnerable because they lack power over food production and distribution. This is a theoretical study of the feminization process of food insecurity through the framework of Michel Foucault’s power-knowledge nexus in context of a developing country, Bangladesh. The thrust of this paper is food insecurity induced by gender inequality, which is becoming feminized.

3:30 p.m. - 4:20 p.m.
The Access to Maternal Health Services in Bangladesh: A Sociological Perspective

Session: IV – 16.B | Brazos Room
Presenter: Fnu Kamrunnaher, Graduate Student, Texas Tech University
Abstract: Friedrich Engels discussed the economic importance of women in the society in his theory. We should consider maternal health not only for the well-being of women but also for the future generation. Though Bangladesh, a South Asian developing country, experienced a significant decline in maternal mortality rate (MMR) between 2001 to 2010, the MMR is quite stagnant after the 2010. It is necessary to find out the factors assisting or constraining the access of maternal health services and I will find those factors from the explanation based on sociological theories.
3:30 p.m. - 4:20 p.m.

**Climate Change-Induced Women’s Health Disparities: A Case of Coastal Belt of Bangladesh**

**Session:** IV – 16.C | Brazos Room  
**Presenter:** MD Monir Hossain, Graduate Student, Texas Tech University  
**Abstract:** This paper intends to investigate the relationship between SES and climate change with women’s health focusing on the coastal belt, Bangladesh. Socioeconomic susceptibility and high frequency of natural disasters have shaped Bangladesh into one of the top-ranked climate change targets of the world. In coastal belt Bangladesh, more than 50% of people are landless, 30% lack living places and reside in Khaslands and poverty rate is around 40% higher than the national average. Climate change has increased to 160% dependency ratio on working adults of the family. Incorporating climatic variables with existing research model can reduce the geographical implications.

---

**Individual Paper Presentation**

3:30 p.m. - 4:20 p.m.

**The Plight of Eve: Examining Evangelical Complementarianist Rhetoric, Power, and Spiritual Deconstruction**

**Session:** IV – 17.A | Canyon Room  
**Presenter:** Meredith Moore, Graduate Student, Texas Tech University  
**Abstract:** Women within Evangelical Christianity are victims of benevolent sexism perpetuated by complementarian rhetoric. For centuries, church leaders extrapolated from the Bible that God created men “superior” and women “inferior.” Contemporarily, complementarianism possesses a view that men and women were created by God for separate but equal roles. This view, however, exclusively reserves men for pastoral roles and leadership in families. Women often experience painful process of spiritual deconstruction-leaving the faith-as a result of patriarchal rhetoric. This paper will examine the experience of women who are regaining their voice.

---

3:30 p.m. - 4:20 p.m.

**Grendel’s Mother: Revisiting Monstrous Femininity**

**Session:** IV – 17.B | Canyon Room  
**Presenter:** Cassandra Schultz, Undergraduate Student, Angelo State University  
**Abstract:** Wendy Hennequin and Christine Alfano have questioned the validity of Grendel’s mother’s connection to monstrosity. They are correct in acknowledging that her human qualities are glossed over by misogynistic impulses in lexicography, translation, and the critical tradition, but qualification is key: my paper seeks to reestablish the monstrosity of Grendel’s mother while acknowledging how her transgressive nature continues to threaten masculine readings through translation. Grendel’s mother reveals an anxiety about how sexual and gendered bodies are constructed not only in Anglo-Saxon England, but by modern readers as well.

---

3:30 p.m. - 4:20 p.m.

**Kate Chopin and Writing the Voices of Women in America**

**Session:** IV – 17.C | Canyon Room  
**Presenter:** Melissa Thompson, Graduate Student, Texas Tech University  
**Abstract:** The reason that Kate Chopin’s *The Awakening* was considered to be so scandalous and went out of print in 1904 was due to gender ideals of late nineteenth-century America and the fact that Chopin openly questioned and critiqued these gender ideals. The ideas of the novel that caused such outrage against it include the novel’s criticism of marriage and motherhood, discussion of a female character’s open sexuality, and depictions of an independent woman. By openly defying social and gender norms, *The Awakening* illustrates one woman’s determination to critique American society and gender roles of the late nineteenth-century through writing.
Individual Paper Presentation

3:30 p.m. - 4:20 p.m.

**Wellness and Wage Gaps? A Population Health Perspective on Gender Inequity in Health**

**Session:** IV– 18.A | Mesa Room

**Presenter:** Crystal Garcia, Graduate Student, Johns Hopkins Bloomberg School of Public Health

**Abstract:** Gender Inequity has damaging effects on populations as whole. However, women and girl are disproportionately impacted by gender-bias in their care, which affect their overall ability to sustain wellness. As the U.S. Healthcare System works toward achieving the triple aim, a key tentate to population health which includes improving individual care, improving the overall health of populations, and reducing per capita costs of health care, critical reflections about how women are paid will become necessary in order to address underlying social determinants of health and drivers of health behavior. The necessary work of transforming a healthcare system from one that responds to disease to an aligned system that promotes wellness must be built from a framework of health equity. As defined by Braveman and Gruskin, “equity in health is the absence of systematic disparities in health (or in the major social determinants of health) between groups with different levels of underlying social advantage/disadvantage—that is, wealth, power, or prestige.” When compared to women in the top 10 wealthiest countries globally, U.S. women spend approximately $2000 out-of-pocket dollars more per year for care, report lower patient satisfaction scores, and fewer quality care outcomes. Additionally, 44% of U.S. women identify struggles with medical bills for themselves or their family as a significant reason to skip or delay care, resulting in more women needing costly emergency care while missing the benefits of preventive care. (Gunja et al., 2018) This research focuses on correlational relationship between wage income and health indicators. It explores the impact gender-bias in medicine has on the quality and cost of caring for female identified patients.

3:30 p.m. - 4:20 p.m.

**Identifying the Reality of Race**

**Session:** IV– 18.B | Mesa Room

**Presenter:** Amber Blocker, Graduate Student, Texas Tech University

**Abstract:** When reviewing and critiquing the literature related to identity, I noticed that the concept of race is either mentioned briefly towards the end or not mentioned at all. I believe that this is due to a social phenomenon of ‘color-blindness’, which is the idea that topics can be discussed without reference to race. As a person of color, it is impossible to be ‘colorblind’ when color is a constant factor in every ‘mask’ I present. For me, this raised the question of the reality of race in identity construction. For this project, I have challenged this concept of color-blindness by suggesting that race is a critical factor in the construction of identity.

Panel Presentation

3:30 p.m. - 4:20 p.m.

**The Legacy of Sexual & Gendered Violence and its Impact on African American Women’s Incarceration**

**Session:** IV– 19 | Playa Room

**Presenter:** Monika Mitchell, MA Sarah Lawrence College, Women’s History 2020; MS: Nonprofit Management; BA: State University of New York, Business, Communications: Fordham University; Josephine Cochrane, MS Nonprofit Management: Fordham University, BS: Social Services, Fordham University; Karen Walker, J.D. Columbia University, BA: African American Studies, Harvard University.

**Abstract:** Kali Gross (2015) asserts that the legacy of African American women ensured that while they “were not entitled to the law's protection, [they] could not escape its punishment.” In the U.S., the number of incarcerated women has increased 800% since 1978. The NAACP reports, “the imprisonment rate for African American women is twice that of white women.” This panel examines the historical connection between sexual and physical violence and the high rate of incarceration for women of color and the efforts to reverse this trend.
3:30 p.m. - 4:20 p.m.

**Empowering the STEM Super Girls: Increasing Female Retention in STEM Fields through a Comic Book Intervention**

**Session:** IV– 20.A | Traditions Room  
**Presenter:** Phoenix Crane, Graduate Student, Texas Tech University  
**Abstract:** Latina women in STEM related careers are not only disproportionately underrepresented, but they also experience double jeopardy discrimination of sexism and racism. Consequentially, Latina women will often abandon their pursuit of STEM careers. One suggestion for addressing issues uniquely affecting this population is to increase identification with female role models. Because of their social and personal relevance and popularity, female comic book superheroes may serve as effective role models. Through empirical tests of a comic book style intervention, the goal is to maximize tailored retention efforts targeting Latina women in STEM.

3:30 p.m. - 4:20 p.m.

**Swimming with Sharks**

**Session:** IV– 20.B | Traditions Room  
**Presenter:** Sarah Louis, Graduate Student, Texas Tech University  
**Abstract:** Creating gender balance is challenging and difficult work. One example of the application of the policies enacted in the European Union is the microcosm of the university. The purpose of this study was to explore the perceptions of female STEM faculty at a German University on gender equity issues. Through a feminist lens, utilizing case study design, female German faculty share a snapshot of gender equity issues faced. In striving for equity, these women work to leverage their knowledge, hard work and community ties to make their university a more equitable place.

3:30 p.m. - 4:20 p.m.

**Cultural Ijtihad: The Mobilization of Islamist Women in Hamas within a Multiple Critique Framework**

**Session:** IV– 20.C | Traditions Room  
**Presenter:** Clara Hecht, Graduate Student, University of Texas  
**Abstract:** Palestinian Islamist women who have organized in alliance with the Islamic Resistance Movement “Hamas” in resistance to the Israeli Occupation have actually appeared to obtain greater agency as opposed to Palestinian women participating in secular movements due to a number of factors, among which are the redefinition of religion as a symbol of national resistance, opportunities for increased political participation as a by product of competition with secular groups, and Hamas’ increasing willingness to compromise in response to political pressure.

---

**Panel Presentation**

4:30 p.m. - 5:20 p.m.

**Changing Conceptions of How Women Scientists See Their Role as a Feminist and Advocate from the 19th Century to the 21st Century**

**Session:** V– 21 | Canyon Room  
**Presenter:** Karla McCain, Professor, Austin College, Valery Piachonkina; Madison Messerle; Katherine Collins; Delice Dembe, Austin College  
**Abstract:** Paleontologist Mary Anning (b. 1799) made discoveries of Jurassic period. Ruth Patrick (b.1907) discovered pollution levels in bodies of water. Sylvia Earle (b. 1935) is a marine biologist, engineer, and environmentalist. Mae Jamison (b. 1956) is an American engineer, physician, and NASA astronaut. These women made major contributions to scientific knowledge, but lived in vastly different circumstances. These differences are reflected both in the way they saw the relation of their gender to their work, and in the way they saw their role as advocates for future generations of women.
Panel Presentation

4:30 p.m. - 5:20 p.m.  
Creating Community in the Classroom: Putting Intersectional Feminist Theory Into Practice

Session:  V – 22 | Mesa Room
Presenter:  Jocelyne B. Scott, PhD, Visiting Assistant Professor, Women’s & Gender Studies, Daphne De La Fuente, Ileana Garcia, Tianna Smalley, Amanda Reyna, and Jazmin Villegas, Undergraduate Students, Texas Tech University
Abstract:  This panel addresses the experiences of the students of “Intersectionality.” Focusing on the integration of real life alongside theoretical concepts these presentations emphasize the vital importance of Women’s and Gender Studies for the Texas Tech Campus. Addressing concepts such as: the sexism and heterosexism experienced by folks on the LGBTQIA spectrum, mestiza consciousness, and bridging feminist thought and action, these presentations argue that “Intersectionality” offers a safe and accepting space by creating a non-judgmental learning environment to ask questions and be able to stumble without fear of embarrassment.

Individual Paper Presentation

4:30 p.m. - 5:20 p.m.  
Sibling Abuse: The Forgotten Abuse and Its Effects

Session:  V – 23.A | Playa Room
Presenter:  Amanda Thibeaux, Graduate Student, Texas Tech University
Abstract:  Knowledge of sibling abuse and its association with various negative psychological outcomes such as depression, suicide, continued violence in marriages and an overall negative self-concept have been addressed in the literature. Information that appears to be lacking in this area of research is the result it can have on various family relationships, the relationship with the bystander effects and the effect that parental modeling of violent behavior has on the child and their actions. By researching this topic, it allows for a better understanding of why sibling abuse continues.

4:30 p.m. - 5:20 p.m.  
Parent - College Student Conversations about Sexual Violence

Session:  V – 23.B | Playa Room
Presenter:  Christine Self, PhD, Staff, Texas Tech University
Abstract:  Sexual violence on college campuses remains a problem colleges and universities are striving to solve, with the incidence of sexual violence perpetrated against college women remaining at twenty percent (Anderson & Clement, 2015). Colleges and universities may be able to utilize involved college parents as partners in preventing sexual violence. The purpose of this study was to examine the messages about sexual violence college students receive from their parents and how parents might be involved in sexual violence prevention efforts.
4:30 p.m. - 5:20 p.m.

**Empathetic Leadership, Beyond the Job: Gendered Differences in Perception, Practice, and Personal Effect**

Session: V – 24.A | Traditions Room
Presenter: Christy Norfleet, Graduate Student, Texas Tech University
Abstract: In today’s Texas Tech University staff climate, women in the workforce are the norm. As women have become a staple to fill a myriad of staff positions, they are also finding a firm seat in leadership roles - but what do those roles look like? The empathetic leader, sometimes more commonly known as the work place “mom” is a distinct leadership style, but is this leadership style practiced by men as well? If it is assumed that empathetic leadership is practiced by both men and women, what are the differences between the genders? Are women considered soft, but men are considered caring or is there an overall feminization of leadership regarding empathy? How does each gender enact such leadership and what are the day to day effects on those practicing these styles? Through surveys and interviews with those who are determined to be empathetic leaders - note that their job title may not be indicative of this role - this research seeks to answer these questions to challenge our notions of what an empathetic leadership is.

4:30 p.m. - 5:20 p.m.

**The Impact of Tenure on Gender Differences Among the Executive C-Suite**

Session: V – 24.B | Traditions Room
Presenter: Stacy Chavez, Graduate Student, Texas Tech University
Abstract: This paper examines if gender driven differences in executive decision making persist with tenure. Specifically, it examines if a female changes her style to align with either firm culture or a senior executive’s style as her tenure with the firm increases. Empirically, I examine several financial metrics that correspond to decision-making and company performance. Prior literature examines these metrics with respect to gender differences in decision-making, however these are point in time studies. I contribute to this prior literature by adding a time element to the research stream.

4:30 p.m. - 5:20 p.m.

**Feminist Leadership Principles in Higher Education: Is This Really a Thing?**

Session: V – 24.C | Traditions Room
Presenter: Amy Koerber, PhD, Associate Dean, College of Media & Communication, Texas Tech University
Abstract: In this talk, I introduce some of the challenges that face women in higher education leadership positions. In Part 1 of the presentation, I offer some historical examples from my recent book, From Hysteria to Hormones. Then, in Part 2, I explore how the same kinds of problematic ideas about women that are embedded in the history examined in the book play out in the academic workplace. Finally, in Part 3, I invite the audience to discuss four feminist leadership principles that I introduce as a pathway to address the problems identified in Parts 1 and 2.

**Want to be a Women’s & Gender Studies Ambassador!**

A WGS Ambassador is a visible leader and a strong liaison for WGS and for Texas Tech University.

Stop by the registration desk or find one of us throughout the day at the Conference.
In the lead up to “The Take Back the Workplace” march in Los Angeles on Nov. 12, 2017 Latina farmworkers have written a letter of solidarity to the brave women and men in Hollywood who have come forward with their experiences of sexual harassment and assault in the wake of the Harvey Weinstein scandal. The upcoming event is organized by the Feminist Majority Foundation, Civican, and We for She. It aims to shed more light on instances of sexual harassment in the workplace and call out those who commit it, allow it and help cover it up.

Dear Sisters,

We write on behalf of the approximately 700,000 women who work in the agricultural fields and packing sheds across the United States. For the past several weeks we have watched and listened with sadness as we have learned of the actors, models and other individuals who have come forward to speak out about the gender based violence they’ve experienced at the hands of bosses, coworkers and other powerful people in the entertainment industry. We wish that we could say we’re shocked to learn that this is such a pervasive problem in your industry. Sadly, we’re not surprised because it’s a reality we know far too well. Countless farmworker women across our country suffer in silence because of the widespread sexual harassment and assault that they face at work.

We do not work under bright stage lights or on the big screen. We work in the shadows of society in isolated fields and packinghouses that are out of sight and out of mind for most people in this country. Your job feeds souls, fills hearts and spreads joy. Our job nourishes the nation with the fruits, vegetables and other crops that we plant, pick and pack.

Even though we work in very different environments, we share a common experience of being preyed upon by individuals who have the power to hire, fire, blacklist and otherwise threaten our economic, physical and emotional security. Like you, there are few positions available to us and reporting any kind of harm or injustice committed against us doesn’t seem like a viable option. Complaining about anything — even sexual harassment — seems unthinkable because too much is at risk, including the ability to feed our families and preserve our reputations.

We understand the hurt, confusion, isolation and betrayal that you might feel. We also carry shame and fear resulting from this violence. It sits on our backs like oppressive weights. But, deep in our hearts we know that it is not our fault. The only people at fault are the individuals who choose to abuse their power to harass, threaten and harm us, like they have harmed you.

In these moments of despair, and as you cope with scrutiny and criticism because you have bravely chosen to speak out against the harrowing acts that were committed against you, please know that you’re not alone. We believe and stand with you.

In solidarity,
Alianza Nacional de Campesinas

Alianza Nacional de Campesinas is an organization comprised of current and former farmworker women, along with women who hail from farmworker families. www.alianzanacionaldecampesinas.org

700,000 Female Farmworkers Say They Stand With Hollywood Actors Against Sexual Assault, by TIME staff, November 10, 2017