

## Vision

A society in which the wellbeing of women and families is paramount, resulting in their equity, empowerment, and prosperity.

## Mission

Develop, conduct, and disseminate collaborative outreach, education, intervention, and research projects of importance to diverse groups.

## Contact Information

925 N. Tyndall Avenue  
Tucson, AZ 85721  
520-621-3839

Please send newsletter updates to Nikole Justvig -  
[njustvig@email.arizona.edu](mailto:njustvig@email.arizona.edu).



COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

**Southwest Institute**  
for Research on Women

**January**  
**2018**  
**SIROW**  
**HIGHLIGHTS**

## SIROW Examines Gender Equity in the ADOT Workforce

Funded in May 2016, the Arizona Department of Transportation (ADOT) provided a contract to SIROW to examine issues with regard to attracting, selecting/hiring, and retaining women in the ADOT workforce. With data indicating that women are underrepresented in the transportation industry workforce in the U.S. and Arizona in particular, ADOT initiated this research project to illuminate why this underrepresentation exists. This project examines practices that may influence attracting, selecting/hiring, and retaining women in the transportation workforce. This project will also identify high priority workplace issues for women, and if these issues may differ from those of male employees.



ADOT SIROW staff include (left to right) Monica Davis, Rosi Andrade, Sally Stevens, Candace Black, and Tamara Sargus.

To date, the SIROW project team has completed a literature review of academic/research articles and technical reports pertaining to this topic. Additionally, the project team assessed eight state, county, and city departments of transportation taking into consideration population size, geographic size, rural/urban configuration, "at will" employment state status, and other variables. The comparison to other departments of

transportation examines existing formal policies and informal practices related to encouraging women in interviewing, being hired, and being successful in the transportation workforce. Additionally, SIROW interviewed human resources staff at these departments.

SIROW also conducted a confidential online survey of both men and women ADOT employees to gain their viewpoints on their workplace priorities and environments. The next step is to facilitate in-depth interviews with women employees to clarify their experiences. After the data collection and analysis wraps up, the study team will complete a comprehensive report for ADOT's review. ADOT's publication of this report is projected for completion in June 2018. We thank ADOT for their supportive collaboration, and greatly value the opportunity to contribute to the pursuit of gender equity in the transportation workforce.

For more information, please contact Sally Stevens, PhD, at [sstevens@email.arizona.edu](mailto:sstevens@email.arizona.edu).



## Goals

- Engage in collaborative feminist research on topics pertinent to the lives of girls, women, and families;
- Develop and conduct outreach, education, service, research, and trainings with regard to mental and physical health, sexuality, legal matters, education, workforce, equity, diversity, and other issues;
- Address social inequalities and group-based disparities;
- Examine and support women's contribution to literature, the arts, and Southwest heritage;
- Advocate for women and families by linking researchers with community organizations and policy makers;
- Identify, illuminate, and disseminate research on girls, women, families, and gender differences.

## SIROW Staff Spotlight: Courtney Waters, MPH

In my four and a half years at SIROW, I've had the privilege of working on a number of different projects including Step Forward, the Sex Ed Cinema Project, the ANCHOR Project, and now Spectrum. On Step Forward, I delivered a comprehensive sexuality education curriculum to youth ages 13-17 in school and treatment settings. For the Sex Ed Cinema Project, I worked with a group of five high school students to develop a sexual health film. On ANCHOR, I collected data and facilitated weekly support groups within a drop-in space for LGBTQ adults experiencing homelessness and housing instability. Later on, I was also responsible for the evaluation component of the program. As Program Coordinator on Spectrum, I support the functioning of an HIV prevention program for LGBTQ youth and young adults.

### You have worked extensively in sexual health education. In what ways do you see this positively influence our community?

Sexuality education is about far more than pregnancy and STI prevention. It empowers people to take care of and love themselves and their bodies, form healthy relationships with others, and make informed choices. Having access to this information is critical for young people, and even more so for our LGBTQ community, who experiences disparities in sexual health outcomes from having been excluded from sex education for far too long. By seeing themselves in our LGBTQ-affirming curriculums, the information finally becomes accessible to LGBTQ folks. It also communicates that LGBTQ youth and young adults matter and that their identities and experiences are valid, and we know that acceptance and validation are keys to healthy and happy communities.



### What is your favorite thing to do when you're not at work?

I recently started reading for fun again, and I find that it rejuvenates my soul! I also love taking walks a few nights a week with my family. My two-year-old son enjoys riding in the stroller and it gives me and my partner a chance to catch up on the day and reconnect.

### What do you love about working at SIROW?

I love SIROW's commitment to serving marginalized communities, our focus on community-based participatory research, and the strong community partnerships we've established. Personally, I love that this work allows me to combine my passions for teaching and research. I love the variety of experiences that grant-based work offers. I love that our leaders encourage personal and professional growth. I love the kind supportive people that I work with.

### What is your professional passion?

Sex education! On the ANCHOR Project, my focus shifted away from sex ed a bit, and I wondered if I should venture into the mental health field. Now on Spectrum, I'm reunited with sexuality education and it has reinforced to me that I love this field! It is so rewarding to help people gain the information and develop the skills to lead confident healthy lives!

### What inspires you at work?

The participants themselves. Sometimes I think they help me more than I help them. Many of our participants face challenges and oppression from multiple angles. Yet, they continue to strive. They show up. They are brilliant, creative, and unique. By listening, being kind, and accepting people who for they are, perhaps I can bring a bit of light into someone's day, and remind them that there are people who care.

