Southwest Institute for Research on Women (SIROW)

Department of Gender and Women’s Studies
College of Social and Behavioral Sciences
University of Arizona

CALENDAR YEAR REPORT
2012

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I. Introduction:

The University of Arizona (UA) - Southwest Institute for Research on Women (SIROW) is a regional research and resource center serving Arizona, New Mexico, Texas, Colorado, Wyoming, Nevada, Utah, and northwestern Mexico. Established in 1979, SIROW is a leader in women’s research, maintaining a regional network of over 30 campuses within the region. SIROW hosts a listserv, facilitates meetings, publishes newsletters, and engages in projects of importance with collaborating partners.

SIROW is housed within the Department of Gender and Women’s Studies with approximately half of all SIROW personnel located on the UA campus. SIROW has two off-campus community-based research sites in Tucson with most projects located in Pima County, Arizona. SIROW also has projects in the US-Mexico border, states located in the SIROW region, as well as a national/international projects beyond the region. SIROW researchers and Gender and Women’s Studies faculty work together, each informing the other regarding issues of importance to each unit. SIROW also works collaboratively with other UA colleges and departments along with numerous community-based organizations, schools, Indian tribes, advocacy groups, and governmental agencies.

II. Current Profile:

SIROW is a research institute housed within the Department of Gender and Women’s Studies, which is part of the College of Social and Behavioral Sciences. Dr. Sally Stevens has been the Executive Director of SIROW since 2004.

SIROW’s Vision: A society in which the wellbeing of women and children is paramount resulting in their equity, empowerment, and prosperity.

SIROW Mission: To develop, conduct, and disseminate collaborative research, education and outreach projects of importance to the diverse groups of women and girls in southwestern United States and northwestern Mexico.

SIROW Goals:

- To develop collaborative feminist research focusing on southwestern problems or populations of interest to scholars in the southwest,
- To identify and disseminate research on women, children and gender differences,
- To provide advocacy for women and girls by linking researchers with community organizations and policy makers,
- To support equality for women in the workforce and conduct research on women and gender in the work environment,
- To carry out participatory action research on a wide range of health, legal, and educational issues,
- To support graduate, undergraduate, and K-12 education about and for women and children, and
- To examine women’s contribution to literature, the arts, and southwest heritage.

SIROW has a dedicated, committed, and diverse group of experienced researchers, scholars, activists and direct service staff who maintain its mission and retain its support from the College of Social and Behavioral Sciences. SIROW has a long history of fostering community collaborations and networks across the region and throughout the United States with an emphasis on interdisciplinary approaches. Opportunities stemming from the implementation of SIROW’s mission include: 1) external funding for research grants and contracts particularly given the multi-disciplinary nature of the SIROW research agenda, 2) partnerships with business and fundraising opportunities – particularly for SIROW’s Women
in Science and Engineering (WISE) program, and 3) additional funding opportunities stemming from SIROW’s focus on the US-Mexican border region. SIROW’s state budget can be a challenge in the retention of research faculty and engagement in development opportunities.

While SIROW is not a teaching unit, faculty and researchers have contributed to teaching in many ways, including: presentations/teaching in classrooms, student forums, and symposiums; hiring and supervising graduate research assistants on state and externally funded projects; serving on student thesis and doctoral committees; and providing internships and volunteer experience for students. SIROW’s effort to engage students in participatory learning is aligned with UA’s focus on student engagement.

With regard to research, scholarship and creative expression, SIROW has a substantial research program, which brought in approximately 2.5 million dollars in external funding in 2012. Diversity in funding entities allows SIROW to respond with flexibility to changes in national, state and local priorities without substantial negative impact on research awards. SIROW researchers have contributed to the advancement of social science, in both scholarship and creative expression, through professional publications; professional presentations (both submitted and invited); workshop facilitation; development of program-specific manuals; creation of technology driven education; and community contributions including project collaborations, presentations and trainings.

Outreach is central to SIROW’s mission. SIROW works with numerous community based agencies, governmental entities, Indian tribes, schools, and other organizations. Many of SIROW’s funded research projects include “action” components in which services are delivered within the community and involve people who are typically marginalized, experience disparities and are underserved. SIROW’s off-campus research sites allow for easy access for research and program participant.

III. Accomplishments:

Goals, Progress, and Unanticipated Developments

In 2009, SIROW researchers developed a new 5-Year Strategic Plan (2009-2014) which was reviewed by the SIROW Advisory Board and approved by the SIROW Steering Committee in the fall of 2009. This Strategic Plan was amended in the fall of 2011 and approved by the SIROW Advisory Board in the spring of 2012. The major changes involve Goal 3: Increase Leadership and Professional Development Projects and Activities, and Goal 4: Develop a SIROW Community Center for Women and Children. The remaining goals had minor modifications. The current Strategic Plan is:

Goal 1: Develop New Participatory Action Research Projects Locally and within the SIROW Region

Objectives:
1. Broaden SIROW’s funding base for local participatory action research projects through grant writing efforts – with particular focus on National Institutes of Health, National Science Foundation, private foundations and agencies from which SIROW has not yet received funding:
   - Secure three new funding sources (e.g. individuals, foundations, governmental entities).
   - Develop three new local (Pima County) participatory action research, outreach, and educational projects per year in collaboration with local agencies, educational entities, governmental organizations, and Indian tribes.

2. Expand participatory action research projects within the SIROW region:
   - Develop a new project collaboration with agencies, institutions, and/or educational entities located in Cochise and/or Santa Cruz counties.
• Develop one new project in Phoenix, Arizona that build on previous projects located in the Phoenix area.
• Develop two new projects collaborating with SIROW regional partners in the U.S. (located in New Mexico, west Texas, Colorado, Wyoming, Nevada, and Utah).
• Develop and secure funding for two new international projects – with SIROW regional partners in Mexico or collaborators located in Central America or elsewhere.

SIROW has exceeded this goal with the development of several new participatory action research projects with an expansion of funding sources. Examples of new projects include (1) Effectiveness of Volunteer Telephone Continuing Care for Adolescents with Substance Use Disorders, (2) An Innovative Hybrid Program for Diversifying and Building Capacity in the STEM/ICT Workforce, (3) National Cross-site Evaluation of Reclaiming Futures/Juvenile Drug Court Programs (JDC/RF). New partnerships have been developed with departments in various UA-Colleges including the College of Education, College of Engineering, and the College of Science. New partnerships have also been formed with non-UA institutions and agencies such as Chestnut Health Systems, Tucson Unified School District (Lawrence Intermediate School; Hohokam Middle School), Strength Building Partners, Carnevale and Associates, and various programs and criminal justice institutions located in six states in the US. Work on continues at the regional (e.g., Elfrida Area Needs Assessment; Women’s Sexualities Conference), national (JDC/RF), and international (e.g., SIROW-HEY offered in Mexico).

**Goal 2: Increase Advocacy Efforts to Promote Equity and Advancement for Women and Children**

**Objectives:**
1. Initiate, assemble and convene a Recovery Oriented Systems of Care Consortium (ROSCC) for at-risk youth and adolescents in substance abuse recovery.
   • Identify stakeholders from diverse systems of care (e.g. adolescent medicine, education, treatment, criminal justice, policy) and engage them in ROSCC with the purpose to advocate for appropriate, effective, and continuing care services.
   • Create an opportunity to engage in dialogue, share knowledge and resources, and document key strategies for improving the system of care.
   • Develop a policy brief and distribute to political and funding officials and other stakeholders on effective systems of care for at-risk youth and adolescents in recovery.
   • Evaluate the effectiveness of ROSCC.

2. Initiate advocacy efforts for women whose life circumstance places them at a disadvantage for equity and advancement.
   • Identify and develop strategies for advocating for changes in health services for women to promote women’s health and wellbeing.
   • Identify and develop strategies for advocating for changes in legal rights for women with a focus on reducing the punitive treatment of women held in U.S. immigration detention facilities.
   • Identify and develop strategies for advocating for equity and advancement for women in education and employment.

SIROW has achieved this goal by developing and facilitating an ROSCC for adolescents in substance abuse recovery that was comprised of professionals from various community sectors (e.g., criminal justice, mental health, substance abuse treatment, education, business, spirituality, advocates, youth/volunteers). This adolescent ROSCC was merged with the SIROW Advisory Board after many of the goals of the ROSCC were completed. Advocacy for women is facilitated through project collaboration and the oversight of the SIROW Advisory Board, as well as through a Women’s ROSCC that was newly established in the fall of 2011. The women’s ROSCC meets quarterly with members from various areas.
(e.g., health, housing, treatment, criminal justice, research) who work together for the advancement of women’s wellbeing in southern Arizona. Work at the Women’s Immigration Detention facility continued although was slowed during the fall of 2012 given that SIROW’s Director of Border Research was on leave at Yale University for the 2012-2013 academic year. However, work at the Immigrant Workers Law Clinic continued at pace given the full funding for a Law fellow who continued this work at the same level of effort as the previous academic year.

**Goal 3: Increase Leadership and Professional Development Projects and Activities**

**Objective:**
1. Increase opportunities for students to work with SIROW projects.
   - Obtain funding for undergraduate and graduate student scholarships and graduate research assistants through gifts and/or grant funding.
   - Sponsor and provide student internships, independent study opportunities, preceptorships and theses and dissertation support through SIROW’s on- and off-campus programs.
   - Engage with faculty, staff, and students in key UA departments to foster student engagement in SIROW’s outreach, education, advocacy, and research agenda.

SIROW met this objective with regard through funding of graduate students and staff positions for graduate students who are nearing their dissertation stage. To a lesser degree, undergraduate students were financially supported, although several opportunities were provided at each of the SIROW sites for community and research engagement. In particular, the WISE program offered over 16 internships for both fall and spring semester – assisting in the development of students’ leadership skills while providing a sense of community for the students. In addition, eight student internships were facilitated at the SIROW sites along with service on six dissertation committees. Graduate research and staff positions for graduate students through external funding totaled 19 positions at 25% effort each. Work study students include 3 at less than 20 hours per week each. Other student opportunities included two students using SIROW project data for their dissertations (with dissertation oversight), two ASU-MSW interns, and one law fellow. In addition, each year SIROW offers a graduate student award for the best master’s thesis on the topic of women in the southwest. Work with faculty continues across campus with external funding partnerships, data sharing agreements, and training of students from other disciplines.

**Goal 4: Develop a SIROW Community Center for Women and Children**

**Objective:**
1. Increase the number of women and children participating in activities at SIROW’s Mujer Sana Women’s research and service site.
   - Apply for grant funding to secure additional projects and programs at SIROW’s Mujer Sana community site for women.
   - Increase activities (e.g., workshops, fieldtrips) for women and their children at Mujer Sana to empower women and improve the lives of women and their children.
   - Incorporate a “Kids Club” for the children of participating women at the Mujer Sana.

This goal has been addressed in multiple ways. Mujer Sana has incorporated many new activities for women in the community including activities taking place at the site led by staff, graduate students, expert volunteers (e.g., Laura Kelly) and consultants (e.g., Elsie Collins Shields). In the fall of 2012, the building space was re-arranged to include a “Kids Club” so that mothers with children had access to toys, age-appropriate educational materials, childcare supplies, changing table. With the awarding of the Working Poor Mother’s grant (MOMs project) Mujer Sana has had an increase in the number of women participating at the site.
**Goal 5: Engage Allies and Increase SIROW’s Visibility on the UA Campus as well as Locally, Regionally, and Nationally**

**Objectives:**
1. Promote and disseminate SIROW’s innovative projects and products.
   - Seek out media coverage highlighting SIROW’s innovative work and success.
   - Increase SIROW Steering Committee members’ participation on other community boards and committees.
   - Sponsor and/or collaborate on a minimum of (a) one local conference, and (b) five regional meetings, and (c) one national/international conference.
   - Develop new audiences and users groups for SIROW expertise and models programs.

2. Reorganize SIROW’s Community and University Boards into one board - the “SIROW Advisory Board”.
   - Create a new SIROW Advisory Board vision statement, mission and goals, organizational chart, and subcommittees.
   - Review/revise membership make-up of the Board and set terms for service.

3. Consolidate the WISE Advisory Board and the WISE Community Council into one board – the “WISE Advisory Board”.
   - Create a new WISE Advisory Board vision statement, mission and goals, organizational chart, and subcommittees.
   - Review membership make-up of the Board and set terms for service.

SIROW personnel focused on visibility. The SIROW website was reformatted in compliance with the College of Social and Behavioral Sciences mandate. Unfortunately, the new format is not research institute-friendly (rather it is more geared towards academic departments) and it is more difficult to navigate and more time consuming to edit. Three SIROW staff attended training on the website navigation and editing. SIROW personnel continue to focus on getting SIROW in news print articles and on local TV and radio channels and were very successful during the 2012 calendar year. SIROW Steering Committee members continue to serve on local, regional, and national boards. SIROW hosted our Southwest Regional Women’s Health and Sexualities Conference in San Antonio Texas in January of 2012. Both the SIROW and WISE Advisory Boards were consolidated early on during this five-year Strategic Plan period.

**III-A: Diverse Academic Community at the Forefront of Discovery**

SIROW continues to employ a diverse workforce including several classifications of personnel (faculty, academic professionals, classified staff, and students). A snapshot taken October 1, 2012, the SIROW personnel totaled 38 full and part-time employees (not including consultants or subcontracting agency staff). Of those 72% were women and 34% from minority backgrounds. Also, during this time period there was representation of those of differing age groups (age 21 to 6 years) and sexual orientations, along with representation of those who experience disabilities. This diversity contributes to the overall enhancement of SIROW and its capacity to achieve its mission and goals. Overall retention was excellent.

All SIROW projects pay strong attention to multicultural issues. This practice has been part of SIROW programs since the unit was founded. SIROW has two community-based research sites in Tucson: (1) SIROW Central (near the corner of Tucson and Broadway), and (2) Mujer Sana (approximately one mile south on downtown at 19th Street and S. 6th Avenue). On-campus projects such as WISE focus on female students from ethnic minority backgrounds, while other on-campus projects include a focus on K-12
gender and ethnic equity, K-12 non-traditional careers, and Native American and Hispanic youth enrolled in SIROW’s innovative iSTEM project. Most of the off-campus projects involve diverse populations. For example, SIROW iTEAM project works with LGBTQ youth and young adults while SIROW’s portfolio of US-Mexico border-related projects (e.g., Immigrant Mothers with U.S. Citizen Children, Women in Arizona’s Immigration Detention Facilities, Immigrant Workers Law Clinic) focus primarily on Hispanic/Latina women and their families. In addition, each year SIROW co-sponsors several conferences and events that are focused on diversity issues most of which are held on the UA-campus, in the wider community, regionally and nationally. Examples of such conference and events include sponsorship of Feminist Formations/ Symposium Y Pacanga at the UA (on campus), the Joteria Arts, Activism and Scholarship in Albuquerque NM (region) and the Joint Meeting on Adolescent Treatment Effectiveness in Washington DC (national).

III-B: Increase Student Engagement, Achievement, Retention, and Graduation Rate

Although not a teaching unit, SIROW has contributed to this goal through SIROW researchers speaking in classrooms, student forums, and symposiums; hiring and supervising graduate research assistants on state and externally funded projects; serving on student thesis and doctoral committees; and providing internships and volunteer experience for students. In addition, many of the funded research and service grants are focused on enhancing education for underserved groups at the University as well as within community colleges, and K-12 public, charter and alternative schools. SIROW is also the sponsor of “The Best Master’s Thesis on Women in the Southwest Award”, a $250.00 award for a top-ranked thesis about women or women’s issues in the southwest US and northwest Mexico border region. SIROW also supports many student related events through funding, working the event, copying/printing and other related event assistance. Examples include fiscal sponsorship of a UA-Campus Health event “Love Your Body Event” with speaker Jean Kilbourne; student group event with UNIDOS and No Mas Muertes with speaker Jeff Biggers; the New Directions in Critical Theory Conference; Women’s History Month -The Purity Myth with speaker Jessica Valenti, and the Women’s Resource Center’s CHOICE event on the UA Mall, and others.

III-C: Extend the Concept of a Land-Grant University to Position the UA as a Model for Linking Scholarship and Creative and Community Needs

SIROW projects build a foundation upon which the University can advance its expanded land-grant vision. SIROW develops and conducts interdisciplinary and inter-institutional research projects that focus on the needs and concerns of women and girls in the southwestern US and U.S.-Mexico border region. Collaborations are in place with several UA colleges, departments within the College of Social and Behavioral Sciences, other UA centers and institutes. In addition, during the 2011 calendar year, SIROW collaborated with over 40 community based agencies, health departments, tribal governments, criminal justice institutions, community colleges, school districts, and numerous K-12 schools and other entities.

Areas of research interest include gender, health, family, sexuality, education, employment, immigration, public policy, cultural diversity, history, and issues that impact diverse groups of women within the US-Mexico border area. Multidisciplinary theoretical perspectives with the utilization of both qualitative and quantitative methods drive research activities. Importantly, selected research methods employed are typically driven by approaches congruent with women’s lives such as feminist methods, participatory action research, decolonizing approaches, and social ecology.
SIROW collaborates with community agencies and participates in numerous community events as a way to link the UA to our community and understand its needs. Participation in events such as the Annual Fair for Educators is an example of such an event.

**SIROW 2012 Externally Funded Projects:**

1. *HerStory to Health: A Woman’s HIV, STD, Hepatitis B and C, and Mental Health Drug Treatment Enhancement and Program Expansion Project*

Funded by Substance Abuse and Mental Health Services Administration (SAMHSA); September 30 2007 – September 29 2012 (2012-2013 no-cost extension); $499,999 annually

*HerStory to Health* (*HerStory*) served 600 women over five years. Prior data suggests that the majority will be from minority backgrounds with the largest minority group being Mexican-origin Latinas. While some women have children, most are economically disenfranchised, with extensive histories of homelessness, drug use, and high risk drug and sex behaviors. *HerStory* enrolls participants in a 12-week program of 6 group sessions, 7 individual sessions (for prevention planning, counseling and testing), and a grief and trauma mental health component. The evaluation includes: the baseline, 3-month (Discharge) and 6-month follow-ups, and related activities. Participants are remunerated for completion of each of the 3-month (Discharge) and 6-month follow-up interviews. A participatory process allows clients, as well as clinical and evaluation staff input into the interpretation of results. Collaborators on the project include SIROW, The Pima County Health Department, and The Haven Women’s Residential Drug Treatment program.

2. **Working Poor Mothers of Minors (MOMs): Residential Substance Abuse Treatment, Prevention, and Recovery Support Services for Pregnant and Postpartum Women and their Minor Children, Including Their Non-Residential Family Members**

Funded by the Substance Abuse and Mental Health Services Administration (SAMHSA); September 30 2011 – September 29 2014; $524,000 annually

MOMs implements a comprehensive, gender specific, and culturally competent residential substance abuse treatment, prevention, and recovery support service project for pregnant and postpartum women and their minor children, and inclusive of their non-residential family members. MOMs will target pregnant or postpartum working women living below the poverty rate who are in need of residential substance abuse treatment and who do not qualify for state-funded health care/drug treatment. MOMs is unique in that it will serve an unmet need in providing affordable flexible residential substance abuse treatment for working poor women while the women continue to work, and provide therapeutic services for their children as well as for the women’s non-residential family members (a six month program, with the first two months in residential substance abuse treatment).

MOMs will serve 126 women (42 per year). Based on our previous work, we anticipate that 108 women will have at least one child under the age of 12 months (newly postpartum) and 18 women will be pregnant. From a family-centered perspective, we anticipate serving 214 children: 120 between the ages of birth to three years; 60 between the ages of four to six years; 22 between the ages of seven to ten years; and 12 between the ages of 11 to 17 years; and 189 appropriate family members not in treatment (e.g., partners, fathers of children, or other relevant family members). Project collaborators include SIROW, The Haven Women’s Residential Drug Treatment program, Arizona’s Children Association, Compass Affordable Housing, and the Community Partnership of Southern Arizona.

3. **Step Forward**
Funded by SAMHSA-Center for Substance Abuse Treatment; October 2009 - September 2013; $450,000 annually to CODAC with subcontract to SIROW for $140,000 annually

Step Forward is a collaboration between CODAC Behavioral Health, SIROW, and the southern Arizona AIDS Foundation (SAAF). Step Forward provides outreach, substance abuse prevention and screening services, substance abuse outpatient treatment in conjunction with sexual health education services for youth ages 12 to 17 living in the Tucson, Arizona community. It is a multi-faceted program that provides age-appropriate and interactive programming in a number of locations (charter and alternative schools, substance abuse treatment, juvenile probation and parole). The outpatient substance abuse treatment is provided by CODAC while staff working for CODAC, SIROW, and SAAF facilitates the sexual health curriculum. The health education component offers a number of interactive curriculum sessions along with HIV testing and counseling. Youth may take part in one or all of program components, based on their level of need. The program evaluation includes a baseline, discharge and 6-month follow-up assessment. SIROW is responsible for oversight of both sexual health curriculum program fidelity and project evaluation data analysis.

4. iTTEAM: “My” Treatment Empowerment for Adolescents on the Move

Funded by the Substance Abuse and Mental Health Service Administration; October 2009 - September 2014; $350,000 annually

UA-SIROW is working with Our Family Services, Open Inn, Wingspan, CODAC Behavioral Health Services (CODAC), and the Southern Arizona AIDS Foundation (SAAF) implementing “My Treatment Empowerment for Adolescents on the Move” (iTTEAM); a comprehensive Systems approach for drug/alcohol and mental health treatment for homeless lesbian, gay, bisexual, transgender, and questioning youth (LGBTQ) and their straight allies. Homeless youth, ages 15 to 23, from diverse racial/ethnic backgrounds that meet American Society for Addiction Medicine (ASAM) criteria for outpatient substance abuse treatment are enrolled in the project. iTTEAM project staff conducts outreach at the EON’s Youth Center Lounge, local streets and hangouts, and selected high-school gay-straight alliances to identify and enroll homeless LGBTQ youth and straight allies into the project. The project implements two evidenced-based programs; a substance abuse and mental health treatment program (MET/CBTS) and an HIV prevention and substance use reduction intervention (Street Smart), as well as voluntary HIV testing, comprehensive case management, and linkages to other community-based services for a total of 300 youth (60 per year). iTTEAM project aims to (1) decrease substance use, (2) improve mental health status, (3) increase housing access and stability, (4) improve life skills (e.g. educational involvement, employment, psycho-social functioning), (5) increase linkages to other needed services (e.g. medical, educational, entitlements), and (6) reduce HIV risk behaviors.

iTTEAM is supported and advised by the Eon Youth Program’s Peer Working Group (adolescents representative of those in the iTTEAM project) and from the systems-wide Recovery-Oriented System of Care Consortium (individuals from diverse professions including advocacy/consumer, treatment, recovery/continuing care, primary care, mental health, housing, spiritual, education, criminal justice, policy, commerce/employment, data/statistics). Project evaluation incorporates a process evaluation: 1) a comparison of the planned implementation timeline to the actual implementation timeline, 2) the number and types of services provided for each participant, and 3) the number and types of referrals provided for each participant; as well as an outcome evaluation: 1) the effectiveness of the overall iTTEAM project, 2) changes in behaviors by client characteristics/profiles, 3) differences in outcomes by type and dosage of services received, and 4) differential changes over time in response to changes (improvements) in the System of Care.
5. Project Change: Arizona Department of Education (ADE)- Non-traditional Recruitment and Retention for Secondary Schools

Funded by the Arizona Department of Education; October 2007 – September 2013; $60,000 annually

SIROW offers project Change to Arizona secondary schools in partnership with the ADE. The program provides gender equity and nontraditional (NT) career education workshops, training and classes statewide to both secondary school educators and students. Services include: 1) providing Career and Technical Education (CTE) professional development opportunities and resources to secondary school educators in Arizona; 2) coordinating nontraditional events with other partners that provide opportunities for students to participate in nontraditional academic, technological and vocational experiences; 3) providing information and workshops to schools and students that will increase enrollment in CTE courses that lead to nontraditional careers.

The pedagogical techniques employed include: 1) administration of in-person NT CTE recruitment and retention workshops and seminars, and 2) administration of two online Distance-Learning courses that are entitled “ADE NT 101” and “ADE NT 102.” SIROW will thus assist middle and high school teachers, counselors and CTE directors in increasing enrollment in NT CTE classes throughout the state. In conjunction with ADE requirements, SIROW will serve as the statewide coordinator of information on both gender equity and NT CTE employment and training opportunities.

6. Tucson Immigrant Workers’ Project

Funded by the Initiative for Public Interest at Yale and Vital Projects Fund; April 2007 – July 2013; $40,000 annually

The Tucson Immigrant Workers’ Project is a joint project of SIROW and the Immigration Clinic at the James E. Rogers College of Law. It provides low-wage immigrant workers with legal information, advice, and counseling about their employment rights. It also offers outreach, education, and advocacy in order to improve the working conditions in occupations in which low-wage immigrant workers, particularly women, predominate. The Project has three major components: (1) Walk-in clinic: on one evening each week, women workers can receive confidential legal advice and counseling about their workplace rights. Students from the UA law school and a rotating group of volunteer attorneys staff the clinic. Staff are trained to respond to questions about employment matters including wage and hour violations, race and sex discrimination, sexual harassment, disability and unemployment benefits, and workers’ compensation. In some cases, staff provides women with ongoing support and assistance outside clinic hours; in other cases, they offer referrals to a network of attorneys and organizations interested in providing pro bono or reduced fee representation; (2) Outreach, trainings, and education: law students and trained community members offer “know your rights” presentations to groups of women workers in the Tucson community introducing them to basic employment law concepts. For women interested in learning more, further workshops and trainings on specific employment topics and advocacy skills (leadership development, negotiation) are available, and (3) Research, Documentation, and Public Advocacy: before discussing an individual’s specific employment question at the clinic, staff guide her through an in-take form with questions about the conditions of her employment. Using this information, SIROW will issue a series of reports on the conditions of women workers in Tucson providing a foundation for public awareness and advocacy campaigns.

7. Campaign for Women in Immigration Detention Facilities in Arizona
Funded by the Initiative for Public Interest at Yale and Vital Projects Fund; April 2007 – June 2013; $40,000 annually

This project provides legal and social services to women immigrant detainees in Eloy Detention Center, and advocates for improvements in the conditions of detention for women detainees. The project released a report in 2011, "Disappearing Parents: A Report on Immigration Enforcement and the Child Welfare System," which addressed the challenges faced by immigrant parents in detention centers whose children are in state custody. This continues to be an area of focus for the project's policy advocacy and public awareness. In addition, the project is currently researching the particular challenges faced by women victims of domestic violence who are in immigration detention facilities.

8. Lesbian, Gay, Bi-sexual, Transgender Research Study

Funded by the UA – Institute for LGBT Studies June 2008 - June 2013; $1,500 annually

The LGBT Research Cluster is a research study group comprised of UA and community professionals. Activities include the following: 1) to analyze, interpret and disseminate outcome findings with regard to data collected from participants enrolled in the iTEAM Project, and 2) to use this information to illuminate critical research questions and accelerate a research agenda with regard to lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) adolescents and young adults. Data has been analyzed to improve services. In addition several research briefs were developed and uploaded to the SIROW and the Institute for LGBT Studies websites, professional and local community presentations were offered and scholarly articles were submitted for publication.

9. Providence Seven Challenges Site Evaluation

Funded by The Seven Challenges, Inc.; June 2010 – June 2011; $6,110

The major goal of this project is to analyze, interpret, and disseminate project outcome findings from the Providence Seven Challenges site evaluation. Data collection protocols had previously been developed by SIROW to be used at the Providence Seven Challenges site and project personnel collected the data over a two-year period of time. SIROW personnel entered and cleaned the data and were awarded these funds to analyze the data and disseminate the findings, including the writing of an academic journal publication. Work continues on this project with a publication under review.

10. Immigrant Mothers with Citizen Children: Rethinking Family Welfare Policies in a Transnational Era

Funded by the UA-Arts Humanities and Social Science Grants Program; July 1 2010 - June 30 2011; $25,838

Work continues on this pilot project explores the barriers facing immigrant mothers in Southern Arizona who seek public benefits for their citizen children. This is the first of such a study in Arizona, and is urgently needed since one-third of Arizona’s children have immigrant parents, even while Arizona has been expanding its laws to bar immigrants from public benefits. The Immigrant Mothers with Citizen Children Pilot Research Project includes structured qualitative and quantitative interviews with 20 immigrant mothers. The data will allow us to analyze (1) the impact of current laws on citizen children’s access to public benefits, (2) cultural barriers to utilizing benefits, and (3) how social welfare policies might become re-crafted to treat transnationalism (reflected by families with citizen children and immigrant parents) as an opportunity on which to build stronger communities, regions, and futures. Project data will also allow us to seek external funding for a larger action and research project to assist this population.
11. Domestic Violence Victim Safety Program

Funded by the Office on Violence against Women, through the Pima County Attorney’s Office; December 2007 – December 2011; $25,000 annually and $8,000 in Year 2012 to SIROW

This project is a collaboration with numerous Pima County agencies that intersect with domestic violence cases. SIROW leads the evaluation component of the project. The Center for Domestic Abuse will implement a centralized, well-trained vertical prosecution unit for domestic violence to manage both misdemeanor and felony cases (consisting of five attorneys, five legal support staff, two detectives and two victim witness advocates). They will work in teams to collaboratively handle all domestic violence cases from arrest through post-sentencing supervision. A collaborating agency is EMERGE!, whose role is to provide training on domestic violence issues. SIROW’s role on this project is to facilitate the groundwork (including multi-disciplinary team meetings) for a countywide safety audit that addresses the victim safety from the 911 call to parole hearings. Through this project, a Lethality Board will be formed to review domestic violence cases that have resulted in the death of the victim.

12. Community Conversations Elfrida Area Needs Assessment

Funded by Americor (R. Andrade), September 2011- June 2012; Americor Volunteer

Community Conversations in the Sulphur Springs Valley is a project of the Elfrida Citizens Alliance (Jeanne Shaw) in partnership with SIROW to develop and facilitate a comprehensive needs assessment that would provide tools for stakeholders and community advocates to raise awareness of the problems and conditions of economic distress faced by residents of Sulphur Springs Valley, to identify the resources needed to address those needs. Results of this assessment will assist the Elfrida Citizen’s Alliance and SIROW to identify needs and provide data for writing future grants to meet the needs of the citizens living in the Sulphur Springs Valley.

13. Evidenced-Based Models for Youth: Testing the Efficacy on Substance Abuse, Trauma, & Justice Outcomes Project (EbTX Project)

Funded by the Substance Abuse and Mental Health Services Administration – Center for Substance Abuse Treatment, November 2010 - July 2012, $160,000

The purpose of the EbTX Project is to (1) test the efficacy of two evidence-based adolescent intervention models used in outpatient settings in Tucson, Arizona, and (2) conduct an extensive review of trauma-informed care. While there are several evidenced-based models being utilized in this geographic area, the two models included in this study are Seven Challenges (Schwebel, 2004) and the Matrix Model (Rawson et.al., 1995). These models have varying levels of evidence to support their respective efficacy on adolescent substance use outcomes, however, there is limited evidence about if and to what degree these models improve or do not improve (1) emotional health, and (2) delinquency, crime, and juvenile justice related outcomes. This study intends to fill this knowledge gap. SIROW is working with the Community Partnership of Southern Arizona and two community-based treatment agencies to enroll, assess, and follow adolescents enrolled in these treatment approaches. In addition, given the lack of knowledge with regard to adolescents’ experiences of traumatic events, how these traumatic events related to substance abuse and mental health issues, and approaches that may be promising in addressing trauma, this project will conduct an extensive literature review on adolescent trauma and trauma-informed care.

14. Youth Sexuality, Health and Rights in the United States: Transforming Public Policy and Public Understanding through Social Science Research. (e.g., The Crossroads Collaborative)
Funded by the Ford Foundation; September 1 2010 – December 31 2012, $734,000; September 2012-August 2014, $313,500

Funding for the Crossroads Collaborative was awarded to the UA - Institute for Children Youth and families with Dr. Stephen Russell and Dr. Adela Lacona serving as PIs and UA-SIROW as a collaborating UA research institute with approximately $25,000 in annual funding. The Crossroads Collaborative engages UA faculty and students along with youth-oriented community partner agencies and groups dedicated to advancing research, graduate training, public conversation, and ultimately social change in the area of youth, sexuality, health, and rights (YSHR). The Crossroads Collaborative aims to lead and engage others in an informed and productive dialogue. The “crossroads” is where this project seeks to enhance and stimulate discussion include between academic disciplines; researchers and community organizations, including youth; academia and the media; and experiential knowledge, social awareness and public policy. The project advocates for youth, who face critical decisions about their lives as they cross the sometimes difficult terrain from childhood to adulthood, to have the right to information that helps them experience and achieve both healthy sexuality and sexual health. Since this information has been scarce and not widely distributed to youth, families, and policymakers, the project aims to change that. Guided by a vision of social justice and rights, strengthened by the rigor of social science research, and energized by youth focus and engagement, the Crossroads Collaborative intends to change the conversation around youth sexuality through (1) research, (2) training, and (3) strategic communications.

15. Women’s Health and Sexualities Across the Lifespan: Regional Conference Grant

Funded by Alice Kleeberg Renyolds Foundation and CoYoTe Phoenix; October 2011 - March 2012; $19,468

To address important issues in women’s health and wellbeing, this regional conference brings together experts in the areas of women’s health, ethnic and race health disparities, sexual identity, and the sexualization of women’s bodies to report new findings in research and discuss these issues with a focus on invigorating, expanding and improving higher education programs that are training the next generation of feminist scholars, activists, and leaders. This education and training conference includes junior faculty, graduates students, local activists, and artist (poetry and/or oral narrative readings) – engaging them in discussions with the presenters – informing on the topic and expanding participants’ knowledge of these crucial topics. A critical component of this conference is on the discussion of developing the pipeline of future feminist scholars, researchers, service providers, political leaders and activists who can continue to work on issues of women’s health and sexualities across the lifespan and promoting equality, public understanding, sensitivity, gender-responsive services and policy reform. Towards this end a guided discussion will inform on higher education gender and women’s studies programs in the SIROW region and on the specific needs of our region, how we can more effectively work together, and how best to implement undergraduate and graduate programs to meet emerging issues pertinent to the lives of women and girls. Presentations and information will be distributed to participants at the conference and made available through SIROW.


Funded by the Library of Congress though an agreement with the United States Office of Juvenile Justice and Delinquency Prevention; July 5 2011 - June 30 2014; $1,298,763

The Substance Abuse and Mental Health Services Administration’s Center for Substance Abuse Treatment (CSAT) and the U.S. Department of Justice’s Office of Juvenile Justice and Delinquency Prevention (OJJDP) formed a partnership in 2009 with the Robert Wood Johnson Foundation (RWJ) to improve the effectiveness and efficacy of juvenile drug courts. These agencies and the private foundation
sponsored an initiative to rehabilitate nonviolent, substance-abusing youth by integrating two models. One model, the Juvenile Drug Court (JDC): Strategies in Practice, has been implemented and operated in Juvenile Drug Courts. The other is the RWJ Reclaiming Futures Model (RF) which has been shown to improve outcomes by linking community system reforms, substance abuse treatment, and community engagement to break the cycle of drug use and crime. Combined, the two models form a systems approach to the delivery of juvenile drug court services to rehabilitate youth by using evidence-based practices. This national cross-site evaluation, conducted by UA-SIROW, includes the evaluation of six sites throughout the U.S. The evaluation plan includes quantitative and qualitative methods inclusive of process, outcome, and cost-effectiveness analyses that will provide a comprehensive and robust evaluation of the JDC/RF initiative to address 11 primary research questions for the evaluation to identify the factors, elements, and services that perform best with respect to outcomes and cost-effectiveness.

17. Innovative Hybrid Program for Diversifying and Building Capacity in the STEM and ICT Workforce (i-STEM)

Funded by the National Science Foundation; February 15, 2012 – January 31, 2015; $1,164,830

The iSTEM project is a “strategies project” aimed to broaden and diversify the STEM workforce by increasing participation of underrepresented minorities in STEM education and workforce. The iSTEM project is developing, implementing and evaluating a culturally-driven hybrid program that combines in-school mentoring with out-of-school informal science education experiences. Sixty Native American and Hispanic mentees in grades 3-8th will be paired with mentors. Mentors will include STEM professionals (n=15), Pasqua Yaqui community and tribal members (n=30), and UA College of Science and College of Engineering undergraduate students (n=15). Mentor/mentees will meet twice monthly (individually or in small groups) and engage in a minimum of five out-of-school informal science experiences during each year of the program. Program activities will be guided by a culturally-relevant theoretical framework, Funds of Knowledge and program activities will be based on the four Grand Challenges for Engineering themes: (1) Energy and Environment, (2) Health, (3) Security, and (4) Learning and Computation. The project will contribute to building a strong STEM/ICT education and workforce infrastructure, and ensure sustainability through training of mentors and teachers; providing STEM/ICT resources for students, school personnel and family members; and the development of products (program manual, in-person and on-line training curricula, STEM resource manual, STEM career guide). The i-STEM project will employ a mixed method evaluation design and include a formative and outcome evaluation. Evaluation findings will be disseminated to diverse audiences through web-based technologies such as websites and online learning resources, community presentations, community and tribal newsletters, media outlets, as well as traditional venues such as reports, professional presentations, and academic journal articles.

SIROW 2011 Internally Funded Projects:

1. Women in Science and Engineering (WISE)

Women in Science and Engineering (WISE) program within SIROW continues to increase the recruitment and retention of students in science, technology, engineering and mathematics, and medicine (STEMM) fields to provide a future pool of diverse, motivated, and qualified scientists and engineers. The WISE program maintains a diverse outreach program to undergraduate and graduate students at the UA, to public school teachers across the state including northern Arizona communities, and to K-12 students in Arizona. WISE sponsors K-12 outreach activities including school presentations to inform students about STEMM job opportunities in an effort to recruit them into the these fields. In addition, WISE has worked with several local programs to identify new growth opportunities and external program development for underperforming programs. At the middle and high school levels, the biannual Expanding Your Horizons conferences provide students with an opportunity to engage in hands-on
science and engineering activities. The students also interact with professionals in career panels in order to learn about the STEMM fields. Over 400 students from across southern Arizona and over 100 volunteers, parents, and teachers participate each year with the spring conference focused on younger students while the fall conference focuses on upper 10-12 grade students.

At the UA, the WISE'm Up program partners lower-division undergraduate with mentors who are graduate or upper division students, sponsors a living-learning community in Gila Hall, provides enrichment workshops and seminars, team building activities between STEMM disciplines, and awards scholarships and travel stipends for student research. The WISE Leadership Council, consisting of liaisons from college organizations that promote gender equity, sponsored the Science and Engineering Excellence (SEE) awards and banquet.

WISE offers a Leadership Certificate in partnership with the UA Student Services ATLAS program. Women in Science and Engineering continues to network with multiple CSIL programs to diversify STEMM fields, specifically to increase awareness of non-traditional students while meeting their academic, social, and professional needs. The primary funding source for WISE is UA’s College of Social and Behavioral Sciences followed by the College of Engineering. Numerous external contributions are received each year for various WISE activities and student scholarships and awards, with Freeport McMoran and IBM being the largest contributors in 2012.

Wise's Student Internship Program works with 40 undergraduate students each academic year in the development of professional, personal, and academic goals as they relate to the mission of WISE. All students who contribute to this program have the opportunity to participate in one on one academic tutoring, writing workshops, C.V. construction seminars, professional presentations, and event organization. Personal interests and needs are considered for each student and individual meetings have included study practices, job interviewing, personal efficacy development, reading effectively, time management, and personal presentation for public events.

2. Sowing the Seeds

This project began with a one-year Stocker Foundation grant over a decade ago and has continued through self-support and minimal sponsorship from SIROW. Sowing the Seeds is a southwest regional women scholars writing group that hosts monthly workshops and exchanges, an annual conference, and publication opportunities – with a focus on Hispanic Latina women writers. Since original funding, Sowing the Seeds has published two edited volumes.

3. Women’s Contribution to the History of Southern Arizona Exhibit

This exhibit was developed by SIROW for the Association of American University Women in celebrating the state centennial at a luncheon in February 2012. With permission from the Arizona’s Women’s Hall of Fame, pictures of 17 women along with biographies written by SIROW personnel were displayed. Women included those who contributed in the areas of (1) health, (2) law, politics and community, (3) business, (4) science, and (5) education.

Publications - Published and In-Press:


**Selected Other Products:**


SIROW Regional News (Spring, 2012) Southwest Institute for Research on Women, University of Arizona, Number 84.

SIROW Regional News (Fall, 2012) Southwest Institute for Research on Women, University of Arizona, Number 85.

**SIROW Conferences:**


**SIROW Participation and/or Sponsorships (Selected):**

- UA-Campus Health - Love Your Body Day
- UNIDOS and No Mas Muertes Event
- UA-New Directions in Critical Theory Conference
- UA-Women’s Resource Center – CHOICE Vender Fair/Justice for All
- UA-Women’s Resource Center – The Purity Myth
- Association of American University Women’s Arizona Centennial Event
- Pima County Schools - Fair for Educators
- UA-Feminist Formations Symposium y Pachanga
- Joint Meeting on Adolescent Treatment Effectiveness

**Professional Presentations Related To SIROW Projects:**

* We have not included classroom or community presentations, workshops, trainings or other dissemination activities given the large number of these activities. See individual vitae for additional information.


IV: Awards, Honors, Achievements, Outreach and Service (Selected)

SIROW personnel have received numerous awards and honors during 2012 and have provided an array of outreach and services, such as providing information on funding sources, connecting scholars with their peers, responding to requests for information from students and community members, and disseminating information to various audiences. Below is a selected list, of honors, awards, outreach and services provided by members of SIROW’s Steering Committee:

Rosi Andrade
- Member, Compass Affordable Housing Board of Directors, Tucson, Arizona
- Book making/poetry writing table at UA Presents Children’s Festival Reading to 1st/2nd graders
- Facilitator, Love of Reading Week, Mary Belle McCorkle Academy of Excellence K-8
- MOMs program - radio interview and reading. Broad Perspectives program - Maryann Beerling
  KXCI 91.3 FM and kxcil.org
- Sowing the Seeds Reading of Anthology. Tucson/Pima Joel D. Valdez Main Library
- Book making/poetry writing table at Tucson Meet Yourself as part of Sowing the Seeds
- Informational table representing SIROW, Mujer Sana. Peace Corps Fair
- Facilitate site for Tucson discussion with immigrant women and their children for She Says*, a
documentary project by Writer/Producer/Director Sasha Shaway, NobleHeart Productions
- Chair, Human Subjects Departmental Review Committee
- Member, SIROW Academic Review Committee
- Member, SIROW Advisory Board
- Member, SIROW Steering Committee
- Member, SIROW Academic Review Team
- Mentor, Summer Research Institute
- Member, IRB Core Users Group
- Member, Pima County/Tucson Women’s Commission/SIROW Project, Managing Tough Times:
  Women living in Economic Uncertainty
- Participant, MEZCOPH-SBS Joint Faculty position

**Alison Greene**
- Member, SIROW Steering Committee.
- Member, SIROW Fundraising Committee
- Member, SIROW Advisory Board
- Member, SIROW Academic Review Team
- Member, Women’s Studies Advisory Council (WOSAC)
- Member, Marketing/Publicity Committee, Women’s Plaza of Honor
- Member, SIROW Brochure Committee
- Facilitator, Young Women’s Empowerment Academy, Commission on the Status of Women
- Facilitator, SafeZONE, University of Arizona

**Corey Knox**
- Participatory Action Research Presentations, Pima Community College, Research Methods
  Course
- Member, Pima County Neighborhood Reinvestment Oversight Committee
- Member, SIROW Scholars Steering Committee
- Member, SIROW Academic Review Team
- Chair, SIROW Thesis Award Committee
- Chair, SIROW Travel Award Committee
- Coordinator, SIROW Website
- Developer, SIROW Newsletter

**Jo Korchmaros**
- Chair, SIROW Software and Data Management Committee
- Chair, SIROW Editing Committee
- Member, SIROW Steering Committee
- Member, SIROW Academic Review Team
- Member, SIROW Brochure Committee
- Ad hoc reviewer: Psychological Methods; Evolutionary Psychology
Career Panalist, Women in Science and Engineering (WISE) Expanding Your Horizon’s Conference

Patricia Manning
- Participant, La Lucha Sigue Conference
- Translator, Mata Ortiz master potters - Tucson Art Walk Open House demonstrations
- Volunteer mentor, Owl and Panther
- Facilitator, discussion-study sessions for participants of March travels in El Salvador
- Mentor, for refugee
- Presenter, Overview of Historical and Current Political Dynamics in El Salvador
- Participant, Border Network for Human Rights “Building a Border Narrative for the Future”
- Participant, NMSU Immigration Conference
- Outreach, Restoration Project of the Casa Mariposa Intentional Community
- Speaker, UA-Honor’s College (on women immigrants in detention facilities)
- Member, LAS Affiliated Faculty and Academic Professionals
- Presenter, College of Journalism’s Border Safety Workshop
- Commentator, Migrant Health Concerns, College of Public Health Social Justice Symposium
- Facilitator, Safe Zone Trainings

November Papaleo
- Consultant, Mansfield Junior High School 21st Century Community Learning Center Grant
- Mansfield Junior High School Site Council
- Department of Gender and Women’s Studies Undergraduate Committee
- Advisor, Women in Science and Engineering Student Club
- Internship Sponsor for 30 students
- Independent Study Sponsor for 10 students
- Member, Women in Science and Engineering Advisory Board
- Member, SIROW Steering Committee
- Member, SIROW Academic Review Team

Claudia Powell
- Secretary, Pima County Domestic Violence Fatality Review BoardMember, Pima County Domestic Violence Task Force
- Member, Salpointe High School Parent Board
- Participant, Dating Violence Awareness Rally, Tucson Police Department
- Participant, Yaqui History Night, Pascua Yaqui Tribe, Tucson AZ.
- Member, SIROW Steering Committee
- Member, SIROW Advisory Board
- Member, SIROW Software and Data Management Committee
- Member, LGBTQ Research Cluster
- Participant, MEZCOPH-SBS Joint Faculty position
- Organizer, Mandated Reporting Training for iTEAM and Step Forward staff and collaborators

Sally Stevens:
- Award, UA - Distinguished Outreach Professor
- Award, Tucson Weekly – Local Hero
- Reviewer, National Registry of Effective Programs and Practices (NREPP)
- Faculty Sponsor – UA Women in Science and Engineering Club
- Member Joint Meeting on Adolescent Treatment Effectiveness Conference Committees: (1) Sponsor, (2) Planning, and (3) Abstract Review
- Member, Expert Panel on Adolescent Substance Abuse Treatment
- Member, National Center for Minority Health HIV Cross Site Evaluation Advisory Board
- Member, WISE Advisory Board Member
- Member, Women’s Studies Advisory Council (WOSAC)
- Member, SIROW Software and Data Management Committee
- Member, Institute for Children Youth and Family Advisory Board
- Member, UA - Search Committees: (1) GWS Head Search, (2) COPH/MES Assistant Professor, and (3) SBSRI Director
- Member, Pima County Health Department Strategic Planning Committee
- Member, National Institute on Drug Abuse – Native American Workgroup
- Member, UA, College of SBS -1885 Scholars Review Panel
- Chair, SIROW’s Recovery Oriented System of Care Consortium (ROSCC) for Adult Women
- Chair, SIROW’s Fundraising Committee
- Chair, SIROW’s Advisory Board
- Chair, SIROW Academic Professional Review Committee
- Chair, Southwest Regional Women’s Studies Heads and Directors
- Chair, SBS- Information Technology Committee

SIROW Website

http://sirow.arizona.edu

SIROW Regional News

SIROW News is a semi-annual newsletter publication that is sent to 2,500 recipients in the southwest region. The newsletter includes articles of interest on research projects, as well as a list of current publications and activities in the Southwest. The focus of the SIROW Regional News is to highlight the work of researchers within the region as well as encourage the development of new projects.

SIROW Community Newsletter

SIROW’s annual Community Newsletter is mailed to 350 community-based organizations, funding officials, policy makes and other individuals interested in the works of SIROW. The focus of this local newsletter is on SIROW projects that serve the University and larger community.

Visitors to SIROW

SIROW welcomes numerous visitors who were interested in reviewing our programs, visiting SIROW’s research sites, discussing specific projects, pursuing discussions related to their own research, or contributing to one of SIROW’s programs. We also welcome research affiliates who partner with SIROW personnel on various scholarly work of mutual interest.

SIROW in the News:

SIROW’s researchers and projects and were featured in numerous on-line, print, visual, and audio outlets during the 2012 calendar year. For more information visit the SIROW website.

V: Peers - Realistic and Aspirational; Programmatic Rankings and Sources:
It is difficult to place SIROW, as a feminist research institution, in a national scheme of realistic or aspirational peers. Over 100 research centers on women belong to the National Council for Research on Women (NCRW), some campus-based, some independent non-profits. SIROW was a founding member of NCRW and SIROW's past Executive Director was a member of the NCRW Board.

SIROW's network of collaborators and relatively large funding amount for externally funded projects puts SIROW at or near the top of all feminist research institutions. SIROW is a recognized national leader among all-purpose, university-based centers for research on women whose programs include outreach and educational programs as well as research. Evidence of SIROW's standing is shown each time that developing centers at other institutions seek consultation from SIROW. In addition, officials from various funding institutes call upon SIROW professionals for leadership, advice, and feedback on issues related to gender, gender differences and specific to women and/or girls.