

2017-18 Unit Annual Report: Women's Center**Prepared By: Lisa LaBarbera-Mascote, Director****A. Introduction and “The Story”**

2017-2018 has been a formative year for the Women's Center. Beginning in January of 2017, Center staff worked to redevelop a mission and vision for the Center and our work. During the 2017-2018 academic year, program goals were finalized and implemented. Perhaps the most significant accomplishment of the past year was becoming fully staffed in February for the first time in two years. Over the course of the past year, our capacity has also grown with the addition of an MSW student intern as well as a formal Graduate Assistant Position.

A few of the key accomplishments of the amazing Women's Center staff include: developing and implementing the first Women of Color Retreat, the Politics of Black Hair photo shoot and exhibit, the expansion of the Gender and Equity Research Symposium, the addition of Feminist Fridays to the NC State Brick, a number of successful partnerships across campus, as well as the start of work on a Masculinities Project led by Women's Center Staff. In addition to programming, staff in the Center have led a number of workshops on a variety of topics for faculty, staff and students across campus. We are also supporting advocacy efforts towards 12 weeks of paid family leave and we continue to act as direct advocates for student survivors on campus. All of this work was done while also maintaining and improving upon Center traditions such as the Chocolate Festival and Sisterhood Dinner. Staff in the Center have also been recognized for the work that they are doing across campus. Angela Gay was the student recipient of the Equity for Women Award given by the Council on the Status of Women.

B. Programs and Initiatives**Year Long Efforts****Advocacy Services**

The Sexual Assault Helpline is a 24/7 crisis line for survivors of stalking, relationship violence, and sexual assault. The Helpline provides on-call advocacy services for students who need resources, referrals or accompaniment to campus or community resources. Calls to the line continue to be low, and there are relatively few staff who are

currently able to carry the phone, though we will be expanding our training to new advocates this summer to build additional staff support for the helpline. In addition, the Women's Center is not a confidential resource, which may also hinder students from utilizing this resource.

Direct Survivor Support continued to be an area of focus for the Women's Center. This year, 30 students utilized our survivor advocacy services, and were provided with support ranging from academic accommodation to accompaniment to court or student conduct hearings.

New this year: The Women's Center continued to engage with survivors beyond just crisis intervention by hosting programs such as Supporting Male Survivors, Expressive Arts Therapy for Survivors, and Trauma-Informed Yoga.

Book Club (September- December and January - April)

The Women's Center hosted book club in Fall 2017. Five students, faculty, and staff read Dr. Brene Brown's book, *I thought it was just me (but it isn't)*. This book focuses on the painful effects of shame. Women's Center interns and participants facilitated weekly discussions around themes from the book such as addiction, perfectionism, fear and blame. Book club continued in Spring 2018 to discuss Dr. Roxane Gay's memoir, *Hunger*. Four students and staff participated in this program. In her memoir, Dr. Gay writes about intimacy and sensitivity about food and bodies. Dr. Gay discusses the complicated relationship between self-comfort and self-care and the impacts of trauma in her life. These topics were discussed once a week led by student interns.

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 2017-2018 academic year, the Council on the Status of Women continued their efforts advocating 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 Marie Williams, Associate Vice Chancellor for Human Resources, Sheri Schwab, interim Vice Provost for Institutional Equity and Diversity, Provost Warrick Arden and Brian Usischon, Senior Associate Vice President for Human Resource Services for UNC General Assembly. In addition, a presentation was given to Staff Senate and the group is currently scheduled to present to Faculty Senate this coming October. With the support and assistance of NC State Administration, parental leave will continue to be an advocacy effort of the Council with a goal towards changing system and state policy. Grassroots outreach to system institutions will be taking place this summer. Aside from work on parental leave, CSW also continued its support and evaluation of campus lactation spaces as well as facilitation of the Equity for Women Awards and the annual Sisterhood Dinner.

Drop-in Counseling

The Women's Center continued to host staff from the Counseling Center for Drop-in Counseling hours. Drop-ins occurred from 2pm - 4pm every Monday in the Women's Center. Counselors utilized the lounge area in the Center, unoccupied staff offices were utilized as needed as well.

Exam Week Programming

The Women's Center continued to offer programming and de-stress activities for students during both the Fall and Spring semester. Offerings include massages, therapy dogs, aromatherapy, yoga and cookie decorating. 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

Feminist Fridays are student-initiated and facilitated conversations centered on topics of gender 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 overwhelming indication that participants felt their voices were heard.

Topics covered this year include:

8/18	Fall Interest & Orientation Meeting
9/1	Self Concept and Beauty Ideals: The Intersections and the Deconstruction
9/8	Centering the Black Woman's Voice
9/22	Decolonizing the Body: "Moving from Ashley Graham to Me": Reclaiming Our Bodies from Conformity to Commemoration
9/29	Race, Gender, and Sports: The Commodification and Appropriation of Bodies
10/13	(Re)Discovery as Resistance
10/20	Seeing My Story in Your Story: It's on "US"
10/27	Cultural Competencies
11/3	Reclaiming Our Stories: Native Women and Feminism
11/10	Trans Liberation is for Everyone!
11/17	The Interstices of Perceived Deviance: Disrupting the Hegemony of Systemic & Institutional Oppression
1/19	Spring Interest and Orientation Meeting

2/2	Breaking Barriers: Redefining the Parameters of Masculinity
2/9	Destigmatizing Periods
2/16	“Ride or Die” The Normalization of Abuse on Black Women
2/23	Unpacking a Social Myth: The Untold Stories of Pregnancies
3/16	Aziz Ansari: Sexual Assault, Legality and Impacts
3/23	Decentering Whiteness
4/6	Leftover Ladies in China
4/13	Critical Thots on Sex Positivity
4/20	Narcoviolencia: War Upon Womxn in the Borderlands

From Theory to Praxis

This is the first 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 5-9 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:

- October 30, 2017 An Intersectional Discussion on Latinx Queer Identity, Coalitions & Solidarity
- January 25, 2018 Judith Butler’s Theory of Gender Performativity
- March 22, 2018 Borderland Theory

Intersectional Film Series

This marks the second year that the Intersectional Film Series has been hosted at the Women’s Center. This series explores intersecting identities, with a specific focus on gender-related social justice issues through a variety of highly praised and thought-provoking films. Each screening is followed by a facilitated conversation with critical questions designed to examine systems, institutions, and their intersections with different identities and experiences. Each film averaged 8-16 participants. The outcomes focused on exploring the many ways that the intersections among individuals and systems manifest, creating community among participants and attendees, and finally cultivating methods for building solidarity.

Film showings and topics included:

- October 20, 2017 Miss Representation
- November 29, 2017 The Mask You Live In
- January 22, 2018 The Light in Her Eyes

Librarian “Pop-Up”

The Women’s Center partnered with NC State Libraries for Librarian Pop-Ups.

Members of NCSU libraries were present in the Women's Center on February 20th, March 16th, and March 26th for two hours each occurrence. Library staff assisted students with library skills such as searching for and citing scholarly peer-reviewed articles, learning about technology available in the campus libraries, and giving reading recommendations. The NC State Librarian at the Pop-up was able to meet with students individually as well as with small groups.

IPV 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, faculty and staff requested a number of workshops tailored to meet their students' unique needs and identities. At least seven workshops were facilitated, reaching over 190 participants ranging from Graduate Student Association members, first year writing instructors, and athletic trainers, to students in sociology and communications courses.

New This Year: During the Fall semester, the Women's Center invited the Director of the Solace Center to come to campus and provide an in-depth training on sexual assault forensic evidence collection (rape kits) to campus partners. The Women's Center also attempted to join with other Campus Community Centers to provide more intersectional IPV programming; these programs included, *Deconstructing Native Masculinity*, *Unpacking the Bags We Carry: Violence Against Women in Indigenous Nations*, *IPV in the GLBT Community* (led by the GLBT Center), and *Lunch and Learn: Domestic Violence in the Southeast Asian Communities*.

The Masculinities Project

During the 2017-2018 academic year, the Women's Center pulled together partners from across campus to engage in discussions about what a masculinities project at NC State University could look like. Partners included 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. Through a working advisory board, the following mission statement was created: "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 goal of the working advisory group is to create programming around masculinities during fall 2018 with the creation of a cohort to follow in spring of 2019. Ideally, the

cohort will have 12-15 students who will meet weekly to unpack the impact of masculinities with advisory board members serving as facilitators and advisors.

Monthly Book List

New this year, a monthly reading list was curated to provide students with extra resources to engage with on their own time. The purpose of this list was to increase exposure to different kinds of literature. We started the reading list with books and articles, however, throughout the course of the year, we also included poems and we intend to include films and documentaries in our future lists. Finally, each month there was a theme to the book list. For example, for the list published in December, the Women's Center incorporated reading material emphasizing revolutionary self-care to encourage taking care of oneself during the time final examinations and end of year celebrations.

The Movement Peer Educator Workshops

The Movement is a group of trained peer educators who facilitate workshops on issues of interpersonal violence and social justice. During the 2017-2018 academic year, The Movement led 33 workshops during the Fall and Spring semesters, some that were pre-scheduled and some that were requested by students, faculty, and staff. Through the 33 workshops, approximately 470 people were reached with information and practical skills related to consent, healthy relationships, sexual violence, stalking, bystander intervention, and supporting survivors.

Social Media

The intention of our social media presence was meant 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. We have an Instagram account where we also published and publicized events; throughout the semester, every Wednesday and Friday we posted about revolutionary womxn both inside and outside academia. 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 account 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. This year, we had 1200 followers on Facebook, 514 on Instagram and 420 on Twitter. On average, our Facebook posts were viewed by about 400 of our followers.

Title IX New Student Orientation Session

The Women's Center led 25 sessions of the IPV portion of New Student Orientation. Moreover, we trained 13 staff members who assisted in facilitating this session. We connected with over 5,000 students through these orientations.

New This Year: This year's new student orientation presentation was revamped and

now includes an engaging clicker survey section and a video component. This new session will be debuted in June 2018.

Women of Welch

The NC State Women's Center 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. The Village's advisory board worked to design a new mission and vision statement for the village as well as new goals. They are expected to be fully adopted by the end of the Spring 2018 semester. The village conducted focus groups at the end of the semester and also hosted an end of year banquet, honoring three village members with awards and hosting keynote speaker, Ashley Gaddy, Assistant Director of Residential Life for Multicultural Affairs at Virginia Commonwealth University. There were a total of 27 students who participated in the Village this year.

Working Group

New this spring, the Women's Center hosted a working group in collaboration with a student worker from the Center. The purpose of this group was to explore literature, the media as an institution, and the ways that each of these intersected and perpetuated systems of oppression specifically in relation to the intersections of women and the media. This was a discussion-based group where theoretical articles were read and deconstructed through meaningful conversation. Attendance by participants averaged from 3-6 students throughout the semester, with the most consistent attendance recorded during the three middle meetings. Outcomes for this ongoing working group focused on critically engaging with scholarly material, acquiring different methods of questioning, challenging and analyzing through direct dialogue, and becoming familiar with the transformative power involved with talking, debating, and asking questions in challenging academic circles and environments.

Topics covered included:

- January 30, 2018 Womxn, Justice, & the Media Interest Meeting
- February 13, 2018 Understanding Feminisms
- February 28, 2018 Unpacking Violence
- March 14, 2018 Language and Relativism
- April 5, 2018 Relativism and Colonialism

One Time Programming Efforts and Partnerships

Open House (August 15, 2017 and January 11, 2018)

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.

4:44 Listening Party (August 29, 2017)

New this year, the Women's Center partnered with The Black Male Initiative and the African American Cultural Center for a listening party of the latest Jay-Z album, 4:44. Post listening party, participants engaged in conversation regarding the politics of Black masculinity as situated in 4:44 and the album footnotes.

Social Justice Leadership Retreat (September 8-10, 2017)

The Women's Center partnered with CSLEPS, GLBT Center, and other campus partners to plan and facilitate a retreat for students who were interested in taking their advocacy to the next level. Student participants had the ability to engage in a weekend of workshops and sessions around social justice history, advocacy, and activism. There were approximately 17 participants at the retreat.

Equal Means Equal Film Screening (September 12, 2017)

As a part of the Women's Center's film series, we hosted a screening of the documentary film "Equal means Equal." This film examined real-life stories and precedent-setting legal cases to highlight outdated laws and policies around a number of issues impacting women (including, but not limited to sexual harassment, rape, healthcare, etc.). The film also reviewed the failure of many state governments to ratify the Equal Rights Amendment. Following the film, Dr. Karey Harwood, Coordinator of the Women & Gender Studies Program facilitated a discussion with participants. Thirteen individuals participated in this event.

Chocolate Festival (September 15, 2017)

The Women's Center hosted the 14th 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 was held in the Talley Student Union. Nineteen chocolatier and health and wellness vendors and one hundred twenty volunteers raised \$8,738 for Women's Center programs and the Kay Yow Breast Cancer Fund. There were 1,096 parents, students, faculty and staff who enjoyed the chocolate samplings and learned about breast cancer. The Chocolate Festival is a campus tradition and is designated #39 on the "Top 54 Things to Do at NC State" list.

New This Year: Staff from the NC State Women's Center presented representatives from the Kay Yow Cancer Fund with a \$3,000 check during the Spring Fling Football Game at Carter Finley Stadium

AAUW Start Smart Salary Negotiation Workshop (September 19, 2017 and April 11, 2018)

The NC State Women's Center partnered with the Women and Gender studies program to promote and coordinate two sessions of AAUW's Start Smart and Work Smart salary

negotiation workshop during the 2017-2018 academic year. These workshops are 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 Fall session and Dr. Ashley Simons-Rudolph facilitated in the Spring.

Cafe con Leche (September 29, 2017)

New this year, the Women's Center partnered with Multicultural Student Affairs to celebrate Latinx Heritage Month with special guest, Denice Frohman. Students were encouraged to express 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. Approximately 150 students attended this event.

Domestic Violence Awareness Month (October)

The Women's Center raised awareness of domestic violence throughout the month of October. This year, we brought Dr. Lorraine Acker to campus to give a keynote discussion around the impact that domestic violence has on Black college women. We also hosted seven peer-led trainings focused on relationship violence, and partnered with the GLBT Center to provide a workshop on IPV in the GLBT Community. We also hosted The *Escalation* Workshop, 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 hosted The Silent Witness Project, a program focused on raising awareness about the impact of domestic violence. Approximately, 175 students attended DVAM events in total.

New This Year: This year, we displayed the Silent Witness cut-outs outside on Stafford Commons and inside of Talley Student Union.

ASB Atlanta: Civil Rights and Gender Equity (October 5-8, 2017)

Focused on civil rights and gender equity, the ASB Atlanta Fall Break trip included a visit to the Greensboro Civil Rights Museum, the Apex Museum in Atlanta, the World of Coke as well as serving at two different agencies in Atlanta, Girls Inc. and SPARK Reproductive Justice. Learning outcomes for this trip cover areas such as recognizing how intersecting identities impact well-being, evaluating the role of diversity and equity in shaping attitudes and values, examining assumptions regarding gender equity and social justice issues, modeling social justice oriented communities and identifying and creating action plans. Eleven students and two staff members participated in the trip this year. While this year's trip overall was a success, there were a number of last minute changes and site partners that fell through at the last minute. The group of students was gracious and flexible which allowed us to have a good experience as a whole.

Love Your Body Day (October 18, 2017)

Supported by the National Organization for Women, National Love Your Body Day brings attention to beauty myths and stereotypes that have been ingrained in dominant media and dialogue. In recognition of this day, Women and Gender Studies interns for the Women's Center set up an educational tabling event in the Talley Student Union. Through interactive activities, students, faculty and staff were made aware of this national campaign while also encouraged to participate in body-affirming activities.

Lunch & Learn: Debunking the Misconceptions of Feminism (October 23, 2017)

This Lunch and Learn was a dialogue that aimed to highlight the many misconceptions of Feminism that have persisted over time and are still present today. We explored the roots of these stereotypes and discussed ways in which we can respond to these misrepresentations as well as move forward in hopes of creating a more intersectional and inclusive vision of feminism. There were two participants in attendance.

Ecofeminism Feminist Friday Workshop (October 31, 2017)

This Feminist Friday workshop was an event created to expand discourse to the larger campus community, specifically the College of Natural Resources, about the intersectional ramifications of industrialization in communities of color. This was designed as a case study to intentionally engage students in practical discussions of social justice. Forty-seven individuals participated along with three College of Natural Resources student staff members.

Our Fires Still Burn: The Native American Experience (November 3, 2017)

New this year, the Women's Center added a Feminist Friday film. "Our Fire Still Burn" is a compelling one-hour documentary that invites viewers into the lives of contemporary Native American role models living in the U.S. Midwest. It dispels the myth that American Indians have disappeared from the American horizon, and reveals how they continue to persist, heal from the past, confront the challenges of today, keep their culture alive, and make great contributions to society. Their experiences deeply touch both Natives and non-Natives and help build bridges of understanding, respect, and communication. There were 11 participants in attendance.

Women of Color Retreat (November 10-11, 2017)

New this year, the Women of Color Retreat served to create a community focused on finding meaning, healing, support, trust, and to reach actualization by focusing on the inner parts of the self. Its purpose is to create a just space where women of color can express themselves, explore their multiple realities and intersecting identities as well as discover the intricacies of power, leadership, sisterhood, and scholarship. The retreat was open to undergraduate and graduate students who self-identified as women of

color and who sought to challenge, explore, and nurture themselves authentically through self-exploration with other women of color. The retreat was an overnight experience and included a variety of sessions and speakers focused on the goals of education/awareness, skill-building, leadership, community, healing, and power. Guest speakers included Chimi Boyd-Keyes and Dr. Natalie Bullock Brown. Thirty-four undergraduate and graduate students and ten staff members went on the retreat. Partners included Multicultural Student Affairs, Housing, and the African American Cultural Center.

Pushout: The Criminalization of Black Girls in Schools (November 17, 2017)

The Women's Center partnered with the College of Education for their Passport Program to facilitate a discussion around the book, "Pushout: The Criminalization of Black Girls in Schools," by Monique Morris. The Center collaborated with colleagues from the GLBT Center and a doctoral student in the College of Education. The program was marketed as a call to action around the inequalities of Black girls within K-12 education. Describing the real experiences of Black girls, the facilitators used Morris' work to describe the school to confinement pipeline and exposed the high-risk situations which affect the life trajectory of Black girls after being pushed out of school; setting them on the path to incarceration as well as physical and economic insecurity. From a critical race theory perspective, we provided an overview of the book and facilitated a discussion of what we can do as educators, counselors, and higher education professionals to alleviate the pushout of Black girls in education. There were approximately 50 people in attendance, which was a mix of students, faculty, and staff from a number of disciplines.

Lunch & Learn: Self-Care: A Method for Creatively Surviving Exams (November 27, 2017)

This event was designed as a debrief for final examinations and facilitated by our WGS Intern, Emily Benefield. There was a brief discussion and activity about self-care and reducing stress amidst final exams and everyday life. We facilitated a discussion around the importance of self-care and relaxation. Emily provided a list of tips and tricks for surviving finals and the end of the semester. Following the conversation, we hosted a fun activity designed to emphasize the utility of our methods for taking care of ourselves. Attendance totaled three participants.

How to Be A Badass Planner (January 26, 2018)

New this year, the Women's Center invited Master's Student Arielle Johnson to facilitate a workshop on time management and how to plan. Participants were invited to bring their planner to get a jumpstart on 2018. Participants received tips for staying organized for the Spring semester. There were eight people in attendance.

Open Mic Night: The Power of the Spoken Word (January 29, 2018)

New this year, Open Mic Night was an event directed for all who wanted to express themselves through words. In honor of Social Justice January, we encouraged all forms of verbal art such as songs, poetry, monologues, passages, and spoken word that incorporated intersectional and inclusive aspects of social justice. Outcomes included becoming familiar with different and creative forms of storytelling intertwined with social justice, creating a shared experience through the use of language and spoken word, and finally, finding new ways to cultivate and strengthen connections with peers through the exploration of the spoken word. Attendance totaled 26 participants.

Don't Cash Crop My Cornrows: The Cultural Appropriation of Black Hair (February 2, 2018)

New this year and connected to the Politics of Black Hair exhibition, this program was facilitated by Chaniqua Simpson, Sociology Doctoral candidate. The program provided a historical context of Black hair and its appropriation throughout the years. Chaniqua facilitated a conversation on cultural appropriation and understanding the cultural and capital exploitation and colonization of Black hair. There were approximately 17 people in attendance.

Lunch & Learn: Undocumented and Black: An Overlooked Narrative in the United States (February 7, 2018)

This event highlighted narratives that are often overlooked in the immigrant and migrant experience, primarily the Black and Afro-Latinx experience. Designed to bring those narratives to the forefront to emphasize that the immigrant experience is one that is multidimensional, multifaceted, and multilayered, the event provided an opportunity to unpack the various layers of Black immigrant experiences in the United States. A brief discussion was facilitated to deconstruct the intersections of resilience and power located within the undocumented and Black experience. There were 12 participants in attendance.

Surviving and Thriving (February 7, 2018)

New this year, Based on the 2016 Huffington Post article by Yareliz Elena Mendez-Zamora, the Women's Center in collaboration with the Counseling Center, facilitated an evening group discussion focused on supporting people of color to move beyond simply surviving to a place of thriving while navigating historically white institutions. Participants engaged in dialogue about what it means to be marginalized and othered within historically white institutions and working together to build community, connection, and raise scholarship in the face of institutionalized oppression. The event was scheduled for January 17, 2018 5pm- 6:30pm with 13 people pre-registered to attend, however, due to weather, the university was closed and the program was rescheduled to February 7, 2018. There were approximately five people in attendance.

Urban Bush Women (February 9, 2018)

New this year, the Women's Center partnered with Arts NC State for collaborative programming for Urban Bush Women. The Politics of Black Hair exhibition was featured as a pop-up for the UBW performance on February 9th. The Women's Center spoke about the opening exhibit during the show pre-talk. [Urban Bush Women](#) (UBW)'s performance piece, Hair and Other Stories, was a dance piece highlighting the beauty and strength of the human spirit.

Politics of Black Hair (February 13-March 20, 2018)

New this year, the Women's Center held a photoshoot on December 6, 2017 to curate an exhibit, The Politics of Black Hair. 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 at NC State. Prior to the exhibition, the African American Cultural Center co-sponsored an opening reception. There were over 120 people in attendance at the opening and reception. The exhibition was open from February 13-March 20, 2018 and was utilized by two courses, three offices, and viewed by many other community members throughout the month. By request, a Pop-Up Gallery and discussion took place in the College of Natural Resources, in collaboration with ARTS NC State during the Urban Bush Women performance as well as during the Sisterhood Dinner. The opening was featured in the Nubian Message, the Diversity Digest, and the College of Education Newsletter. It included sponsorships from Arts NC State and the African American Cultural Center.

Lunch & Learn: Love As Political Resistance (February 14, 2018)

Participants were asked to unpack the 2017 article by adrienne maree brown, "Love as Political Resistance: Lessons from Audre Lorde and Octavia Butler." The discourse centered experiences of self-love and practicing revolutionary self-care within their everyday experiences. Six individuals participated in this event.

Lunch & Learn: (Food for Thought) Reclaiming our Bodies: R.E.S.P.E.C.T (February 16, 2018)

This Lunch and Learn was a collaboration with Multicultural Student Affairs hosted during Black History Month and was facilitated by Zakiya Covington. This interactive Food for Thought event was designed to emphasize the politics that govern how Black womxn in the United States navigate their realities. During this discussion we explained, questioned, and challenged the dominating ideologies that Black womxn are exposed to. We unpacked and reclaimed those perceptions to revolutionize what is respectable. There were four participants in attendance.

The Politics of Black Hair and The Freedom to Be Creative (February 16, 2018)

New this year, this was a workshop facilitated by Racqueal Williams, natural hair stylist, teacher, and loctician. The workshop challenged white supremacist beliefs that are the cornerstone of how Black hair is politicized globally. Racqueal focused on the policies, laws, and practices that aided in the historical stigmatization, contemporary criminalization, and the push out of Blacks and African Americans in the economy of Black hair. Further, this workshop spoke about how Black/African Americans can reclaim their beauty by personally decolonizing beauty standards. There were seven people in attendance.

Kay Yow Cancer Fund Celebration Run / Walk (February 17, 2018)

In support of the Kay Yow Cancer Fund, the Women's Center served as a campus partner for the annual Kay Yow Cancer Fund Celebration Run/Walk. This event occurs on the same weekend as the NC State University Play for Kay game and is meant as a fundraising effort for the Fund. This year, 358 campus and community members registered as participants. The Women's Center assisted with logistics for this event, including working with over 55 students who signed up to volunteer at the event.

A Week On the Couch with Audre (February 19-23, 2018)

New this year: 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. Thirty-two individuals registered with an average of 10 participants each day for the entire week.

NEDA Awareness Week (February 27-March 2, 2018)

New This Year: The Women's Center, Student Health and the Counseling Center partnered together to celebrate National Eating Disorders Awareness Week. Throughout the week, each center tabled in Talley Student Union. The Women's Center also hosted a lunch and learn which discussed the scope of eating disorders and the body positivity movement.

Sisterhood Dinner (February 27, 2018)

Sponsored by the Council on the Status of Women, the Sisterhood Dinner celebrates the contributions and accomplishments of NC State women. 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. The annual Sisterhood Dinner filled the Ballroom of Talley Student Union on Monday, February 27, 2018. Sixty-six departments/units registered for the Sisterhood Dinner with 656 people in attendance. This year's keynote address was

given by Mandy Carter, local civil rights and gender equity advocate. In addition, staff from the Women's Center had an opportunity to showcase the Politics of Black Hair Exhibit during the Sisterhood Dinner, including having one of the student participants share their hair story.

The event also honored this year's winners of the **Equity for Women Awards** from a group of exceptional nominees. There were 32 nominations of 27 outstanding faculty, staff and students. Three award recipients were honored at the dinner. The Women's Center also hosted a silent auction during the reception before the dinner. We had over 36 items submitted to be auctioned off, varying from framed photographs to a pillow and blanket set to theatre tickets. Over \$2500 was raised for Women's Center programming.

New This Year: In addition to the Sisterhood Dinner, the Council on the Status of Women also sponsored "Sisterhood Day." From 12-2pm on the third floor of Talley Student Union, faculty, staff and students had the opportunity to interact with participating office and departments as well as sit in on a number of different workshops that were being offered.

ASB Guatemala: Gender Issues (March 2-10, 2018)

The Women's Center annual Spring 2018 Alternative Service Break (ASB) trip to Guatemala hosted 12 students (including 2 student leaders) and 1 advisor. The trip was planned by CEDEPCA and included workshops with key, influential activists in Guatemala working for gender equity. The group also engaged in a service activity, visited a museum, and participated in the International Women's Day March.

Women's Herstory Month

The theme for this year's Women's Herstory Month was: *Unapologetically Women: Forging and healing our collective memories*. 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 ongoing programming, specifically Feminist Friday sessions in recognition of Women's Herstory month. The two Feminist Friday topics in March were "*Aziz Ansari: Sexual Assault, Legality and Impacts*" and "*Decentering Whiteness in Higher Education*."

Highlighted events included:

Lunch & Learn: Feminism 101 (March 12, 2018)

This event was designed as a crash course on feminisms for Women's Herstory Month. There was a facilitated discussion defining feminisms, explaining the different waves of feminisms, and identifying gaps and areas for improvements. We examined the perceived inceptions of the women's movement and the current political climate of feminism. There were eight participants in attendance.

Teach In: For Black Girls Who Considered Womanism when Feminism Wasn't Enough (March 20, 2018)

New this year, the Women's Center partnered with Sociologist Chaniqua Simpson in the African American Cultural Center to facilitate this teach-in for a deep exploration of the intricacies of womanist ideology and how to put womanism into action. There were 30 people registered and 20 people on the waitlist; 17 participants attended including undergraduate and graduate students, faculty, staff, and community members.

Other programming included:

- Workshop & Speaker: Decolonizing Feminism: Examining Native Feminist Theory - *Thursday, March 15th (in partnership with the GLBT Center)*
- Women in Leadership Panel and Networking Event - *Wednesday, March 21st (in partnership with the Community Advisory Board, Women & Gender Studies, and Career Services)*
- From Theory to Praxis - Borderlands - *Thursday, March 22nd*
- "Dolores Huerta" film screening and conversation - *Monday, March 26th (in partnership with MSA)*
- "The Immortal Life of Henrietta Lacks" film screening and discussion - *Tuesday, March 27th (in partnership with AACC and Biological Sciences)*

Sexual Assault Awareness Month (April)

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 five peer-led workshops, three faculty/staff trainings, and three expressive art therapy drop-in counseling sessions. Moreover, we brought Pierre Berastain to give the keynote address on the impact that sexual violence has on queer, undocumented students. A total of 431 participants engaged with our SAAM events.

New This Year: The Women's Center partnered with the Counseling Center to hold a supporting male survivors workshop, which reached 30 participants.

The Clothesline Project

Available throughout the month of April, members of the University community were invited to create a t-shirt in one of the four campus community Centers. This event raised awareness about campus resources related to sexual assault and created a space for survivors to express themselves.

New This Year: Over 50 t-shirts from past years were displayed around campus in locations such as Talley Student Union, Tower Hall (Centennial Campus), and the four campus community centers.

Take Back the Night (April 5, 2017)

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 and 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 200 people, was supported by nearly a dozen campus partners, including the Division of Academic and Student Affairs, the GLBT Center, Multicultural Student Affairs, Student Health, Military and Veteran Services, Athletics, the Counseling Center, University Recreation, Women in Science and Engineering (WISE), Panhellenic Association, and the Department of English.

Denim Day (April 25, 2018)

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 the fact that she was wearing tight jeans. This campaign was focused on awareness-building and, in an effort to activate the campus community, student organizations and campus departments were encouraged to participate in a Women's Center public service announcement video.

New this year, the video recordings took place on April 13, 2018 and the PSA was screened and viewed on April 25, 2018. The PSA was screened in Talley Student Union during a tabling event where the NC State community received information about Denim Day and had the opportunity to take the pledge to not support policies that reinforce rape culture. Free snacks were given during the tabling event and the video was shared via social media and on the Women's Center website.

Gender and Equity Research Symposium (April 2, 2018)

The Gender and 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.

New this year, participants were asked to submit proposals not only for posters, but also working groups 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 Assistant Director for the Women's Center. The focus of all presentations were to address gender, intersectional identity, and equity in research. The Opening Speaker was Preston Keith from the GLBT Center. The Keynote

Speaker was Dr. Alyssa Rockenbach, College of Education ELPHD Program. There were 120 people present at the luncheon and engagement from more than 220 people throughout the course of the day from 9am - 4pm.

Week of Action: Finding Your Center, Expanding Your Circle (April 6, 2018)

In partnership with the GLBT Center, Multicultural Student Affairs, and the African American Cultural Center, student leaders from each individual center were invited to create a space for intersectional dialogue and action planning. Using the Culture Circles model from Paulo Freire, student leaders explored their underlying theory and approach to social justice, engaged in a political analysis of an intersectional case study, and ended with developing action steps to create positive change. There were nine people registered and seven students who attended in addition to five staff members present.

No Tea, Just Lemonade (April 9, 2018)

New this year, Women's Center student programmer, Zakiya Covington, facilitated a listening party and discussion for Beyonce's visual album *Lemonade*. After watching and listening, participants engaged in critical dialogue about the politics of Black femininity as situated in *Lemonade* from a Womanist perspective. There were approximately 30 participants. This event was held during PanAf week and was on the PanAf calendar of events.

Women's Center in the News

New this year, 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 2017-2018 academic year.

- September 6, 2017: [Women's Center Hosts 4:44 Listening Party](#)
- September 17, 2017: [Campus community reacts to proposed Title IX changes](#)
- October 2, 2017: [Faculty address Title IX sexual assault guidance rescission](#)
- October 4, 2017: [Domestic Violence Awareness Month at NC State](#)
- October 18, 2017: [Keynote speaker talks relationship violence, inclusion for survivors](#)
- October 24, 2017: [Student Government hosts sexual assault education town hall](#)
- November 28, 2017: [Women's Center emphasizes outreach for survivors and advocates](#)
- January 10, 2018: [Campus efforts mark Stalking Awareness Month](#)
- January 17, 2018: [Unsilenced: battling domestic violence in college](#)
- January 28, 2018: [Campus resources available to survivors of interpersonal violence](#)
- February 6, 2018: [OIED strives to maintain timelines months after Title IX rescindment](#)
- February 12, 2018: [Urban Bush Women defies boundaries through dance](#)

- February 13, 2018: [Women’s Center hosts intersectional Feminist Fridays](#)
- February 15, 2018: [Urban Bush Women Perform “Hair and Other Stories” at NC State](#)
- February 28, 2018: [National Eating Disorder Awareness Week educates students and highlights resources](#)
- March 19, 2018: [Women’s Center talks feminism for Herstory Month](#)
- March 21, 2018: [Women’s Herstory Month celebrates women’s accomplishments, intersectionality](#)
- March 21, 2018: [Blackademics: Angela Gay, Empowering Students to Live Authentically](#)
- April 4, 2018: [Take Back the Night encourages students to reclaim their voices](#)
- April 4, 2018: [TBTN Photo Gallery](#)
- April 4, 2018: [Sexual Violence Resources on Campus](#)
- April 4, 2018: [The Need for Healthy Attitudes Towards Sex at NC State](#)
- April 9, 2018: [Sexual Assault Awareness Month calls for action, prevention and healing](#)
- April 16, 2018: [The Clothesline Project: spreading awareness about assault](#)
- April 23, 2018: [Graduate Assistant utilizes Latinx roots in Women’s Center, feminist work](#)
- April 25, 2018: [Court rules UNC must release names of offenders, not survivors](#)

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 the Gender and Equity Research Symposium.

During the 2017-2018 academic year, the Women’s Center funded or supported staff for two Alternative Service Break Trips. In partnership with Multicultural Student Affairs, the Women’s Center helped to sponsor a Fall Break trip to Atlanta which focused on civil rights and reproductive justice. This trip was advised by Lisa LaBarbera-Mascote, Women’s Center Director. In addition, the Women’s Center financially sponsored and supported a Spring Break trip to Guatemala which focused on gender issues. This trip was advised by Angela Gay, Assistant Director of the Women’s Center.

Additionally, Women’s Center Director, Lisa LaBarbera-Mascote, and Assistant Director, Angela Gay, serve on the Advisory Board for the Women of Welch Living and Learning Community. Twenty-seven students participated in the Village during the 2017-2018 academic year. As noted earlier, the Women’s Center intends to enhance our involvement in the coming year. At the time of this report, the Village has 34 residents signed up for next year (10 new first year students, 12 students who are new to WOW but returning to NC State, and 12 returners to the Village). The Advisory board has

made strides in reframing the village's mission, vision, goals, and theoretical framework. At the end of the 2017-18 year, the village engaged in focus groups to determine how students perceive the village and how the village has met its pre-existing goals. This summer, the village's Community Director and the Women's Center Assistant Director will use the assessment feedback and the newly approved goals to build a programming model for the village for the 2018-19 academic year.

Lastly, the annual Gender and Equity Research Symposium hosted 120 people for a keynote luncheon and over 200 people throughout the course of the day for 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 2017-2018 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 of paid parental leave. The parental leave subcommittee will continue to meet and work to move this important initiative forward.

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

The Gender and 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.

5. 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 12 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 ministry/organization in Guatemala.