

2018-19 Unit Annual Report: Women's Center

Prepared By: *Lisa LaBarbera-Mascote, Director, Angela Gay, Assistant Director, Carlyn Wright-Eakes, Interpersonal Violence Prevention Education Coordinator, Janine Kossen, Associate Director, Chaniqua Simpson, Graduate Assistant*

A. Introduction

The NC State Women's Center is one of four campus community centers housed under the Office of Institutional Equity and Diversity (OIED). The Women's Center directly serves all students at NC State while also serving as a resource, connection, and partner for faculty and staff at the institution. We take an intersectional approach to serving the campus community. Our practices are social constructivist in nature and rooted in social justice education and trauma informed care.

VISION

The NC State Women's Center serves as a resource and catalyst; using evidence-based practices for transformative learning on both the individual and institutional level around issues of gender, equity, and interpersonal violence.

MISSION

We build and create a community of authentic and engaged allies and leaders to pursue gender equity and social justice; enhancing the campus climate through ***education, advocacy, support, and leadership development.***

GOALS:

- Create culture change for gender and equity
- Affirm all identities and cultivate connections and relationships
- Examine links between systemic issues and institutional oppressions through academic and real-life experiences.
- Critique assumptions and beliefs.
- Transform social justice education into local and global action

The Women's Center Story – Leadership

Leadership development is a core component of the Women's Center mission. Center staff work throughout the year to provide multiple student leadership development opportunities that are social constructivist in nature and rooted in social justice education and trauma-informed care. In the Women's Center, we use non-dominant ideas of leadership to promote student development and individual growth through critical discourse, intentional experiences, and active engagement. Grounded in theory, leadership development opportunities in the Women's Center are a way to: create, enhance, and sustain a sense of community; provide tools for students to learn and engage in critical discourse; develop skills to activate change; and offer students an opportunity to further explore and deepen their own understanding and sense of self.

These outcomes are perhaps best exemplified by a student programming intern who has been with the Women's Center for three years who reported, *"Working in the [Women's Center] has pushed and challenged me in unimaginable ways, but growth and comfort cannot coexist. I can honestly say that I've grown in my ability to think critically about social justice issues and has even inspired me to deviate from my previous career path to one that is better suited for me. The [Women's Center] literally became a home for me and I definitely feel like I've moved closer to my authentic self."*

Leadership development can take on many different forms in the Women's Center. Positional opportunities include serving as a student staff member, graduate assistant, intern, or peer educator. During the 2018-2019 academic year, the Women's Center employed four (newly titled) student programming interns, two marketing interns and a graduate program assistant. In addition, the Center served as a placement site for one higher education masters intern, one counselor education masters intern, two social work masters interns, four undergraduate women's and gender studies interns, and one english intern. In addition, this past year, the Women's Center trained and supported thirty-five peer educators through the Movement Interpersonal Violence Peer Educators. Whether in a paid position, a volunteer opportunity, or investing time for academic credit, students who commit to the Women's Center through a structured leadership opportunity are finding that not only are they able to make an impact on campus, but they also find and develop a new sense of community. A Movement Peer Educator remarked, *"Joining the Movement was one of the best decisions I've ever made. It's set me on an amazing path personally, academically, and professionally-thanks to the people I've met and learned so much from. I wouldn't give this community up for anything."*

Leadership is not only limited to structured positions in the Women's Center, however. The same focus on community, critical discourse, and activating change are a thread that weaves its way through much of the programming that occurs in the Women's Center. The Womxn of Color Retreat (WOCR) is a prime example. This multi-day, curriculum-driven opportunity seeks to challenge, explore, and nurture womxn of color authentically through self-exploration in community with other womxn of color. WOCR participants shared the following about their experience, *"WOCR helped me realize/get a sense of what my authentic self is,"* and *"My knowledge is unique to my experience and is worth knowing. I can make a real effort to know myself."* Another participant noted, *"I feel truly like a part of the community and I know that these will be people to welcome me into the revolution."*

The Women's Center is all about creating space for that revolution. This year in the Women's Center we were also able to launch a new cohort-based group centered on the deconstruction and revisioning of how we as a society discuss and live masculinity. Through the Masculinities Project, students are provided environments that will both challenge them individually and encourage them to challenge the system. Participants in this activity noted the following, *"I learned that my experiences with masculinity are not isolated events but that many other people can relate to what I've gone through and that my experiences do not make me less of a person."* Another participant shared, *"As a WGS major, I feel like I had already thought about masculinity a lot more than the average person, but this helped me think about it more critically than I typically do."* And finally, *"I would love to continue this line of work and advocacy by working with community members who are also passionate about the same issues."*

Our hope is that regardless of the direction of leadership and engagement--positional, programmatic, or any combination of the two--all students experience these same feelings of care and connection matched with a deeper understanding of social justice and a clear set of tools to create change. This is OUR story.

B. Programs and Initiatives

Year Long Efforts

Book Club (Fall 2018 & Spring 2019)

The Fall 2018 Women's Center book club had 8 students, faculty, and staff who showed up on a weekly basis to read, Yuri Herrera's book Signs Preceding the End of the World. This book was conceptualized using borderland theory and told the story of a young woman crossing borders on a journey from Mexico to the United States. The book club was facilitated by a graduate intern in the Higher Education Masters Program, Carla Salas.

The Spring 2019 Book Club was focused on the book, This Bridge Called My Back: Writing by Radical Women of Color. The Book Club was facilitated by Brooke Suermann, WGS Intern. Brooke, with the assistance of Assistant Director, Angela Gay, facilitated the Book Club using two methods Story Circles and Freire's Culture Circles. There were nine people signed up for the book club, and seven people who attended regularly. Participants feedback consistently affirmed the format of the book club using both Story Circles and Culture Circles. Furthermore, participants (WOC and those who were not WOC) felt the book club affirmatively centered concerns of womxn of color in ways that allows us to connect them to systemic issues.

Womxn's HERstory Month also had a book club to prepare for the arrival of the keynote speaker, Charlene Carruthers. This book club bordered February (Black History Month) and March (Womxn's HERstory Month), this was considered a Black HERstory Month Book Club. The book read was Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements. The book club had approximately 15 members of which 10 were active. We employed a liberatory bookclub strategy where all members had the opportunity to take part in facilitating discussion. Outcomes of the bookclub

were to familiarize students with Charlene's work. Create an opportunity for students, staff, and faculty to apply book themes to their own work. To facilitate an understanding of the Black Queer Feminist Lens and how we can use it in our work. Participants liked the participatory format of the book club and all felt that they were better prepared for Carruthers' speech.

Council on the Status of Women

The Council on the Status of Women (CSW) is a University Standing Committee which reports to the Provost. Women's Center Director, Lisa LaBarbera-Mascote serves as the resource person/advisor to this committee. During the 2018-2019 academic year the Council on the Status of Women continued their efforts toward advocacy for 12 weeks of paid parental leave within the UNC System. A subcommittee of CSW was created to further these efforts. In the past year, the family leave subcommittee has presented its proposal to UNC Staff Assembly. This proposal was then adopted by the UNC Staff Assembly and sent forward to the President of the UNC Systems, President Roper as a policy suggestion to be further considered and researched. UNC Faculty Assembly also submitted a letter of support to President Roper again citing the work of the NC State paid parental leave working group. In addition to the Council's work paid parental leave, CSW also provided a number of professional development opportunities for the campus community this year including support and promotion of the presentation, "Beyond Bubbles, Self Care Workshop" and professional clothing drive in conjunction with the sustainability office. A summer working group will also be putting efforts towards a proposal to go to the Provost this Fall for additional funding and other resources to strength our lactation support on campus.

The Council as well as the Women's Center again supported and planned the annual **Sisterhood Dinner** on February 28, 2019. This year's theme was, "Leading Change, Inspiring Action." It was originally called the Susan B. Anthony Dinner but was changed in 1999 to the Sisterhood Dinner to encompass all aspects of the achievements of women. The Women's Center leads the planning team for this event. This year's event program included a rendition of a Shirly Chisolm speech by graduate student Erin Elliot as well as a keynote address from Jessica Holms, Wake County Commissioner. Equity Awards were again given out at the Sisterhood Dinner for a student, faculty and staff member in recognition of their work towards gender equity the previous year. 14 nominations were received and three awards were given out. Attendance at this year's Sisterhood dinner again came close to maxing out the Talley Ballrooms. We were able to sell 75 tables for the Sisterhood Dinner with 600 individuals in attendance. In addition, the Women's Center was able to raise \$2,254 towards programming from sales during the events Silent Auction.

Drop-in Counseling

The Women's Center continued to host staff from the Counseling Center for Drop-in Counseling hours. Drop-in hours occurred from 2pm - 4pm every Monday in the Women's Center. Counselors utilized the lounge area in the Center to make themselves visible to students seeking support and then moved to unoccupied staff offices to hold private, confidential counseling sessions with students in need.

Exam Week Programming

The Women's Center continued to offer programming and distress activities for students during both the Fall and Spring semester. Offerings included massages, cookie decorating, painting opportunities and crafting. In addition, the Center was open until 9pm each day of finals week both semesters as a way to give students additional locations to study.

Feminist Fridays (Various Dates)

Feminist Fridays are student initiated and facilitated conversations centered on topics of gender and equity. These hour-long facilitated conversations creatively incorporate a theoretical lens, and ask challenging questions. Feminist Fridays are meant to foster community, encourage authenticity, and embrace a multiplicity of truths. Its purpose is to provide an opportunity for transformative learning through discussion and critical reflection, often provoking dissonance and attending to the intersections of one's micro or individual, level characteristics and how they interact with macro level systemic issues. The variety of topics each semester reflects both the creativity and the passion of the community at the Women's Center. Each of the student-facilitated discussions opens the door to more intentional dialogue about gender, equity and social justice.

Attendance varied from moderate numbers to high turnout (anywhere from 3 to 25 participants); the time of the semester influenced the number of students who attended each session. Based on the information gathered from assessment data, there was an overwhelming indication that participants felt their voices were heard and enjoyed the conversations and topics.

Topics covered this year include:

8/31	Fall Interest & Orientation Meeting
9/7	Conversation on Feminist Theories
9/21	Pay Equity in Sports
10/12	Fat is a Feminist Issue
10/19	Queering IPV
10/26	Politicizing of Women's Bodies in the Black Church
11/2	Trans Rights
11/9	What Constitutes Queendom
11/16	The Power of Transparency
11/30	Present Day Latin American Feminism/Intersectionality
12/7	Spring Interest and Orientation Meeting
1/25	Whorible Scholars: Black Women Sexuality
2/1	Queering the Halls
2/8	We Were Born Thots

2/15	Is it a Disadvantage: Trans Folks in Sports
2/22	Thottin' & Boppin': A Critical Lens into Club Culture, Queer Nightlife & Sexuality
3/1	Witchy Feminism: Sex Positivity and Alternative Spiritualities
3/22	Does Sex Work? Pornography and Womxn's Rights
3/29	Global Feminism: Worldwide Liberation
4/5	Representation in Literature & Self-Esteem in YA Literature

Feminist Theory Thursdays - New This Year (Various)

Feminist Theory Thursday's served as an analysis of feminist and critical theories and how we put it into practice from faculty and staff scholars who live the theory in their everyday practice. Designed to be a fun way to gain more knowledge and understanding about issues related to the varying types of feminism, build community, and learn more about the self and how we relate to feminist ideals in everyday life. The expected outcome of the Women's Center is to think about feminism as an intersectional experience that challenges our community to think about how we operate in the world within our various intersecting identities. Feminist Theory Thursdays highlights this multidimensional approach to lived experiences.

Fall 2018

- August 30, 2018 - Angela Gay, Creating Pathways for Liberation within Higher Education: The Truth About Diversity and Inclusion (33 participants)
- October 11, 2018 - Hannah Rainey, Feminist Theory and Information (7 participants)

Spring 2019

- January 17, 2019 - Bradford Hill, Being an Ally in Black Feminism (6 participants)
- February 14, 2019 - Dr. Elizabeth Nelson, Feminist KillJoys: Loving the Killjoy in Yourself and Others (5 participants)
- March 21, 2019 - Marcela Torres-Cervantes, Storytelling like my Abuela (5 participants)

From Theory to Praxis

This is the second year that the Women's Center has held "From Theory to Praxis". This event is an on-going collaboration with the GLBT Center created to intentionally unpack different methods to bridge gaps between theoretical discussions and actionable change by emphasizing the authenticity and the truths that participants bring to conversations. Each event averaged 4-8 students. Program outcomes centered on engaging and familiarizing participants with the different theories examined during each event, creatively cultivating a sense of community through deconstructing difficult ideologies, becoming aware of the necessity in critiquing, and making accessible, challenging theoretical literature.

Topics included:

- September 26, 2019 Black Queer Feminist Lens
- November 7, 2019 Decolonial Intersectionality
- January 17, 2019 Matrix of Domination
- March 1, 2019 Transnational Feminism

Interpersonal Violence Advocacy Services

Direct Survivor Support continued to be a rapidly increasing area of focus for the Women's Center. This year, we began an extensive examination of our intake system to make improvements and better track and monitor cases, types of violence reported, resources provided, and referrals received. As a result, we have also been able to analyze trends and make predictions for future years to support an increased caseload. For example, this year, 85 students utilized our survivor advocacy services, a 174% increase from our caseload of 31 students in AY 2017-2018. Nearly half of all students this year sought support for sexual assault, 14% for domestic/dating violence, 9% for stalking, 9% for sexual harassment, and 8% for more than one type of interpersonal violence (IPV). Another 14% sought support for other reasons, including sexual exploitation and childhood abuse. Students were provided with support ranging from crisis intervention and emotional support to academic accommodations, safety planning, and accompaniment to counseling, medical care, police, legal services, Title IX investigation interviews, student conduct hearings, and/or court. We continue to see predictable spikes in support-seeking during the first semester of a student's first year (the "red zone") as well as during the month of April, which is Sexual Assault Awareness Month. In addition, this year, support-seeking increased dramatically from late September to early November as well as in January, due in large part to national media headlines surrounding the Supreme Court confirmation hearings, the mid-term election, and the release of the Surviving R. Kelly docu-series.

Just over 8% of students who sought our support this year reached us through the *24/7 Sexual Assault Helpline*.¹ The Helpline provides on-call advocacy services for students who need after-hours resources, referrals, and/or accompaniment to campus or community resources, including police and sexual assault forensic exams. Calls to the line continue to be low, and due to multiple staff transitions across the university, there are relatively few staff who are currently able to take shifts on the phone. We will be expanding our training to new advocates this summer in order to mitigate the increased workload on the three primary on-call advocates who currently staff the after-hours helpline. In addition, we successfully advocated to the University Architect's office to expand our Sexual Assault Helpline marketing efforts so that all campus restrooms utilized by students are now outfitted with helpline promotion materials. Previously, only residence halls and select academic buildings contained such materials.

New this year, Title IX Policy and Advocacy (November 2018 - January 2019)

In mid-November, the U.S. Department of Education released proposed changes

¹ The largest percentage of students we support reach out to us directly by way of our walk-in services (41%), followed by referrals from the Title IX office (18%).

to the federal Title IX protections for how schools handle allegations of sexual harassment and assault. Given the extent of changes, the Women's Center undertook an in-depth analysis of the Department of Education's proposal, created a number of helpful tools for student activists, and led efforts to engage the student population in responding to the changes. As part of these efforts, we delivered 5 presentations outlining the Department's proposed changes, potential impacts on survivors, and ways the Wolfpack community could make their concerns heard through the formal comment-writing process. These presentations included various audiences, including the Council on the Status of Women, The Movement peer educators, Student Government officers, and members of the general student body. As a result of these efforts, Student Government passed a resolution focused on Title IX, which also served as a foundation for legislation to the General Assembly of the UNC Association of Student Government. In addition, we played a major role in advocating for and participating in an Open Forum to be held to discuss the proposed changes and respond to campus concerns and questions, provided language and edits for a dedicated [Title IX updates](#) section of the Safe at State website, and contributed written and oral comments to the university for inclusion in a collective response on behalf of all UNC schools, which was submitted to the U.S. Department of Education. All total, the Women's Center reached an estimated 265 people with these events, as well as hundreds more through various interviews and articles in the Technician and the Diversity Digest (see Women's Center in the News section for more info).

Interpersonal Violence Trainings

This year, the Women's Center fostered new relationships with campus partners to expand the reach of IPV trainings and workshops to a broader array of community constituents. For example, we partnered with OIED to deliver a number of trainings to the Athletics Department, reaching student athletes, athletic trainers, coaches, and support staff. In addition, faculty from sociology, social work, counseling, communications, and sciences requested a total of 7 workshops on IPV, reaching an estimated 150 students and 20 faculty/staff. At the request of two Living & Learning Villages, Women's Center staff also conducted a workshop on IPV and healthy relationships, reaching 50 students in WISE and EcoVillage.

In addition to reaching new campus constituents through the above-mentioned trainings, the Women's Center also specifically targeted IPV service professionals with two in-depth trainings in the Summer as well as the Fall Semester. In early June, the Women's Center hosted a training and tour of the Solace Center for NC State's Sexual Assault Response Team (SART) to learn more about the community resources offered in Wake County and the process for accompanying a student survivor to a sexual assault forensic exam. In addition, the Women's Center partnered with NC State's Violence Prevention and Threat Management team to host "Identifying, Investigating, and Prosecuting Domestic Violence Strangulation Cases." This one-day workshop helped professionals learn why we must identify, understand, investigate, and advocate for IPV victims and survivors. Fifty service professionals attended, including campus and community SART teams, Title IX investigators, victim/survivor advocates, law enforcement officers, judges, attorneys, paramedics, medical providers, psychologists, therapists, and social workers.

Lastly, the Women's Center continued our longstanding history of training

numerous staff and student leaders on IPV prevention and response over the course of the summer. As part of this process, we trained 292 Resident Advisors, Resident Directors, and Community Directors; 10 Fraternity and Sorority Life Community Resident Directors; 77 Orientation Leaders; 80 Living & Learning Village Mentors; 53 Summer Start Mentors; and 8 Women's Center student workers. These trainings included recognition of IPV and its impacts on student survivors, development of skills related to proper responses to IPV disclosures, and increased awareness of IPV-related supports and resources on and off campus. Additional trainings occurred during the Fall Semester, reaching 25 University Ambassadors and 25 Inter-Residence Council members.

The Masculinities Project

Building off of the work of the 2017-2018 advisory board, the Women's Center launched the first Masculinities Project Pilot Cohort in Spring 2019. Advisory board Partners, including representatives from University Housing, the Counseling Center, TRIO Programs, Career Services, Fraternity and Sorority Life, College Diversity Coordinators/Directors and staff from other Campus Community Centers created the following mission: "The Mission of the Masculinities Project is to engage our community in unpacking how we are all impacted by masculinities. Through facilitated critical dialogue and action, our community will create a more equitable campus community and society." Proposed program outcomes include:

- Participants will increase their knowledge base surrounding issues of gender, equity and social justice
- Participants will examine the manifestation of masculinities across cultures
- Participants will learn how to identify systemic oppression that perpetuates gender violence
- Participants will learn to deconstruct social norms around masculinities
- Participants will learn to build a sense of community by promoting positive social norms around gender and equity

The cohort included 13 students and 2 facilitators from the Women's Center and Counseling Center. The cohort met every other week for 8 sessions and participated in bi-weekly written reflections. They created a self-portrait final project, and shared about the experience at a final closing event.

Monthly Book List

A monthly reading and resource list was curated by Student Programming Assistant, Kahlia Phillips, to provide the NC State community with literary and visual resources to engage with on their own time. The purpose of this list was to increase exposure to different kinds of literature and media related to social justice, gender, and equity. Each month there was a theme to the book list, typically based around history, heritage, and awareness months.

The Movement Peer Educator Workshops Fall and Spring

The Movement is a group of peer educators trained and supported by the Women's Center who facilitate workshops on issues of interpersonal violence and social justice. During the 2018-2019 academic year, 35 new members were trained as facilitators, joining the ranks of returning members to lead 28 workshops, reaching approximately 736 people with information and practical skills related to consent, healthy relationships, sexual violence, stalking, bystander intervention, and supporting survivors. This represents a 57% increase in workshop attendance over AY 2017-2018. In addition, The Movement planned events and tabling around consent, Domestic Violence Awareness Month, Stalking Awareness Month, Sexual Assault Awareness Month, and Denim Day. During the 2018-2019 they created a leadership team of 6 students and implemented student presentations on continuing education during their weekly meetings.

Social Media

The intention of our social media presence is to increase our visibility through more direct and intentional engagement with our followers/students. We have a Facebook page where we published events and were able to gauge the number of attendees. We also engaged through Facebook Live and Instagram Live. We have an Instagram where we also published and publicized events. Instagram also provided a platform for the Women's Center staff to stay connected to students through posts, Instagram stories, and live videos. Finally, we also have a Twitter where we posted about event reminders and live tweeted at big events. *In addition, our followers, such as campus partners, were able to retweet our events. At the end of the 2018-2019 academic year we saw a significant increase of followers on all platforms including: 1415 followers on Facebook, 897 on Instagram, and 528 on Twitter.*

Title IX New Student Orientation Session

The Women's Center led 29 sessions of the IPV portion of New Student Orientation during the Summer and Winter breaks. As part of this process, all first year, transfer, and Spring Connection students received training on how to identify IPV, apply basic bystander intervention skills, recognize and offer on- and off-campus supports and resources for student survivors, and utilize the Safe at State website for reporting and resource referral. We connected with over 7180 students through these orientation sessions, an increase of at least 25% over AY 2017-2018. To support us in this process, we trained 12 staff members who assisted in facilitating these sessions. Final assessments demonstrated that the IPV sessions were the highest-rated sessions of all New Student Orientation presentations delivered, with students stating they received useful information about: 1) IPV (99.3% of first year students and 98.2% of transfer students), 2) on- and off-campus resources (99.1% of first year students and 98.6% of transfer students), and 3) bystander intervention skills (98% of first year students and 97.7% of transfer students).

Women of Welch (WOW)

As the Women's Center is the campus partner for WOW, the NC State Women's Center Assistant Director, Angela Gay, continued to serve on the advisory board for the

Women of Welch Living and Learning Village. Bri Elum served as the Community Director for the Triad and lead for the WOW Village. Building on last year's work, the Women's Center and the Village Director worked to create and implement learning outcomes for the village in addition to an intentionally designed programming curriculum which synthesized the village's learning outcomes. The Women's Center also assisted in the planning and delivery of the WOW Retreat in August. There were a total of 30 students that participated in the Village this year, however, there was an increase in women of color representation within the village. The Women's Center hosted the Women of Welch for workshops including proposal writing and the Assistant Director held drop in hours of WOW members to further discuss their research options. There were six proposals from the WOW Village for the Gender & Equity Research Symposium. Additionally, Assistant Director, Angela Gay, assisted with coordination for the WOW Spring break trip as well as served as an advisor on the trip to New York. In an assessment of the WOW Village, completed by Higher Education masters students, WOW Students were able to acknowledge and identify the Women's Center as a campus partner, provide context about the work of the Women's Center, and stated through their involvement with WOW say the Women's Center as a space on campus they felt comfortable utilizing. Several WOW students frequent the Women's Center for programs, events, and to hang out.

New this year, Womxn of Color Support Group (February - April)

New this year in the Women's Center, Counselor Education Intern Arielle Johnson created and lead a support group for Womxn of Color. Participants in this group were provided a space to authentically and holistically discuss their individual experiences on campus. Through fellowship, discussion and shared experiences, participants worked to develop a deeper understanding of themselves, to cultivate a space to question and challenge ideas and develop tools to reflect on their internal voice, all while practicing vulnerability and working to support each other. The group of 8 students met bi-weekly in the Women's Center. Topics discussed included how participants did or did not feel heard, a discussion about the Surviving R.Kelly Docu-series, self care and accountability.

One Time Programming Efforts and Partnerships

Workshops/Presentations

WOW Retreat (August 16th - 18th)

Women's Center Staff helped plan and execute the WOW Retreat including facilitating workshops including the WOW Welcome Dinner where participants learned about the WOW Village Learning Outcomes and the work of the Women's Center as a village partner. Further, Women's Center staff guided the service activity at the Walnut Creek Wetlands Center. On the last day of the retreat the Women's Center staff worked to synthesize the learning outcomes into actionable steps for WOW members by providing activities to help residents think about themselves as revolutionaries on campus. The WOW Retreat was held in various locations including: Syme, the Women's Center, and Hunt Library.

Multicultural Graduate Student Orientation (August 25th)

The Women's Center staff participated, by request, in the MGSO hosted by Multicultural Student Affairs in Talley Student Union. The presentation titled For Us, By Us, spoke to finding space and community in the NC State Women's Center and Campus Community Centers as a means for navigating the university environment as a first year graduate student at NC State. There were approximately 35 participants at the workshop. Staff also sat at a lunch roundtable and participated in the afternoon resource fair.

Intro to Women and Gender Studies (September 4, 2018)

The Women's Center graduate assistant planned and create a presentation introducing the Women's Center to Dr. Frances Graham's Introduction to Women and Gender Studies course. The presentational also created an opportunity for students to sign up to volunteer with the Women's Center. There were 15 students in attendance.

Adult and Higher Education (EAC) 540 (October 9, 2018)

The Women's Center was invited by Jemilia S. Davis, the TA for Adult and Higher Education course to present on gender and gender related issues in higher education. The graduate assistant along with Assistant Director, Angela Gay created the presentation to be facilitated by graduate assistant. There were 17 students that attended the presentation.

Oak Scholars Presentation on Sexism (October 12, 2019)

The Women's Center facilitated a two-hour conversation on sexism for the Oaks Scholars Program. The Oaks Scholar program is a leadership development program in the College of Agriculture and Life Sciences. The graduate assistant and a WGS intern presented on the topic of sexism, power, and privilege. Participants were asked to envision what we need to abolish sexism and after identified the roots of sexism and how it shows up in various spaces. The conversation used an intersectional framework to discuss how sexism may show up differently for different people. There were 15 students/staff in attendance.

Introduction to Social Work Presentations (October 16, 2018 and February 5, 2019)

The Women's Center was asked to do a presentation/introduction to the Women's Center by Professor Rachel Cohen, who teaches Introduction to Social Work. The class visited the Women's Center for this presentation and learned more about the work that the Center does. This was also a pre-volunteer orientation, as students in the class were required to complete 40 volunteer hours as a part of the class requirements. The first presentation was done by the graduate assistant, Chaniqua Simpson and the second presentation was completed by a volunteer, Shantoneeka Zorn of the Women's Center. A total of 35 students attended these sessions.

Programs

Fall & Spring Open House (August 21, 2018 & January 9, 2019)

The Women's Center hosted Open House events in both the Fall and Spring semesters. Open House focused on awareness building regarding the programs, groups sponsored by the Women's Center and also provided students with an opportunity to learn about all the different ways to get involved. This year, the Student Programming Assistants coordinated the open house.

Listening Parties: KOD (August 24, 2018) & Dirty Computer (January 11, 2019)

The Women's Center continued with Listening Parties this year and in Fall 2018 partnered with The Black Male Initiative for a listening party of the latest J. Cole album, KOD. Post listening to the album, participants engaged in conversation regarding the politics of masculinity, Blackness, mental health, substance use, and coping skills as situated in KOD. There were approximately 60 people in attendance.

We also had the Janelle Monae Listening Party for Dirty Computer and the accompanying Emotion Picture Viewing Party. For this event, we partnered with Women of Welch (WOW) and many of the students in this learning village attended the event. Following the Emotion Picture Viewing Party, there was an open conversation about themes presented in the film including Afrofuturism, Black queerness, challenging dominant narratives, racism, colonialism and white supremacy. There were approximately 30 people in attendance at both watch and listening party combined.

Chocolate Festival (September 28, 2018)

The Women's Center hosted the 16th annual Chocolate Festival combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event was part of Parents and Families Weekend and drew a crowd of 1,005 parents, students, faculty, and staff who enjoyed the chocolate samplings and learned about breast cancer. Fourteen chocolate vendors and several health and wellness vendors worked with 88 volunteers to raise \$9997 for Women's Center programs and the Kay Yow Breast Cancer Fund. Staff from the NC State Women's Center was able to make a \$3000 donation to the Kay Yow Cancer Fund this year. The Chocolate Festival is a campus tradition and is designated #39 on the "Top 54 Things to Do at NC State" list.

Domestic Violence Awareness Month (October 2018)

The Women's Center raised awareness for domestic violence throughout the month of October. This year, our signature DVAM event included a screening of "What's Love Got to Do with It," an award-winning film about the life story of Tina Turner. Following the film, panelists from the Counseling Center, the College of Humanities and Social Sciences, and a student leader discussed the intersections of IPV, power, and capitalism within the context of Tina's relationship with Ike Turner. In addition, this year, we instituted a new DVAM Lunch & Learn series, with weekly sessions focused on the following topics: safety planning, legal options, and support for military survivors and LGBTQ+ survivors, respectively. We also hosted 6 peer-led trainings focused on consent, healthy relationships, and supporting survivors; partnered with the GLBT Center to provide IPV in the GLBT Community; held two restorative circles to respond to trauma triggered by national headlines; and partnered with the Counseling Center to host an expressive arts therapy session focused on journaling for survivor healing.

During the month, The Movement also interacted with the campus community at a Halloween-themed DVAM tabling event focused on consent, and hosted *Escalation*, a film-based discussion that opens people's eyes to the warning signs of relationship abuse. Throughout the month of October, the Women's Center also hosted The Silent Witness Project in the atrium of Talley Student Union, an exhibit of life-size statues and stories of individuals who lost their lives to domestic violence. Approximately, 350 students attended DVAM events in total, along with thousands who passed by The Silent Witness display.

Womxn of Color Retreat (October 4-6, 2018)

The Womxn of Color Retreat was open to undergraduate and graduate students who self-identified as Womxn of Color and who sought to challenge, explore, and nurture themselves authentically through self-exploration with other Womxn of Color. There were 44 registered attendees and 42 who attended, including five field facilitators, two student logistic interns, one counselor, one on-site coordinator, and one graduate assistant. The WOCCR utilized a pre-written curriculum delivered by field facilitators, coordinator, and student logistics interns. The retreat was held at the Franklinton Center in Whitakers, NC. Please see the linked article for a recap of the [2018 WOCCR](#)

- **New this year**, an interest meeting was held on August 21st. Approx. 25 students in attendance.
- Pre-Retreat meeting occurred on September 17. Approx. 30 students in attendance.

Café con Leche (October 15, 2018)

The Women's Center partnered with Multicultural Student Affairs and Student Action with Farmworkers in celebration of Latinx Heritage Month with the theme *sueños y cuentos*. Café Con Leche centered the experiences at the borders of *sueños y cuentos* (dreams and stories). The event was open to students, staff, faculty, and community members. It was a celebration of experiential knowledge and the way we find truth at the margins and borderlands of our lives. Students expressed themselves through words and other forms of verbal art such as songs, poetry, monologues, passages, and spoken word that incorporates intersectional, inclusive aspects of Latinidad and the Latinx experience. Student Action with Farmworkers did special performance pieces. Approximately 30 students attended this event.

Love Your Body Day Summit (October 31, 2018)

Supported by the National Organization for Women, National Love Your Body Day brings attention to beauty myths and stereotypes that have been ingrained into dominate media and dialogue. To take this a step further, the Women's Center organized a Love Your Body Day Summit, supported by the center's WGS interns. In collaboration with our campus partners including the Counseling Center, the Movement Peer Educators, the GLBT Center, Multicultural Student Affairs, and Women and Gender Studies we hosted a day long summit from 10am - 6pm concluding with a student facilitated and led panel. The LYBD Summit was designed to shift the narrative around body positivity to be more inclusive, decolonized, and intentional. The theme "Reclaim, Exclaim, and Disclaim" focused on promoting love and respect of all bodies

including those which are often stigmatized and marginalized based on holding non-dominant identities. The intention was to reclaim language, exclaim resistance, and disclaim conformity that perpetuates white supremacy. There were approximately 80 people engaging in the workshops throughout the day.

Teach In: For Black Girls Who Considered Womanism when Feminism Wasn't Enough (November 27, 2018)

The Women's Center facilitated a teach in for a deep exploration of the intricacies of womanist ideology and how to put womanism into action, with an express focus on the intersectional failure that befalls Native/Indigenous womxn. There were approximately 22 participants attended including undergraduate and graduate students, faculty, and staff.

Surviving R. Kelly Conversation & Support (January 14, 2019)

Designed to be an immediate response to a contemporary issue, the release of Surviving R. Kelly docu-series and its impact of women and girls of color. The program was designed to be supportive to those who needed to process the docu-series. This program brought together support from MSA, GLBT Center, and BIRT (Adrienne Davis).

Exhibition (February 11, 2019 - March 21, 2019)

The Women's Center, in partnership with the African American Cultural Center, curated an exhibit for Black History & Womxn's HERstory month. The exhibit was titled The Politicization and Sexualization of Black Bodies. The exhibit was open to NC State faculty, staff, students, and surrounding community members to showcase and center the experiences of Black and African American people and their hair stories. The exhibition featured Black and African American students, staff, and faculty at NC State. The exhibit opened with a reception garnering over 100 people in attendance. Engagement with the exhibit occurred with five academic courses, two specialized student groups, one academic support student group, and two NC State staff departments, and one outside university department from Meredith among other community members. Estimated engagement with the exhibit exceeds 350 people. A Pop-Up Gallery of the exhibit was displayed at the Sisterhood Dinner, the National Eating Disorder Awareness (NEDA) Week panel, and during the 2019 Gender & Equity Research Symposium. The opening was featured in the Nubian Message, the Diversity Digest, and the College of Education Newsletter. It included monetary sponsorships from the African American Cultural Center.

- **New this year**, Writing Workshop (November 10, 2018) to curate stories for the Spring 2019 Exhibition "The Politicization and Sexualization of Black Bodies." Participants wrote counternarrative on how they engage with body politics. Stories shared in the 2019 Exhibition " Attendance 7 people.
- **New this year**, Painting workshop (December 5, 2018) to curate art for the Spring 2019 Exhibition "The Politicization and Sexualization of Black Bodies." Attendance 21 people.

A Week On the Couch with Audre (February 18 - 22, 2019)

In celebration of the birth of Audre Lorde on February 18, 1934, the Women's Center hosted "A Week on the Couch with Audre." Participants were provided select works of Audre Lorde and engaged in a critical examination of themselves and macro levels of oppression from their intersectional experiences. The group modeled sister circle methodology and participants were required to sign up prior to attending. There were 35 people in attendance during the week.

NEDA Awareness Week (February 25 - March 1, 2019)

The Women's Center, Student Health, and Counseling Center once again partnered together to recognize National Eating Disorders Awareness (NEDA) Week. The signature event of the week was "The Illusionists: An Expose of Power, Capitalism, and Body Shame." Following a screening of the documentary, "The Illusionists," a panel of students and an eating disorders specialist discussed the role of consumerism in profiting off body shame, how systems of oppression perpetuate eating disorders and unhealthy body image, and the impacts on college-aged students. Nearly 50 people attended this event, along with over 100 other individuals who visited tabling events in Talley Student Union throughout the rest of the week.

Women's HERstory Month

The theme for this year's Women's Herstory Month was: *Our Voices, Our Bodies, Our Stories: Tools for Radical Transformation*. The Women's Center set out a calendar of events for the month and also solicited programs from the campus community. 8 programs were submitted by offices and departments across NC State for addition in the WHM calendar. Programs were highlighted in the Women's Center newsletter, added to Facebook as events, and shown as additions to the calendar on the Women's Center website.

The keynote speaker for Womxn's Herstory month was Charlene Carruthers, author of *Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements*. Carruthers engaged in a meet and greet, workshop, keynote, and book signing throughout the course of the day. The day prior she attended dinner with key campus partners who collaborated with the Women's Center to bring her to campus. Collaborative partners for the keynote included the GLBT Center, MSA, AACC, Interdisciplinary Studies, NCSU Libraries, Department of Psychology, WOW Living and Learning Village, and the Black Male Initiative Living and Learning Village. Funds were also provided by an NC State Live Mini-Grant, residency project exploring womxn in action. There was an accounting for at least 277 present at Charlene's keynote. There were 20 people present for the meet and greet and 27 people present for the workshop.

Many of the programs highlighted on the Women's HERstory Month Calendar were done in partnership with the Campus Community Centers. In addition, the Women's Center was able to focus some of our on-going programming, specifically Feminist Fridays sessions in recognition of Women's HERstory month. The two Feminist Friday topics in March were "Witchy Feminism: Sex Positivity and Alternative Spiritualities," "Does Sex Work? Pornography and Womxn's Rights" and "Global Feminism: Worldwide Liberation." In addition, Marcela Torres-Cervantes facilitated a

Feminist Theory Thursday as part of the Womxn's Herstory Month Calendar titled, "Storytelling Like My Abuela".

Other Women's Center Women's HERstory Month programming included:

- Black Herstory Bookclub - *Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements* by Charlene Caruthers - Tuesday, January 22nd- Tuesday, March 5th
- Womanism Teach-In: Wednesday, March 6th held in the AACC
- Mixtape Series: The Political Strategies of Academia That Dismember Black Bodies - Thursday, March 21, 2019 (in partnership with the Multicultural Student Affairs)
 - The Women's Center and Multicultural Student Affairs celebrate the closing of the exhibit, The Politicization and Sexualization of Black Bodies in the AACC Art Gallery with a Mixtape Series event, The Political Strategies of Academia that Dismember Black Bodies. This facilitated discussion will provide space for critical reflection of the academy and guide us towards ways for transformation of higher education as a whole.
- Hip-Hop & Healing Historical Harm: A Workshop with Aisha Fukushima, March 27th, 2019 (in partnership with the Poole College of Management)
- Aisha Fukushima - Open Mic: March 27, 2019 (in partnership with the Poole College of Management and Multicultural Student Affairs)

Supporting Womxn in Action Residency (March 2019)

A residency program sponsored by an NC State Live Mini-Grant. Its purpose serves to help participants think about how to contextualize their experience as activists, artists, and organizers within an academic setting as well as contextualizing action into research and academic scholarship in community with others. Participants utilized the Womxn's HERstory Month calendar to attend residency programs and provided reflection via journals. There were 10 participants, 4 who stayed active throughout the entire program.

ASB Guatemala: Gender Issues (March 9 - 16, 2019)

The Women's Center annual Spring 2019 Alternative Service Break (ASB) trip to Guatemala hosted 10 students (including 2 student leaders) and 1 advisor. Through workshops with key influential activists in Guatemala as well as trips to historical and cultural sites, the team explored traditional understandings of masculinity, femininity, and non-binary gendered identities, the role of gender in contemporary society, and how gender influences the daily lives of Guatemalans. These issues were closely examined within the Guatemalan context, but the team also considered how these same themes manifest themselves in the U.S., particularly around the role of U.S. intervention during the Guatemalan civil war as well as in the current crisis at the U.S. border. Significant emphasis was placed on the learning aspect of educating ourselves in the historical, cultural, and political dynamics of gender issues and bringing that newfound knowledge back to share with others to help elicit change. The trip was planned by the student leaders and local host, CEDEPCA, with support from the staff advisor.

Sexual Assault Awareness Month (April 2019)

SAAM Programs/Trainings

Throughout the month of April, the Women's Center furthered the national conversation surrounding sexual assault prevention through its programs and trainings. During this month, the Center held 3 peer-led workshops, 4 faculty/staff trainings, and 1 expressive arts therapy session focused on the creation of sensory coping boxes. In addition, we hosted Kimber Nicoletti-Martínez, Director of Purdue University's Multicultural Efforts to End Sexual Assault (MESA) for this year's Keynote Address. During her remarks, she shared her story of surviving college as a survivor and her own journey toward healing. She also conducted a workshop that same day for staff focused on balancing trauma while serving traumatized students. We rounded out the month with two final events. Continuing our recent work to support male survivors, we once again partnered with a student and the Counseling Center to host "Supporting Male Survivors: The Power of Music," focused on breaking silences, challenging myths, and exploring music as a healthy coping mechanism. Lastly, we partnered with It's On Us, Arts NC State, Student Government, and the Counseling Center to curate "What Your Classmates Were Wearing," a social art gallery intended to challenge notions of sexual assault and its causes through interactive artwork. More than 400 participants engaged with these SAAM events.

The Clothesline Project

Adapted from the national campaign, NC State's The Clothesline Project gives primary and secondary survivors of interpersonal violence a space to speak and heal through artwork. Students, faculty, and staff could drop into one of the four campus community centers during designated weeks throughout the month to create a t-shirt. In addition, nearly 60 t-shirts were on display in the Talley Atrium, each of the four campus community centers, the Office of Fraternity and Sorority Life, and Student Involvement. Each year, we expand the exhibit to new partners to further our reach and deepen our connections to campus constituents in an effort to raise awareness about campus resources related to sexual assault.

Take Back the Night (April 2, 2019)

Take Back the Night is an annual event on campus, which serves as both a primary and tertiary prevention effort focused on awareness-raising about sexual assault as well as campus and community resources. It is comprised of three main components: 1) a rally where students and staff speak about the importance of sexual assault prevention and have the opportunity to visit resource tables staffed by campus and community partners, 2) a march around campus to visibly demonstrate the community's collective voice and action, and 3) a survivor speak out to create a space for survivors to connect and heal. This year's event, which was attended by over 150 people, was supported by nearly a dozen campus partners, including the Division of Academic and Student Affairs, Fraternity and Sorority Life, Interfraternity Council, Counseling Center, Prevention Services, the Department of English, Student Government, University Housing, and Wellness and Recreation. In addition, due to inclement weather, the event was moved indoors to Talley Atrium, which generated a significantly higher level of interaction between community members and resource table

partners including Student Health, Counseling Center, Prevention Services, The Movement, GLBT Center, Title IX, Student Conduct, Student Legal Services, University Police, North Carolina Coalition Against Sexual Assault, and InterAct.

Denim Day (April 24, 2019)

As a part of Sexual Assault Awareness Month (SAAM), Denim Day is a national event that brings attention to an international court case which ruled against a survivor based on her wearing tight jeans. In an effort to activate the campus community, Women's Center student interns and The Movement Peer Educators collaborated on a photo booth campaign to engage students, student organizations and campus departments. For Denim Day, students reached out to departments and organizations on campus to wear denim, take a photo with their groups, and share it with the Women's Center. In addition, they tabled in Talley Student Union with buttons, stickers, and a denim backdrop for a polaroid photo booth. All photos were posted on Instagram to raise awareness and show support of survivors on campus. Over 200 people participated in the two tabling events and hundreds more engaged on social media.

AAUW Start Smart Salary Negotiation Workshop (April 3, 2019)

The NC State Women's Center partnered with the Women's and Gender Studies program to promote and coordinate a Spring session of AAUW's Start Smart and Work Smart salary negotiation workshop. This workshop is designed to empower women with the skills and confidence to successfully negotiate their salary and benefits packages. By learning strategies and practicing effective language, participants gained valuable skills that could be used throughout their lives, well beyond their next negotiation. Dr. Elizabeth Nelson facilitated the session and had 11 students register to participate.

Gender & Equity Research Symposium (April 16, 2019)

The Gender & Equity Research Symposium was created to spotlight research that promotes a more equitable and justice-oriented society. The symposium, an initiative of the Women's Center, catalyzes the interdisciplinary nature of gender and equity work at NC State University by engaging in the model of thinking and doing, thus putting social justice research into action. The symposium is intended to provide our community of scholars an opportunity to present their scholarly research. Participants submitted proposals for posters and oral presentations. Additionally, students had the ability to engage in student roundtables. All presentations were selected by a blind review by the planning committee, excluding the AD for the Women's Center. The focus of all presentations were to address gender, intersectional identity, and equity in research. The Opening Speakers were student, Anna Christopher and Faculty Member, Dr. Elizabeth Nelson. The lunch keynote included a Womxn of Color Abroad panel coordinated by Kory Saunders (Office of Study Abroad) and Dr. Sachelle Ford (AACC). **New this year**, the symposium introduced a theme "Practicing the Equity We Preach" and a hashtag, #GERS19 for branding purposes. Additionally, there was an additional session added: the Fishbowl and a partnership with WomenNC Scholars to showcase the NC Scholars during a session.

Women's Center in the News

The Women's Center was highlighted or quoted in multiple student newspaper articles. Below you will find links to the Technician and Nubian Message articles that related to the work of the Women's Center for the 2018-2019 academic year.

- September 13, 2018: [Feminist Theory Thursdays Emphasize Theories, Applications](#)
- September 17, 2018: [Women's Center's Feminist Theory Thursday makes feminist theory applicable for students](#)
- September 24, 2018: [Proposed Title IX changes could impact college sexual assault survivors](#)
- September 26, 2018: [Chocolate Festival advocates for cancer awareness](#)
- September 30, 2018: [Chocolate Festival](#) (photo spread)
- October 1, 2018: [Carlyn Wright-Eakes aims to provide support for sexual assault survivors](#)
- October 15, 2018: [Women's Center raises awareness of domestic violence on campus](#)
- October 22, 2018: [Placing Community at the Center](#)
- November 28, 2018: [New Women's Center project to tackle issues concerning masculinity](#)
- January 7, 2019: [OIED forum discusses proposed Title IX changes](#)
- January 14, 2019: [Women's Center hosts comment party for proposed Title IX amendments](#) and [Video](#)
- January 15, 2019: [NC State students respond to Title IX proposed changes](#)
- January 24, 2019: [Trends show increased reporting of sexual assault on campus](#)
- January 31, 2019: [SG solicits Title IX student opinions through final comment party](#)
- February 4, 2019: [Understanding barriers to reporting sexual harassment](#)
- February 14, 2019: [New Exhibit Features Art from Wolfpack, Counternarratives About the Black Body](#)
- February 17, 2019: [Black bodies exhibit showcases community art](#)
- February 28, 2019: [Film, Discussion Centers Self-Image and Illusions in Media](#)
- March 6, 2019: [Women's Center hosts program on masculinity](#)
- March 21, 2019: [NC State awaits controversial Title IX changes after DOE receives public input](#)
- March 25, 2019: [Black bodies exhibit closing celebrated with reflective seminar](#)
- March 26, 2019: [ASB Guatemala: crossing cultural boundaries for a decade](#)
- April 2, 2019: [NC State community supports survivors of sexual assault at Take Back the Night](#)

- April 2, 2019: [Take Back the Night 2019](#) (video)
- April 3, 2019: [Take Back the Night](#) (photo spread)

C. Alignment with NC State’s Strategic Plan Goals

1. Enhance the success of our students through educational innovation

The Women’s Center actively works to provide high impact practices which enhance the success of students at NC State. We do this through our participation in Alternative Service Break trips, involvement in the Women of Welch Living and Learning Program, and Gender & Equity Research Symposium.

During the 2018-2019 academic year, the Women’s Center funded or supported staff for a Spring Break Trip to Guatemala which focused on gender issues. This trip was advised by Janine Kossen, Associate Director of the Women’s Center.

Additionally, Women’s Center Assistant Director, Angela Gay serves on the Advisory Board for the Women of Welch Living and Learning Community. Thirty students participated in the Village during the 2018-2019 academic year. The Women’s Center has enhanced their involvement in the village this year and as noted above, the Center’s presence is felt by the village participants.

Lastly, the annual Gender & Equity Research Symposium hosted a keynote luncheon as well as poster presentations, oral presentations, an opening session, and student roundtables.

2. Enhance scholarship and research by investing in faculty and infrastructure

The NC State Women’s Center plays an active role in the University’s Council on the Status of Women. During the 2018-2019 academic year, the Women’s Center led the planning team for both the Sisterhood Dinner as well as the Equity for Women nomination and Award process. In addition, staff assisted with continued efforts towards advocacy for 12 weeks paid parental leave.

3. Enhance interdisciplinary scholarship to address the grand challenges of society

The Gender & Equity Research Symposium is offered to students, faculty, and staff at NC State and neighboring universities (including Duke, Chapel Hill, Central, Shaw, and Meredith) to present their original research contributing to equity. The symposium focuses on interdisciplinary scholarship, specifically in addressing societal issues.

4. Enhance local and global engagement through focused strategic partnerships

ASB Guatemala, an alternative service break trip, is hosted by the Women’s Center each Spring Break. This year, the center hosted 10 students on a trip to Guatemala to engage in learning about global gender issues in the context of Guatemalan culture. The center engaged in partnerships with CEDEPCA, the host organization in Guatemala.