

Inside this issue:

Q&As with CSWM's
2019 Award Winners
Pgs. 4, 12, 13 & 20

Q&As with CSWM's
Top Paper Winners
Pgs. 5, 7 & 9

Promotions &
Publications
Pg. 6

Interesting facts
about Toronto
Pg. 11

CSWM 2019 AEJMC
Schedule
Pgs. 15 & 16

Guiding Muslim Girls
to Leadership
Beyond Politics
Pgs. 17-19

Message from the Chair

Meredith Clark

Ever get to the end of a semester, a project, a task, and see *exactly* what you'd do differently if you knew then what you know now? That's kind of how I feel about my time chair of the Commission on the Status of Women. In my final column to you, I'd like to offer some insights about serving at the top of the leadership ladder within the commission. In our efforts to promote continuity among leadership teams and transparency about the time and tasks behind service to a national organization, I hope you will find the contents of the summer 2019 newsletter useful as you prepare for the coming academic year.



1. **Create a calendar specifically for service work and dedicate regular time for (AEJMC) business.** Thanks to the leadership of my predecessor, Candi Carter Olson, and the vision of Katie Foss, the current chair of the Council of Divisions, I came into this role with a list of deadlines, which clarified many of the expectations for service. While it was easy to pull them up from time to time as a check of what was needed when, a more reliable and convenient option would have been to pre-schedule the deadlines and dedicate time to address their demands at the beginning of the school year. Think of the duties you'll have in the coming year in one of your service roles: Carving out time for service before you need it can help alleviate the stress of trying to fit the work in among other demands. I found Friday afternoons, when I couldn't bear to grade papers and my writing brain was zapped, to be a nice spot for this work. I got to reflect on the bigger picture outside of my university and my department and connect with other women on the journey.

Continued page 2...

hello my name is...
☺

Join colleagues and fellow CSWM members for updates on activities, recognition of award winners, and voting for next year's slate of officers at the CSWM Annual Business Meeting on Thursday, August 8, at 6:45, followed by the CSWM mixer.

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Chair's Message Continued...

- 2. Decide in advance what you want your leadership style to look like in a given role.** It's impossible to show up for everything with the same intensity without giving in to burnout. Kerry Ann Rockquemore, founder of the National Center for Faculty Development and Diversity, encourages the Center's participants to "lower a standard," in order to avoid the untenable pressure of trying to perform at maximum capacity everywhere, all of the time. For me, this meant being less visible during my time as CSWM chair. Although research focuses on social media, I'd found it was taking up too much of my time, so I scaled back: I disabled my Facebook account entirely, attempted to limit my Twitter use (I'm currently on a Twitter sabbatical), and deleted Instagram from my phone. This meant I couldn't be present in CSWM's Facebook writing group, and missed some online interactions with our members, but missing out on social media conversations significantly increased my time and the quality of effort I was able to give to *all* of my work, including service to AEJMC.
- 3. Don't be afraid to (repeatedly) ask for help.** My life changed a *lot* in the two years between agreeing to join the leadership ladder and today. I moved to a new institution 1,700 miles away, landed two big grants, got married, and started to work on my first book. Add in the regular stuff - new course preps, university and department service, and trying to stay healthy, and I quickly felt overwhelmed. Recognizing my own mental health needs, I quickly decided that if I

needed help, I'd ask for it, and ask as often as necessary. From email exchanges with mentors on how to handle association politics, to delegating tasks with our gracious leadership team, to calling up colleagues to participate in our webinar on peer-reviewing, I learned that having the humility to ask for help meant I could show up feeling more confident and prepared than I otherwise might have.

- 4. Encourage others.** As we waited for a hotel meeting room to clear out ahead of the CSWM business meeting at last year's conference, I had the chance to chat with a young woman in a graduate program in California. Listening to her experience, I was reminded of how special this group is in its members' commitment to supporting and uplifting other women. As you'll read from several of our members profiled in this issue, CSWM has been and continues to be a meaningful source of encouragement to women at every level of higher education in journalism and mass communication. Let's continue that tradition as we move forward together. I encourage you to come out to our business meeting on Thursday, Aug. 8, at 6:45 p.m. during the conference, and to stick around for our social immediately after. Please bring a friend or two.

I hope this newsletter's message encourages you in the days before we see each other again in Toronto. Until then...

In service,

Meredith D. Clark, Ph.D.
Chair



Use this easy tool to verify what travel documents you may need to travel to Toronto: <https://bit.ly/2DiGgUe>.



Run for the CSWM Board!

Do you want to meet some amazing people and strengthen your ties with AEJMC and the CSWM? Do you want to be part of one of the two AEJ groups that has a strong advocacy voice in the organization? Then step forward and nominate yourself for a CSW board position. If you're unsure where to start, ask a current board member how you can be most helpful!

Vice Chair: The vice chair manages the commission's programming for the year. The vice chair's position is busy every fall with the chipping process and negotiating panel deals with other DIGs. In addition, the vice chair uses chips to negotiate how many research panels and scholar-to-scholar poster sessions we have available for members. The vice chair becomes chair the following year, as per CSWM rules.

Research Chair: The research chair (or chairs) manages the research paper competition every year. The research chair reviews the paper call every fall and recruits reviewers throughout the fall and winter. When papers are submitted on April 1, the research chair distributes papers to reviewers, analyzes the results, sends out acceptances and rejections, and organizes accepted papers into panels and scholar-to-scholar poster sessions.

Midwinter Research Chair: The Midwinter research chair (or chairs) is similar to research chair but on a smaller scale. The Midwinter research chair distributes the call for papers and panels in the fall for the Midwinter conference. Once the Midwinter papers are submitted in December, the chair distributes submissions to reviewers, analyzes the results, sends out acceptances and rejections, and organizes accepted submissions for the conference program.

Secretary: The secretary takes notes at the annual conference and any subsequent meetings that the board may have, if those meetings occur. The secretary then sends meeting minutes to the newsletter editor for publication and circulates them at the next conference for approval.

Newsletter Editor: The newsletter editor (or editors) distributes three newsletters every year, fall, midwinter, and right before the summer conference. This is a digital newsletter. The newsletter editor solicits submissions, designs the newsletter, and distributes it to the membership through digital channels. This year's newsletter editors also set up a Google Group for the CSWM, and the newsletter editor manages that group and can approve or reject submissions.

Ad-Hoc Social Media Chair: The ad-hoc social media chair manages the CSWM's social media, including Twitter and Facebook and a writing support group, and the main CSW page. To gain access to the website, the social media chair will need to contact CSWM central. The social media chair distributes information of interest to members on all social media channels and on the website. The ad-hoc social media chair also arranges relationships with other DIGs for Twitter chats and panels.

Mentorship Program: The mentorship program is a vital part of connections at CSWM. The coordinator compiles a list of people who volunteer as mentors and matches them with mentees. Once matches are made, pairs can structure the relationship for their own needs. Participants have said that this relationship has been critical to their success in academia and they have made life-long friends.



Zip around Toronto in a Double Decker Bus Tour!

Includes free harbour and islands cruise. Stops near many popular attractions. Cost: Adults \$38.05, Seniors (+65) \$34.51, Students (with ID) \$34.51, Children (3-12) \$20.35 For more info, visit:

<https://www.citysightseeingtoronto.com/toronto-double-decker-city-tour/>

Q&A with Tracy Everbach, winner of the 2019 Donna Allen Award for Feminist Advocacy



1. When and why did you decide to join CSWM?

I've been involved with CSWM since the mid-2000s. I got my Ph.D. in 2004 and I think that's when I

started submitting articles to the division. Got recruited by Cory Armstrong (Alabama) to be an officer in 2008 or 2009. I worked my way through the ranks, serving in a bunch of different capacities. I think I was the chair in 2012-13. I've been vice-chair, research chair, midwinter chair, etc. In 2013, Lillian Kopenhagen (FIU) had the idea to start the pre-conference workshop and fellowship. I've worked with her to coordinate the Kopenhagen Leadership Fellows Program. I also coordinated CSWM's mentoring program and supervised that for a few years.

2. What sparked your interest in researching issues of gender?

My research is designed to look at women in the workplace, but also how women are represented in media. I think this is an area that really needs attention. A lot of people are not aware that women are considered, in society, as second-class citizens. It took me a long time to realize that as well. My work is intended to raise awareness, but also offer solutions.

I came of age in the 80s, and I was always told by my parents, my teachers by society, "Women are equal to men, you can do anything..." the hard work had been done in the 70s to break a lot of barriers. I thought, I'm going to go in the workplace, get my degree, go in the workplace and be treated equally. I quickly saw that I was *not* treated equally, *not* paid equally, did not get promotions... even though I was working harder than the men were. It was hard for me to realize that when I was told all my life that I'd been judged on merit.

3. How does it feel to receive an award named for Donna Allen?

[Editor's note: Coincidentally, Everbach was also asked to give the Donna Allen address at the American Journalism Historians Association's annual conference in Dallas this fall].

I'm really honored because Donna Allen was a really amazing woman. Women like her paved the way for the rest of us. I owe a huge debt to her. I want to give a shout-out to the women in the 60s and 70s who were in the trenches because they went through hell. Protesting in the streets, filing lawsuits -- I have to thank them.

4. What's some of your current research?

I recently co-authored study on diversity in the *Dallas Morning News* with AEJMC members Jake Batsell, Sarah Champlin and Gwen Nisbett. The managing editor at the time, Robyn Tomlin, asked us to do it. It was pretty amazing to go in and present to the senior management team and say, "you know, you're quoting mostly white men in your stories, most of your reporters are white men, and there are mostly white men in the visuals."

From what I understand, they've instructed their reporters to keep track of how they're diversifying, something that's also being done at outlets including *The New York Times* and *The Atlantic*. These kinds of efforts are really important, and I'm committed to raising awareness about that.

5. You recently became a full professor. What advice do you have for CSWM members looking to stay in the profession for the long haul?

Yes, I attained the rank of full professor in 2018.

My advice is to find mentors; people who will support you. That was one of the best things about CSWM. Women were always willing to help me, back me, give me advice if I asked for it. Don't be afraid to ask for advice, most of the women have been through the same thing. That's what I think is so wonderful about CSWM, I find it to be a welcoming place. We have all kinds of ways that you can get support. The Kopenhagen Fellows, the online writing group, the formal mentorship program...

I know that there's a lot of crap going on in academia - backstabbing, sexual harassment, people trying to put up impediments for other people; you have to reach out for support. It's so vital. If you try to fight the battle yourself, it makes the battle 10 times harder. We can't solve every problem, but we can at least get people to discuss these issues and try to find solutions.

Q&A with 2019 Top Student Paper Award Winners

Crystal Hong, Fiona Mei Robinson,
Sherlyn Goh & Abigail Toh

Not as Innocent as They Seem: A Content Analysis on Gender Stereotyping in Memes

1. Tell us about your personal and professional background.

We are from the Wee Kim Wee School of Communication and Information and embarked on the topic as our final year project. The final year project is considered the culmination of four years' worth of communication studies, and we were thrilled to have ended our university education studying such a pertinent area of research that was of interest to us as well.

2. When and why did you decide to join CSWM?

Upon completion of our final year project in April 2019 and upon the completion of our paper, we decided to join CSWM as we saw that our paper's interest was similar to that of CSWM and we would just take a shot at entering it at the conference.

3. What sparked your interest in researching issues of gender?

Gender issues have always been around in society, and it is something of interest to us, fuelled by the (fun!) fact that our school has a gender ratio of 7:1 of girls to boys in our cohort alone. In addition, as frequent consumers of memes ourselves, we wondered if memes could mean something more than just content for laughs, and pairing two and two together, we decided to explore the issue of gender in memes.

4. Tell us about your award-winning paper. What did you do in your research project? How did you come up with the idea, and why is it important?

In our research project, we explored the issue of gender stereotyping in internet memes through conducting a content analysis. We found this issue pertinent and interesting given the prevalence of

memes on various social media platforms especially in recent times, along

with the continuous debate about gender equality in various parts of society. With something as innocent as memes that people often treat as mere nuggets of entertainment that we ourselves are guilty of as well, we wanted to dive deeper and uncover if memes, as a form of communicative content, do contain something more than what we merely see on the surface.

5. What other research are you most excited about right now (something you're working on or something you've read)?

We're most interested in research exploring memes in other contexts like racial or political issues, as well as research looking at the internet space and its usage and implications on the whole.

6. Tell me something fun about yourself that other CSWM members may not know.

Our final paper was not what we set out to do initially! We originally wanted to create our own memes for experimental purposes. During our preliminary studies, we realised there was a gap in research on memes and gender portrayals. As this was a critical yet missing component of the literature review stage, we decided to address this gap in the literature instead.

7. Is there anything else you would like to share with CSWM members?

Thank you for awarding our paper as the top-student paper and for the constructive criticism on how to improve our research paper, which we will take into account as we refine our paper.



Toronto's Annual Caribana Festival (7/7 – 8/11)

This is a four-week-long annual festival that celebrates Caribbean culture. It is the largest cultural event in Canada and the largest outdoor festival in North America.

For more information visit: <https://torontocarnival.ca>



Catherine Strong (Massey University) now heads the Master of Journalism programme, the only one of its kind in New Zealand. She takes over from Grant Hannis who stepped down after developing the degree.



Khadija Ejaz (University of South Carolina) has accepted a new position at Barry University in Miami Shores, FL. She will start as an assistant professor in August 2019. She has also had a chapter published in *Religion Online: How Digital Technology is Changing the Way We Worship and Pray*. This is a set of

two books: one book is organized by concepts in religious media studies, and the other is organized by religion itself. Khadija's chapter is on Islam. More information about the book can be found at https://www.abc-clio.com/ABC-CLIOCorporate/product.aspx?pc=A5320C&fbclid=IwAR1vZ_R9r3MaAJdYegg6McrSt9OBrCp8_fWUeRb2UYOixE2j1XrJy8hxBe-A Her article with Leigh Moscovitz (University of South Carolina) - "Who 'Framed' Ramchandra Siras?: Journalistic Discourses of Sexual Citizenship in India" - has also been accepted for publication by *Sexualities*. In addition, *Disability & Society* has accepted "By Any Other Name: Portrayals of Autism Across International Film Remakes," a sole-authored article. *Journalism Practice* has also accepted a rewrite of a previously published article for a special issue; the rewrite is titled "I 'Was Doing a Good Deed': Exploring Photo Story Subject Motivations in Granting Photojournalists Access" and will appear in the special issue *Journalism Research in Practice: Scholarly Inquiry for Journalists*.



Kim Fox (The American University in Cairo) has been promoted from an associate professor of practice to a full professor of practice in addition to receiving a five-year contract renewal.

Lisa M. Paulin (North Carolina Central University) has published a chapter "Relating to *The Game*: Meaning making among fans" in the book *Representations of Black Womanhood on Television: Being Mara Brock Akil*.



Laura Castañeda (University of Southern California, Annenberg) wrote two articles for NBC Latino: "Groups aim to boost low Latino participation in organ and marrow trials," and "Latina longevity is real, but it can bring health, financial challenges." In addition, an article She co-wrote with colleague Rebecca Haggerty titled, "Undergrads

Prefer Learning Text and Broadcast Skills Sequentially vs. Concurrently, But Final Assessments are Mixed" was accepted by *Journalism & Mass Communication Educator*. Here are links to her NBC articles:

<https://www.nbcnews.com/news/latino/groups-aim-boost-low-latino-participation-organ-marrow-donations-clinical-n1001221>

<https://www.nbcnews.com/news/latino/latina-longevity-real-so-are-health-financial-challenges-come-aging-n1015256>



Sheila Webb (Western Washington University) was published in *Journalism History* with her article, "The Delphian Society and Its Publications: A Historical and Cultural Analysis of a Primer for Middle-Class Women's Education."



Teri Finneman (University of Kansas) and Yong Volz (University of Missouri) recently had an article, "Leading the second wave into the third wave: U.S. women journalists and discursive continuity of feminism," accepted for publication by *Feminist Media Studies*. Teri

Finneman (Kansas), Ryan Thomas (Missouri) and Joy Jenkins (Tennessee) recently had their research, "I Always Watched Eyewitness News Just to See Your Beautiful Smile": Ethical Implications of U.S. Women TV Anchors' Personal Branding on Social Media, published in the *Journal of Media Ethics*.



Kelli S. Boling (University of South Carolina) has published "#ShePersisted, Mitch: A memetic critical discourse analysis on an attempted Instagram feminist revolution" in *Feminist Media Studies*.

Q&A with 2019 Top Faculty Paper Winners

Caitlin Carlson and Haley Witt



Online Harassment of U.S. Women Journalists and its Impact on Press Freedom

1. Tell us about your personal and professional background.

(CC) Before becoming an academic, I worked as a public relations professional. Dissatisfied with my job, I returned to pursue my PhD at the University of Colorado in 2009 and graduated with a doctorate in Media Studies in 2013. I was initially hired as an associate professor of strategic communication by Seattle University but have since transitioned to teaching the class I'm most passionate about, which is communication law. My research focuses on media law, policy, and ethics from a feminist perspective. I have traditionally looked at hate speech in new media and am currently finishing a book for MIT Press about hate speech. My work on misogynistic hate speech in the 2016 presidential election opened my eyes to the problem of online harassment of women journalists and led me to wonder about the impact that had on press freedom. The results of that investigation, which surveyed women journalists about their experiences, are what my co-author, Haley Witt, and I will be presenting on in Toronto.

I'm originally from Maryland and am the older of two sisters. I went to Clemson University for my undergraduate degree (Go Tigers! #allin) and moved to Colorado to pursue my Master's degree at the University of Denver in 2002 and stayed in Colorado until 2013 when I got the job at Seattle U. I am a teacher at heart, and Seattle U has been a great home for me. I was awarded tenure this year and promoted to associate professor. I was also named the Most Outstanding Teacher in the College of Arts & Sciences, which was just awesome. In my downtime, I like to run, read fiction, watch copious amounts of television, and spend time exploring Seattle with my husband Wayne and my dog Rocco. The best books I've read recently are *The Island of the Sea Women* and *Lawn Boy*. My favorite show right now is *Euphoria*, although I always make time for reruns of *Law & Order: SVU* and *Project Runway*. This summer I'm looking forward to AEJMC in Toronto and a trip to Japan with my husband and my mom.

2. When and why did you decide to join CSWM?

(CC) I joined CSWM last year. My main home within AEJMC is in the Law & Policy Division. I am currently the clerk for that division

and am responsible for creating our newsletter. However, because my work looks at issues of law and policy through a feminist lens, I felt it was important to have a presence in both divisions. I also just find the CSWM to be a fun, supportive environment. I met so many great people attending sessions, socials, and business meetings before I actually joined that you couldn't keep me away.

3. What sparked your interest in researching issues of gender?

(CC) Being born a woman. Ha! Seriously that's part of it though. I have always considered myself a feminist (thanks, Mom), but I didn't start out looking at issues of gender until after finishing my PhD. While I was in graduate school, I worried that focusing on Women's Studies wasn't "serious" enough, so instead I studied Communication Law and Policy. That was a mistake. Big one. Because as I began to investigate the issues under that umbrella that I was most interested in, such as hate speech or broadcast media ownership, I saw how disproportionately women were impacted by shortcomings in our laws or policies. The work of people like Carolyn Byerly, Danielle Keats Citron, and Catharine MacKinnon showed me how I could examine issues associated within media law and policy from a feminist perspective, and I haven't looked back.

4. Tell us about your award-winning paper. What did you do in your research project? How did you come up with the idea, and why is it important?

(CC) As I mentioned earlier, I came up with this idea while working on an essay for the *Journal of Hate Studies* about misogynistic hate speech in the 2016 election. As I cataloged the sexist and offensive things said about the Democratic nominee, Hillary Clinton, I also learned about how the women covering her opponents were being treated by readers and viewers. The "Bernie Bros," as they've come to be known, were attacking women journalists online for simply doing their jobs. This got me thinking about the volume of online harassment women journalists must actually be dealing with and made me wonder about how it impacted their ability to do their jobs effectively. I also worried about the chilling effect this might have on the issues women journalists chose to cover, or not.

Continued on next page...

We surveyed women journalists and found that online harassment did have at least a small impact on story or source selection. Even more prominent in the results was the extent to which it caused job dissatisfaction. Given the already tenuous nature of the position, this seems like it could be the straw that breaks the camel's back by causing women journalists to leave the field all together. This makes me nervous about how issues will be framed or how the news agenda will be set if there are even fewer women willing to do this work.

I think this is an incredibly important issue to look at now, as journalists are being pressured by their organizations to make themselves available to readers online and via social media. I hope our work encourages media organizations to think about how they expect women journalists to engage with their audience online.

We also found that support from colleagues and co-workers was the most effective means for dealing with the anger, frustration, and sadness that comes from being on the receiving end of offensive, often sexualized comments. In addition to sharing this work with an academic audience, we are also working with journalists in the Seattle market to create opportunities for them to be in community with one another about this issue.

5. What other research are you most excited about right now (something you're working on or something you've read)?

(CC) In terms of my stuff, I'm excited about my book on hate speech for the MIT Press Essential

Knowledge Series, which should be available Fall 2020. I'm also looking forward to partnering with PhD student Luc Cousineau on our paper for Loyola University Chicago's 9th Annual Symposium on Digital Ethics in November. We're going to be looking at the ethics of Reddit's moderation of Men's Rights Associations on their site.

In terms of what other folks are doing, I am basically in love with Kate Manne and her book *Down Girl*. If you haven't read it yet, stop what you're doing and go out and buy a copy. Her reconceptualization of misogyny as a policing of women's behavior is mind blowing.

I am also excited by the work of Casey Fiesler at the University of Colorado Boulder, and I can't wait to read Mary Ann Franks' new book, *The Cult of the Constitution*, which looks at how fundamentalist strains in American thought keep the Constitution, and the First Amendment in particular, at the service of white male supremacy.

6. Tell me something fun about yourself that other CSWM members may not know.

(CC) I was a competitive figure skater growing up. I'm not sure I could do it now, but there was a time in the late 80s and early 90s when I could bust out a mean double salchow.

7. Is there anything else you would like to share with CSWM members?

(CC) I'm so looking forward to seeing everyone in Toronto!



Honors & Awards

Laura Castañeda (University of Southern California, Annenberg) has been awarded the 2019 Barry Bingham Sr. Fellowship of the American Society of News Editors. The \$1,000 award is given in recognition of an educator's outstanding efforts to encourage students of color in the field of journalism and will be presented at the inaugural News Leaders Association conference in New Orleans, on September 9-10.

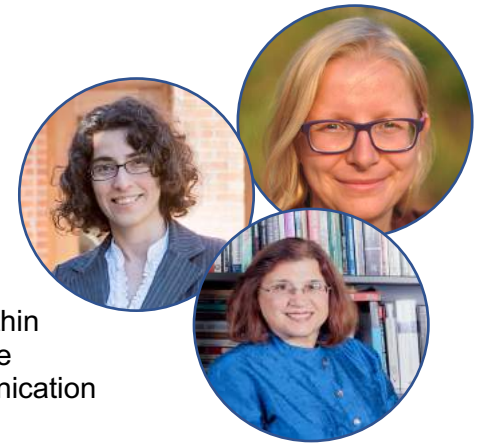
Sheila Webb (Western Washington University) and **Brian Bowe** (Western Washington University) received second place in the Mass Comm and Society Division Teaching Ideas Competition for their research blog project in Senior Seminar.

Teri Finneman (Kansas) will receive the Sweeney Award for Outstanding Article in Journalism History during the History Division's Awards Gala at AEJMC in Toronto. She is being recognized for her article about the 1913 women's march on Washington. Finneman will also receive an award from the Newspaper and Online News Division for Teaching News Terrifically in the 21st Century. Her project, "Covering a News Desert," involved engaging her reporting and social media classes in launching online news coverage of a community without a newspaper.

Kelli S. Boling (University of South Carolina) will receive the 2019 Mass Comm and Society Graduate Student Research Award in Toronto.

Q&A with 2019 Top Paper Winners

Stine Eckert, Julie Libarkin, Madison Witkowski, Julia Michienzi, Maddy Coy, Bonnie Moradi, Linda Steiner



Who broke it first? How news of sexual misconduct in US academia reaches the public.

1. Tell us about your personal and professional background.

(SE) I joined the Wayne State journalism faculty in 2014 as an assistant professor after earning my Ph.D. and a certificate in Graduate Women's Studies from the University of Maryland and a Master's of Science from Ohio University. My scholarship incorporates a variety of rigorous qualitative methods to research the intersections of gender and media, focusing on journalism, social media, and new media. I have designed and conducted studies to analyze how people make sense of the important roles that various kinds of media play in their experiences and lives. In particular, I study and work with women, girls, minorities, and vulnerable communities and bring to light their experiences in and with news media and social media production, distribution, representation, and reception. Having emigrated from Germany, my research has focused on journalism and traditional and new media use in Europe, particularly Germany, and the US.

(BM) I'm a professor of psychology and director of the Center for Gender, Sexualities, and Women's Studies Research at the University of Florida where I have the privilege of working with outstanding faculty, students, and staff feminist scholars. Personally, I'm a feminist, Iranian American woman, and immigrated to the US with my family when I was a child.

(LS) My entire journalism experience consisted of writing for college newspapers at the point I got a job as the one-person-only producer of a weekly paper in upstate New York: I did all the writing, editing, photography, layout, and even drove the galleys to the printers, so did everything except display and classified ads, and putting the paper in subscriber's mailboxes. It was a great experience--and then I went to graduate school at the University of Illinois.

2. When and why did you decide to join CSWM?

(SE) I joined CSWM when I was a doctoral student at the University of Maryland as it was the division with the best fit for the research I was conducting. I soon noticed that is a very welcoming division that is seriously interested in mentoring early career researchers. I attended business meetings and found future collaborators and friends, and CSWM has

become my home within AEJMC along with the International Communication Division.

(LS) My association with CSWM goes back to its origin (in the very early 1980s) when the AEJMC president appointed people to serve on the commission; at that point the commission was involved in monitoring the status of women within the organization but did not program sessions. And as soon as one could join as a member, I did that.

3. What sparked your interest in researching issues of gender?

(SE) It has always struck me as interesting, strange and curious that a concept we call gender is having so much impact on our daily lives. I recently saw a poster at a music festival featuring only women with a quote from Patti Smith: "As far as I'm concerned being any gender is a drag." I think that is right to the point.

(BM) Issues of justice and equity were always salient to me and in my family's values. As an undergraduate and graduate student, I was fortunate to have feminist social justice scholars as mentors, and they taught me that academic learning and scholarship could be a tool for understanding inequities and advancing social justice. I pursued a double major in women's studies and psychology as an undergraduate. I continued this line of research in my PhD in psychology, and it has been the focus of my research program throughout my academic career.

(LS) In the 1970s, as a budding feminist, I became very concerned about media "stereotyping" of women. When I got to graduate school, I decided that stereotyping was not the issue--but I remained committed to the study of gender issues.

4. Tell us about your award-winning paper. What did you do in your research project? How did you come up with the idea, and why is it important?

(SE) This is a long story but I will give you a brief summary. Several years ago, Dr. Julie Libarkin at Michigan State University started a database to track public cases of sexual misconduct in US academia in which faculty or staff members are the alleged perpetrators. I was working on a book chapter on #metoo and millennials in academia and stumbled

upon her work. I was astonished that little recent data and few recent studies existed about the topic of sexual misconduct in academia beyond student-to-student harassment. I got in touch with her to see if she has more data, and we both started working together. This has been a very wonderful collaboration, and I have learnt so much from Julie and our other team members. As the media researcher in the group, I was particularly interested in the question of how news about these cases gets to the public given that often social media are at the forefront of a greater public awareness for spreading news. But I was skeptical that this is the case for sexual misconduct in academia despite the proliferation of #metoo posts. I worked with Julie, Madison and Julia to track the information on over 100 cases. And as I hypothesized, it is still mostly the work of journalists, local and student reporters that bring specific cases to the broader public. This is important evidence in the current context in which the work and values of journalism and journalists are being constantly attacked.

5. What other research are you most excited about right now (something you're working on or something you've read)?

(SE) I am also working on a study on women in newsroom leadership in Germany. I am working with my colleague Dr. Karin Assmann at the University of Georgia to find out how journalism may change, or not; if women reach critical mass or even parity in a newsroom in leadership positions (compared to "just" in non-leadership positions). We presented part of our study at AEJMC 2018 and won a top paper award. We are now working on two journal articles to publish our findings.

(BM) I'm very interested in reading about how sexism, racism, heterosexism, and other systemic inequities manifest in how academic (and other) organizations function. There is a lot of important research on outcomes like inequities in pay, promotion, and other readily quantifiable outcomes. However, there is relatively less research on how organizations' processes, manifested in people's everyday actions and decisions, can reinforce inequities. I am particularly interested in research that can help leaders in positions of power recognize ways in which their everyday practices and decision making can reinforce or redress systemic inequities.

(LS) I became obsessed with the issues of sexual harassment from the first days that the New York Times and the New Yorker/Ronan Farrow published their stories. I continue to think about the many different problems are raised by reporting about sexual harassment, including the ethical dilemmas regarding what to publish and on what basis.

6. Tell me something fun about yourself that other CSWM members may not know.

(SE) I love gardening and am trying to grow some of the flowers, herbs, and vegetables that remind me of my grandfather's garden. It is also sometimes difficult to buy certain vegetables and fresh herbs that are more common in Germany like celeriac and chervil, so I am trying to grow them myself. I am always happy to learn gardening tips from others as I am still rather new to gardening.

(BM) While I'm not a media scholar, I'm definitely a media consumer, and I enjoy many shows and podcasts. I recently discovered and watched a great series called "The Bisexual" about the life and relationships of an Iranian American woman living in London.

(LS) That job in upstate New York I mentioned above: I lied my way into it. I really only wanted a summer job before starting the Ph.D. program at Illinois. And I was hired as a reporter, which I did for one day. When I got to work on the second day, the editor was gone. She'd been fired. (The publisher thought she was critical of him. She was and had told me so the first day.) And so I took over--and then didn't have the heart to quit, so delayed grad school.

7. Is there anything else you would like to share with CSWM members?

(SE) CSWM is a wonderful network of researchers concerned about gender and its meaning in media contexts. I am very thankful for all the mentorship, camaraderie, and fun I have had through CSWM over the years.

(BM) We are very grateful to the CSWM for the work that they are doing to advance the status of women and gender equity. We are honored to have CSWM recognize our research.



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City Facts

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STRUCTURE IN
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THAT'S BEEN
SAWED IN
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(2013)

Greater Toronto Area:

6 MILLION
(2014)



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IN THE CITY

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AEJMC Toronto Hotel & Travel Details

Official Conference Hotel: Sheraton Centre Toronto, 123 Queen Street West, Toronto, ON, M5H2M9, Canada, Ph: (416) 361-1000, <http://www.sheratontoronto.com>. The hotel is located in downtown close to landmarks like PATH, Mirvish Theatres, Art Gallery of Ontario, Hockey Hall of Fame, Royal Ontario Museum, Toronto Eaton Centre, and Rogers Center.

Toronto Pearson International Airport (YYZ): Roughly 15 miles from the conference hotel. Previously known as Lester B. Pearson International Airport. <https://www.torontopearson.com>

Currency (Canadian dollar CAD): As of 7/15/19, 1 USD = 1.3 CAD. Visitors from the US are generally able to use major US credit cards and US cash at many tourist-based businesses, but they are advised to inquire about exchange rates beforehand.



Q&A with Kelli Boling, 2019 Mary Gardner Award for Graduate Student Research



Kelli Boling is the 2019 recipient of the Mary Gardner Award for Graduate Student Research for her proposed research, an audience reception study with women who are domestic violence survivors and fans of true crime podcasts.

1. Tell us about your personal and professional background.

I don't feel like my experience was in one path. I worked in multiple different roles in multiple different companies, and each time had the chance to dabble in things I've never done before.

My undergrad degree is in business. A lot of my career was in corporate marketing. I was not a communications student in undergrad. When I got my MMC, I was able to see both sides of it - I could work with the PR team, communications team, and marketing team. When I started teaching, it was advertising principles. It was a clear bridge between my undergrad time and my grad time

Getting my Ph.D. was honestly something I've dreamed of since I was an undergrad, something that I always wanted. My career path took me in other directions. I was an entrepreneur for a little bit, and then I had the opportunity to teach at my undergrad alma mater. Being in the classroom was very life-giving to me.

2. Why did you decide to join CSWM?

At my first conference, one of the professors at UofSC told me to look at the program and see which presentations and titles were interesting to me. Go through and see which division they were submitted to. She basically suggested I do a content analysis of the AEJMC program! I found CSWM was interesting to me, and I decided to submit my research there.

3. Tell us about your award-winning research. How did you come up with the idea, and why is it important?

I don't live near the University of South Carolina; I live an hour and a half away. I have a long commute. I found that podcasts were basically helping me stay awake. I got into them, and I ended up doing a few

projects on true crime podcasts my first year as a doctoral student. I found out that the true crime podcast audience is predominately female - 73 percent. Not just podcasts, but true crime as a *genre*. On that side of it, I think it's an interesting gap that you've got this new media that isn't heavily researched. I started researching it because of my own interest and I continue to get excited about researching the medium and the audience. Podcasts are still a relatively new medium. I've found a good, welcoming place for my research in communication literature. The gap on that side of it is pretty big.

For my proposed research (my dissertation), I was listening to another podcast called "The Big Listen." I had just completed my second research project on true crime podcasts when they interviewed Jes Skolnik, a domestic violence survivor who was listening to true crime podcasts as a form of exposure therapy. So far, I have interviewed 16 women who identify as domestic violence survivors and true crime podcast fans. One of the questions I've asked them is "What are your favorites and why?" I'm going to interview the audience and the producers they identify as favorites. I think it's important that media producers understand not just their audience, but also the impact that their content can have on their audience.

4. What podcasts are you listening to now, and which ones do you recommend?

I'm currently listening to "The Daily" by the New York Times; I don't miss that one. I just finished "Dr. Death." I also like "Earhustle," which is produced inside of San Quentin Prison. "Death Sex and Money"; "Wait, Wait Don't Tell me," and other NPR shows as podcasts.

5. Is there advice you would like to share with CSWM members?

Find a mentor that believes in you and supports your interests. Not just a mentor, but a program. Look for a program that really supports your interests. Faculty and staff that will nurture your interests and support you as the kind of scholar that you want to be.

Q&A with Stine Eckert & Karin Assmann, 2019 Mary Ann Yodelis Smith (MAYS) Award



Stine Eckert (Wayne State University) and Karin Assmann (University of Maryland) are the 2019 recipients of the Mary Ann Yodelis Smith (MAYS) Award for their proposed research, investigating the impact of women in leadership in online newsrooms in Germany. The MAYS award recognizes feminist scholarship and was created by CSW, in honor of Mary Ann Yodelis Smith, a past president of AEJMC.

Eckert and Assmann previously looked at the impact of the Proquote initiative, which initially called for women in 30 percent of leadership positions in Germany's newsrooms (the expectation was raised to 50 percent in 2018), interviewing journalists across mass media. They found that respondents from online newsrooms, where much of journalism is likely to be practiced in the future, described different working environments than those in other newsrooms, particularly in terms of a greater sense of equity. Eckert and Assmann now want to take a deeper dive and interview women and men working in the newsrooms for the most popular online journalism sites in Germany to learn more about the impact the Proquote initiative has had there and why it might be different than in some other newsrooms.

Eckert and Assmann were kind enough to respond to a few questions about their research and what it contributes to the growing body of work about women in leadership in newsrooms, and about affirmative action initiatives similar to Proquote.

Q: Tell us about your award-winning research. What inspired your research project and how did it come together? What were some challenges you faced? What did you find? What is the significance of the research?

Stine: We came up with the idea at a conference for AEJMC where I also met Karin through mutual acquaintances. We are both alumnae of the University of Maryland. I thought this would be a neat, rare, real-life experiment to apply the theories of standpoint epistemology and critical mass. What does, or not, change if truly women are reaching a critical mass in leadership positions, compared to non-leadership

positions which entail less power? A challenge was to manage the high number of interviews. We spoke with over 50 journalists and it was sometimes tricky to schedule a time in Germany and the US that worked for all. One of the interesting findings is that the political leaning of the medium reflected in part also their internal dynamics around work conditions, work culture and content decision-making, meaning that more conservative leaning newspapers in their reporting were on average less progressive than progressive leaning newspapers.

Karin: The idea came up during an AEJMC conference. I was still working as a journalist for a German news organization and remembered what it was like when the ProQuote initiative was launched and how it was received in my newsroom. It seemed that not much had changed since then, so embarking on a research project that would take a close look at this topic and really analyze what the effects of these kinds of affirmative action campaigns are, seemed like a great idea. One thing that surprised me was how little information there is about who works in newsrooms in Germany. Many women work part-time or on a freelance basis and that is a demographic that is not very well documented. We also found that, as legislation supporting families, for example incentives for men to take family leave, was introduced, it had a significant impact on the numbers of women employed in the newsroom and on their upward mobility within the hierarchy of the organization.

Q: How does this research fit into feminist research, and/or media research generally?

Stine: The question if and how women change journalism has been analyzed for quite some time in feminist media studies. But so far there haven't been any conclusive studies. We will contribute to this particular research question with fresh findings which

speaking particularly to the situation in Germany but will also deliver insights and points of inquiry for the US.

Karin: Our research will also contribute to scholarship about newsroom practice and organizational theory. It delivers rich empirical data about the effect of a shift in representation in the newsroom affects routines and news selection.

Q: How does this research fit into your own body of work and your own interests? Where do you think it might lead you?

Stine: I have been interested in the question of how gender and/or minority status plays out in media production, content, and reception since I started researching media issues as a master student. Women, albeit there are numerically not a minority, have been a minority in newsrooms for a long-time, especially in leadership, which is an ongoing situation. This bears the question, especially in democracies, how representation and information of society can be truly democratic if half the population is not adequately represented in news media. It fits into my research agenda on issues of social justice in media production, content, and reception.

Karin: My research has focused on newsroom sociology and the adoption of audience engagement practices specifically. For instance, participants in our study speak about how their newsroom does not adequately represent or reflect their audience, that there is a gap between those who decide what to cover and those they serve. I am very interested if and how an increase in the representation of women and minorities in the newsroom, especially when it is implemented as part of an affirmative action initiative, is adopted and normalized in these news organizations.

Q: Tell us a little about yourselves, what you do, and how you came to this moment in your careers.

Stine: I am an assistant professor in the Department of Communication at Wayne State University in Detroit. My scholarship incorporates a variety of rigorous qualitative methods to research the intersections of gender and media, focusing on journalism, social media, and new media. Since my time as a master student at Ohio University I have designed and conducted studies to analyze how people make sense of the important roles that various kinds of media play in their experiences and lives. In

particular, I study and work with women, girls, minorities, and vulnerable communities and bring to light their experiences in and with news media and social media production, distribution, representation, and reception. Having emigrated from Germany, my research has focused on journalism and traditional and new media use in Europe, particularly Germany, and the US. I also approach research as a feminist scholar. This means, I take gender seriously, view gender as socially constructed, and focus on gender as intersecting with other aspects of identity such as race, ethnicity, class, socio-economic status, sexuality, age, ability, nationality, and immigration status.

Karin: I am an assistant professor at the University of Georgia's Grady College of Journalism and Mass Communication. I recently completed my PhD at the University of Maryland's Philip Merrill College of Journalism. Before that I was the U.S. correspondent for Spiegel TV, a weekly program affiliated with the German news magazine Der Spiegel. I was born and raised in Germany but came to the U.S. as an undergraduate and never really left. Having started my career in journalism as a 17-year old at a local newspaper, moving on to radio, television and online news production, my return to academia to study the future of the profession and industry, feels like a natural progression. Working with women like my advisor, Linda Steiner and with Stine Eckert on this, has led me to focus more on questions of gender equality in the newsroom and I am excited to continue down this path.

Q: What does it mean to you to have won the MaryAnn Yodelis Smith Award for 2019 for your research proposal?

Stine: The Mary Ann Yodelis Smith Award is a wonderful honor and I am thrilled to be a recipient this year. It has strengthened my understanding that the work that I do is important and needed, that we cannot let go of the questions of equality for women in journalism even though we have been asking them for a long time. The award funds are much appreciated to help with the second leg of our study on the situation in online newsrooms. I am very thankful to be selected for this prestigious award.

Karin: Receiving this award is such a meaningful validation of our work. By many accounts MaryAnn Yodelis Smith was an inspiring scholar and journalism educator. I am honored to have been selected, along with Stine Eckert, to be this year's recipient.

AEJMC CSWM 2019 Schedule

Wednesday, August 7

8:15-9:45am

Refereed Paper Session: Issues of Gender Representation

Reporting on transgender victims of homicide: Practices of misgendering, sourcing and transparency
Natalee Seely, Ball State University

Maidens, Bosomy Belly Dancers and Black Magic Vamps: A Qualitative Content Analysis of the Portrayal of Middle Eastern Women in American Children's Films
Amal Bakry, Dedria Givens-Carroll and Nadia Alhashimi, University of Louisiana at Lafayette

Absence of Female Empowerment and Agency: A Content Analysis of the 2017 Billboard Hot 100 Songs
Stephanie Gibbons, Stacey Hust, Kathleen Boyce Rodgers, Jiayu Li, Soojung Kang and Nicole Cameron, Washington State University

Examining Intersectionality of Ethnicity and Gender in Voting Decisions: An Experimental Study
Martina Santia and Stephanie L. Whitenack, Louisiana State University

Covering a nation's shame: A feminist news analysis of maternal mortality
Dustin Harp, University of Texas at Arlington; **Jaime Loke**, Texas Christian University

11:45am-1:15pm

Refereed Paper Session: Issues of Sexual Harassment/Assault and #MeToo

Who broke it first? How news of sexual misconduct in US academia reaches the public
(Top Paper, Open Category)
Stine Eckert, Wayne State University; **Julie Libarkin, Madison Witkowski and Julia Michienzi**, Michigan State University; **Maddy Coy and Bonnie Moradi**, University of Florida; **Linda Steiner**, University of Maryland

Between subject and object: How mass media industries have enabled sexual misconduct and harassment—and how they also exposed them
Jacqueline Lambiase, Texas Christian University; **Tracy Everbach**, University of North Texas; **Carolyn Bronstein**, DePaul University

Framing Campus Sexual Assault in College News: Peer Education and Counter-Power in a Rape-Supportive Environment
Barbara Friedman, University of North Carolina at Chapel Hill

The Pied Piper of R&B: An Intersectional Analysis of News Coverage of R. Kelly's Sexual Abuse Allegations in the Era of Me Too and #MeToo
Teri Del Rosso, Melissa Janoske, Stephanie Madden and Jeniece Jamison, University of Memphis

From F-Bombs to Kissing Students: Media Framing of Male and Female Professors Accused of Sexual Harassment
Bethany Pitchford, Miglena Sternadori, Jesse Starkey and Amy Koerber, Texas Tech University

Thursday, August 8

5-6:30pm

Refereed Paper Session: Women in Media Careers

Where's the Beef? How One Woman Rocketed to Leadership in Advertising's Creative World
Katie Olsen, Kansas State University

The Underrepresentation of Women on Commercial FM-radio stations in the Top 20 Markets
Patricia Williamson and Ethan Kolek, Central Michigan University

Guarding against complacency: A multi-industry analysis of attitudes toward Title IX and gender equity in sport

Erin Whiteside and Charlie Kerns, University of Tennessee

"Ceiling-breaker" and "sexist backlash": Articulations of feminism in narratives of women in sports broadcasting

Dunja Antunovic, Bradley University; **Cheryl Cooky**, Purdue University

Friday, August 9

11:30am-1pm

Scholar-to-Scholar Session

Translating transgender lives: A study of trans* communication practitioners as cultural intermediaries

Erica Ciszek and Elaine Almeida, University of Texas at Austin

"Ideal Press Work": The struggles of Kentucky suffrage press superintendents in gaining right to vote and living their lives

Melony Shemberger, Murray State University

Time's Up: How Celebrity Endorsements on Twitter Impacted eWOM of the 2018 Women's Movement

Ayla Oden, University of South Alabama

Exploring Gender Differences in How Teens and Young Adults Experience Cyber Surveillance, Cyberbullying, and Online Sexual Harassment

Stacey Hust, Kathleen Boyce Rodgers and Jason Wheeler, Washington State University; **Nicole O'Donnell**, Virginia Commonwealth University

Challenging the Gender Dichotomy?: Examining Olympic Channel Content Through a Gendered Lens

Qingru Xu and Andrew Billings, The University of Alabama

Saturday, August 10

11am-12:30pm

Refereed Paper Session: Women and the Online Space

Online Harassment of U.S. Women Journalists and its Impact on Press Freedom (Top Faculty Paper)

Caitlin Carlson and Haley Witt, Seattle University

Nasty Writers: Uses and gratifications of private, online space in the age of Trump

Kelsey Husnick and Rosie Jahng, Wayne State University

Not as Innocent as They Seem: A Content Analysis on Gender Stereotyping in Memes

(Top Student Paper)

Crystal Hong, Fiona Mei Robinson, Sherlyn Goh and Abigail Toh, Nanyang Technological University

Black Twitter Representations of #Kavanaugh Hearings

Dorothy Bland, University of North Texas; **Mia Moody-Ramirex**, Baylor University



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Guiding Muslim Girls to Leadership Beyond Politics

by Khadija Ejaz

This article was written as part of a year-long seminar at the Muslim Women and the Media Training Institute at the University of California at Davis.

Female Muslim leadership has been the subject of much discussion recently. Rashida Tlaib and Ilhan Omar feature often in these conversations due to their historic election to the United States Congress in November 2018 as its first two female Muslim members.

This event was significant because, according to a 2017 compilation of several Pew Research Center reports, Muslims only form 1.1% of the population in the US, and they and their religion are frequently perceived as being un-American, incompatible with democracy, and potentially violent. Furthermore, women only form 20.6% of the 535 members of the US Congress, and Muslim women 0.37%. As political leaders, Tlaib and Omar, therefore, appear to model female Muslim leadership everywhere, especially in the US.

A group of Muslim women in central Florida, however, have a different take on leadership. They are the Muslim Women's Organization (MWO) in Orlando, and they believe that before one can lead others, one must lead one's own self. They teach Muslim girls about this aspect of leadership in a program called Leaders in Training (LIT).

Fatima Sadaf Saied credits the young Muslim girls around her – including her own daughters – as the inspiration behind the LIT program. Saied is the co-founder and executive director of the MWO, and she grew up in Miami as the daughter of South Asian immigrants.

"We were seeing that these girls are in these leadership roles in their schools and the clubs," Saied said, "and we remember being in those same roles, but nobody is giving them guidance." Saied noticed that such guidance was available to Muslim boys at the masjids in the form of classes and other opportunities but not to the girls. It reminded her of her own experiences growing up in Florida.

"I've been able throughout my life to connect with a lot of different women," Saied said. She made many friends throughout her teenage years at youth camps across Florida that she attended twice a year at various masjids. Her friend circle included other Muslim girls from cities like Tampa, Orlando, Panama City, and Jacksonville. Her friendships continued in college where she and her friends remained involved in each other's

lives through Muslim student associations, many of which Saied remembers being led by young women.

It was after college when Saied and her friends began to get married and have children that she began to face some difficulties. "There's really no place for us after that," she said, especially at masjids that were led by immigrant men whom Saied felt did not understand her position as an immigrant woman.

The MWO was created by Saied and her old friends in 2010 to create a space for Muslim women. LIT came later and is now in its second year.

LIT was specifically developed for young Muslim girls in high school. The program runs from January to November, and at the end of the program, each participant receives certification as a youth leader. Interested participants have to apply first. The program charges \$65 per participant; if multiple siblings register, the rate decreases to \$50 per participant. Participants have the option of paying in two installments. Need-based scholarships are also available.

Selected participants have to attend monthly training sessions. These are held on the last Sunday of every month for the duration of the program from 11 a.m. until 2 p.m. Sessions take place in different community locations based upon the activity for the specific session. Participants also attend a weekend-long empowerment retreat and participate in ongoing MWO service projects based on their interests.

Saied sees many of MWO's traits in the LIT program. She considers MWO to be "low barrier" unlike many other organizations.

"There are a lot of organizations that will come in to town like Islamic Relief or you have the CAIR and all of these big organizations that are kind of functioning in the cities," Saied said, "but you have to have a job there, like it's not everyday average people can do anything other than come and volunteer there sometimes."

Saied also considers MWO and LIT to be "inward-facing," which sets them apart from similar organizations and programs that limit leadership to the political.

"A lot of people are focusing outside the community," Saied said, "and we feel like there are issues inside that nobody is looking at because they're kind of distracted by what's going on in the outside."

Also unlike similar programs, LIT does not offer religious instruction.

“We aren’t like the Sunday school class,” Saied said, “so we’re not sitting there talking about what’s haram and halaal.” She describes LIT as “come as they are” in how participants don’t have to attend the program dressed in a specific way. “It’s a way for Muslim girls to connect with other Muslim girls without that restraint of this is what a Muslim needs to look like or be like or act like,” Saied said.

LIT wasn’t initially focused on inward leadership. In its first year, the program focused on an outward aspect of leadership, specifically project management. Participants worked on group projects while learning practices like mind-mapping, design thinking, and social media. That year, the participants chose to do projects on Islamophobia, gender equity, and the environment.

One of the trainers, Manijeh Sheik, is a mental health counselor, and she felt that the program was too demanding and not interactive enough. According to her, the participants needed a “fine-tuning” of their moral compass instead.

“These girls needed more in terms of learning self-care, basically developing self-awareness,” Sheik said, “learning about themselves, and what works for them, what their strengths are, what their weaknesses are, how to take care of themselves, how to listen to their inner voices.”

Dr. Svetlana Peshkova too places special emphasis on self-awareness as part of leadership. She is an associate professor of anthropology and a core member of the women’s and gender studies department at the University of New Hampshire. Her research interests include Muslim women’s leadership.

“You got to wonder who you are,” Dr. Peshkova said, “you got to wonder if you have passion, you got to nurture empathy because if you are going to work with people and lead people, you need to be able to see them where they are, to meet them where they are.”

At their core, Dr. Peshkova sees leaders as those with knowledge, empathy, and passion. These qualities can manifest as leadership in many arenas besides Congress. A leader can educate children, collect seeds for more sustainable agricultural practices, teach crochet or recycling, or take care of the poor or elderly, she said. Furthermore, she sees women, by virtue of their position in society, as not just leading by organizing but also by sustaining the community.

Dr. Peshkova acknowledges the limited avenues for leadership for Muslim girls and women at least in the United States and stresses upon the importance of guiding them in their own leadership goals. She

differentiates between kingship and leadership and equates the latter with mentorship, using the example of Ayesha, the Prophet Muhammad’s last wife.

“Ayesha got on the camel, and she led the community, but she’s more so a mentor,” Dr. Peshkova said. “She’s telling stories, she’s mentoring, she’s supporting, she’s listening, she’s reflecting back at what Mohammad is saying.”

Dr. Peshkova also sees Zeinab al Ghazali as embodying the ideal of leading by mentoring others. She describes the veiled Egyptian activist as an Islamist feminist who was jailed and tortured for her leadership.

“What women did the best in her opinion, in her community was birthing children, taking care of their families, educating children because that’s future leadership, that’s the future of the community.”

Dr. Peshkova compared mentorship to how Michelle Obama had an empowering effect on African American girls, “not because we want to compete or be like men or be like somebody else, or be like our host communities, but because our children need to see role models that they can identify with.”

“It matters who does the speaking,” she said.

For MWO, the answer lay in Habitudes, a leadership program developed by Tim Elmore for athletes, college students, and middle and high school students. Habitudes uses stories, images and experiences to teach young people about different perspectives and leadership habits. Their curriculum for middle and high school students – LIT’s target audience – specifically aims to inculcate critical thinking by tackling issues like peer pressure, social influence, empathy, bullying, hard work, resilience, and career.

The LIT trainers used Habitudes to make changes to their own program to bring the focus to self-awareness and reflexivity. These lessons are supported by the leadership example set by the Prophet Muhammad. Activities now revolve around group discussions led by mentors who are often older girls. The participants share their experiences and their feelings, and some of the topics that have emerged so far include the pressure to be perfect, Islamophobia, mindfulness, and self-esteem.

The response has been positive. “Right now, when we talk to these girls, you can tell that there’s a connection,” Sheik said, “that not only are they connecting with whoever, with me or the program, but they’re connecting with each other, and they’re connecting with their peer mentor.” She credits this to moving away from lecture-based instruction, an approach that merely replicated

what the participants were already receiving in their schools and other programs.

The trainers are proud about what they have learned in the past two years. They feel they have a better understanding of the leadership needs of their participants. "Leadership at this age can be just taking the initiative," Sheik said, "to make a phone call, for example, following up on things." She believes that the biggest takeaway of LIT is that the participants are going to walk away "valuing themselves, developing self-worth, knowing that they are important, that they are valued, that their well-being is important." She considers this "self-inventory" to be the crucial step before leading others, an aspect of leadership that she deems crucial even for leaders like Tlaib and Omar in Congress.

Sheik believes that they have now created a safe space for young Muslim girls where they can be validated and where they can find role models in the other Muslim girls and women who are leading them. According to her, schools are not always safe spaces for children because of gun violence. Saied also does not consider meeting at people's homes a good option because not only is it not a comfortable option for every woman but it is also not a professional enough space for MWO activity.

Islamophobia further restricts where Muslim girls and women can feel free to express themselves. Saied uses the example of domestic abuse, which occurs in all communities. "But me saying that a Muslim woman is being abused has everybody else thinking, see, these Muslims suck, and I can't talk about that in a coffee shop where I'm meeting with people."

At the same time, Saied does not consider masjids to be safe spaces either. She considers them part of the problem because many are run by immigrant men from communities where women don't traditionally participate in masjids. According to the Pew Research Center, over half of Muslim adults in the US are immigrants. Congresswomen Tlaib and Omar also are connected to the immigrant community in the US – Tlaib is a first-generation Palestinian American, and Omar migrated to the US as the daughter of Somali refugees. Dr. Peshkova considers immigrant women to be double marginalized, that is, marginalized by their host society as well as by their own communities. The dominance of men in masjids, therefore, results in Muslim women not feeling welcome there or even knowing who runs them.

"They are not being given the opportunity to lead," Saied said. "There are women that are being abused that are going to the imam for help and not getting that help and actually damage is being done and really bad advice being given."

Further, different kinds of masjids cater to different kinds of Muslims. Shia Muslims, Saied said, may not want to go to a Sunni masjid, even for MWO events. She

highlights "politics and drama" when she mentions masjids that "are fighting with each other" because of various differences.

Some future work remains. Sheik believes that many of the problems that women have in society are because of poor leadership on part of the men. The trainers have tried to get boys involved in the program but without success. In its second year, LIT was opened to Muslim boys, but none applied. The trainers think that the problem may be that the boys may think the program is only for girls because it is hosted by a women's group. The trainers hope they can fix this perception in the future.

"We're still trying to figure out how," Sheik said, "because if women need self-care, men need self-care even more. They need their feelings to be validated as well, and yes, boys are different, but Tim Elmore's program was developed for all genders."

Recently Saied attended a leadership conference in Minnesota where an exercise prompted her to think about her life's purpose. After much introspection, she arrived at an answer – nurturing safe and inclusive spaces for women. "I've always wished that I had a place," Saied said, "where I could just go and talk about whatever I wanted to talk about without the worrying about who's going to hear us and what are they going to say."

Saied is excited about the realization of that dream in the new MWO resource center that is scheduled to open in summer 2019. Not only will it be open to anyone who needs a safe space, but Saied plans to hold future LIT training sessions there, "talk about the issues, and connect without any kind of fear of repercussions."

"I graduated from college in 1996, and the MWO started in 2010, so that time in between, it was like something missing in my life," Saied said. "I'm really excited that a lot of these women, they don't have to do that, they don't have to waste ten years of their life just in limbo."

Dr. Peshkova looks at those ten years in another way. She considers them to be an asset because women's position at home allows them to build relationships with their neighbors and other women who are at home. Women, she said, played a part in bringing down the Soviet Union because they managed the spaces where people had conversations. They were able to organize a revolution from their kitchens.

"Women don't have to go to the mosque," she said. "The mosque comes home."

Q&A with Stacey J.T. Hust, 2019 Outstanding Woman in Journalism and Mass Communication Education



Many CSW members are likely to know Stacey Hust, this year's winner of the Outstanding Woman in Journalism and Mass Communication Education award. Hust was chair of the Commission on the Status of Women for two years and has been a vital part of the commission for some time. Hust is recognized for her leadership beyond AEJMC and CSW, as chair of the strategic communication department at the Edward R. Murrow College of Communication at Washington State University; as a scholar whose work has been cited hundreds of times; and as a speaker and campus leader in educating students and others about sexual violence prevention.

Hust answered a few questions for the newsletter about her work, her goals, and the honor of being recognized for her leadership both in, and out, of the classroom.

Q: Tell us about your career and your areas of interest and expertise.

HUST: Although I attended my first CSW meeting in 2000, it wasn't until years later when I led the Commission (2010-2011, 2011-2012) that I fully understood the importance of the commission's mission to advocate for and empower female scholars and women in the journalism and mass communication workforce. Over the past few years, it is a mission that I have tried to adhere to by conducting research that could improve the lives of women, by advocating for gender equity within my profession, and by empowering others to succeed in academics while striking a healthy work-life balance.

After earning my Ph.D. (in 2005) from the University of North Carolina at Chapel Hill, I became an assistant professor in the Edward R. Murrow College of Communication at Washington State University. Currently, I am an associate professor and chair of the Strategic Communication department in the Murrow College. I teach health communication, gender and media, and strategic communication classes. My research aims to identify how young people's understanding of media's romantic and sexual scripts affects their romantic and sexual lives. In 2018, Peter Lang published a book I co-authored with Dr. Kathleen Boyce Rodgers titled "Scripting Adolescent Romance: Adolescents talk about romantic relationships and media's sexual scripts." This book, based on focus groups with more than 100 youth and in-depth

interviews with 16 participants, privileged young people's voices and revealed how media is associated with their thoughts about virginity, romance, sexual relationships, sexual coercion and dating violence.

Q: What does it mean to be recognized for your outstanding work?

HUST: I am incredibly honored that my colleagues thought highly enough of my work that they would nominate me for this award, and that the Commission on the Status of Women would recognize my work in this way. I would be remiss, however, if I didn't acknowledge that this work is the result of the hard work and dedication of a group of individuals who have served as my mentors, my colleagues, my coauthors and my students. I am grateful for their contributions and their continued investment in this work.

Q: What is most meaningful to you about teaching and your work in education?

HUST: As a first-generation college student, I understand the importance and value of earning a college-degree. Having personally experienced the transformative power of education, I am proud to have a career that empowers others and motivates them to become life-long learners.

Q: What do you suggest for all those who strive for excellence in teaching in journalism and mass communication?

HUST: Excellence in teaching begins with valuing and respecting our students and providing opportunities for them to discover the joy of life-long learning. It is also about empowering students to question existing knowledge, even when that is uncomfortable.

Q: What are you excited about for the upcoming academic year and what are you hoping to do or explore with your students?

HUST: In spring 2020, I will offer a gender and the media course to students enrolled in the Washington State University's Honor's College. I'm excited to discuss this important topic with young scholars from a variety of disciplines.