

2021-22 Unit Annual Report: Women's Center

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A. Introduction

The NC State Women's Center is one of four campus community centers housed under the Office for Institutional Equity and Diversity (OIED). Founded in 1991, the Women's Center seeks to build and create a community of authentic and engaged allies and leaders to pursue gender equity and social justice. As part of this work, we amplify the voices of students across all intersectional identities, including gender, race, ethnicity, ability, class and sexual orientation. We utilize our space to create an inclusive community that empowers student leaders to transform campus climate through education, advocacy, support and leadership development. We create programs and events to critically examine, disrupt and dismantle systems of oppression that create barriers to gender equity and social justice, including interpersonal violence. To this end, we educate and collaborate with all members of our NC State community, including faculty and staff, to take responsibility for transforming an environment that produces gender inequities, social injustice and interpersonal violence.

B. Strategic Plan Examples**Goal 1: Empower students for a lifetime of success and impact.****30th Anniversary**

This year, the Women's Center celebrated our [30th anniversary](#) at NC State! Over the course of the 2021-2022 academic year, we invited students, faculty, staff, alumni, donors and the entire campus community to help us by "*Honoring the Past, Celebrating the Present and Envisioning the Future*" of the NC State Women's Center through a variety of events and opportunities.

We kicked off the year-long celebration with a festival-themed birthday party on October 14th. During this outdoor event, over 200 attendees had the opportunity to explore interactive stations where they helped create a life-size paint-by-numbers mural, screen print limited edition 30th anniversary Women's Center t-shirts, write affirmations to the Women's Center, practice self-care through

coloring and dance lessons and learn about programs and services offered by the Women's Center and its affiliated student organizations.

Reflection and introspection continued throughout the rest of the year as well. With the support of the University Libraries, the Women's Center dove deep into the archives to learn more about the history of gender equity at NC State. As part of this effort, we featured interviews, photos and stories on social media throughout the year to honor and recognize the trailblazers who brought us to where we are today.

This project culminated in a powerful event on March 30th, "*Our Stories Matter: Redefining HERstory and the Meaning of Empowerment Through the Times.*" As our signature program in celebration of Women's HERstory Month, this event highlighted women who paved the way for others by breaking barriers, opening the doors of possibility and inspiring students to make a change. The evening began with the opening of an exhibit, created in partnership with University Libraries, that featured audio interviews that highlighted the stories of impactful women from the past, present and future who have contributed to the advancement of the Women's Center's work. In addition to first-hand stories, the exhibit highlighted physical and digital artifacts that were on display to showcase programs and initiatives over the 30-year history of the Women's Center. During the opening night of the exhibit, we also hosted an intergenerational dialogue where panelists—a current and former student, one of the founders of the Women's Center and a Women, Gender and Sexuality Studies faculty member—shared their perspectives on the past, present and future of the Women's Center. The evening culminated with a reception for campus and community partners, former staff members, donors and alumni. Over 100 people attended the March 30th celebration.

Interpersonal Violence Advocacy and Services

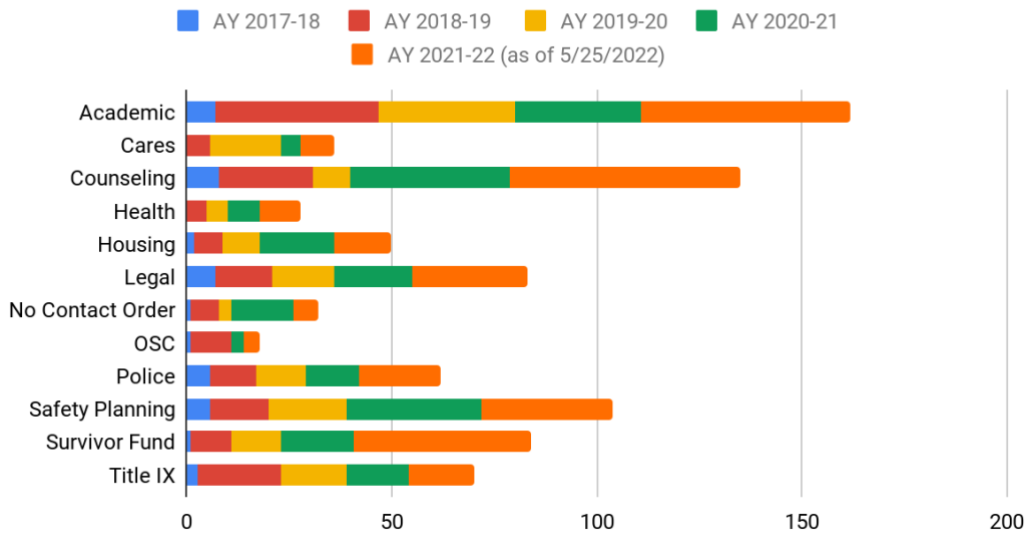
As students returned to campus with a full resumption of on-campus housing and classes, the Women's Center saw a significant increase in support-seeking from survivors of interpersonal violence (IPV). For context, this academic year,¹ 135 students utilized our survivor advocacy services, a 50% increase from our caseload of 90 students in AY 2020-2021 and a 35% increase from our caseload of 100 students in AY 2019-2020. In fact, when comparing month to month data from the last five years, this academic year we have supported the most students ever in 7 out of the 11 months that have occurred thus far in the academic year.

Of those students who received advocacy services from the Women's Center this year, 36% of them sought support for sexual assault, 19% for domestic/dating violence, 9% for stalking, 9% for more than one type of IPV and 4% for sexual harassment. Another 20% sought support for other reasons, including childhood sexual abuse, retriggered trauma, secondary survivor support and threats of

¹ For ease of reporting, we record cases for the Academic Year based on July 1-June 30 each year. As such, this report includes data up to May 25, 2022.

violence. Fifty-six percent of those seeking support for “other” reasons were classified as unknown since not all students will disclose enough details for us to identify a specific type of IPV. Students were provided with support ranging from crisis intervention and emotional support to academic accommodations, safety planning, emergency housing, financial support, referrals to counseling and accompaniment to medical care, police, legal services, Title IX investigation interviews, student conduct hearings and/or court.

Resources Provided, by Year



Over the course of the 2021-2022 academic year, several trends surfaced, with a significant increase in mental health concerns being the most prominent. As students returned to campus after two years of isolation and remote learning due to COVID, it quickly became apparent that this has impacted students' ability to engage in academics, campus activities and peer relationships. Students are struggling to focus and find motivation, as well as communicate with others, whether as friends or as partners. In addition to concerns around mental health and interpersonal communication, students have also reported increased feelings of insecurity, including housing and financial insecurity, as well as generalized concerns for their safety. This has been particularly common for international students, who have reported struggling with adapting to the United States and being targeted for street crime and sexual harassment. Stalking cases also continue to be on the rise, a trend that began in the early days of COVID as much of daily life activity moved to online platforms. As a result, we have seen a steady increase in requests for legal and law enforcement referrals as well as safety planning. Finally, students have also increasingly reported domestic violence perpetrated by their parents/family members, as well as an increase in the number of survivors with children seeking support from the Women's Center.

Not surprisingly, as our caseload increased, so did applications to the Survivor Fund. Over the past five years, the Women's Center has provided over \$43,000 in emergency funding from our Survivor Fund to nearly 80 student survivors to help cover legal and medical expenses, counseling and therapy, relocation and other expenses directly resulting from an experience of interpersonal violence. Half of that funding (\$21,310) went out in the 2021-2022 academic year, alone, with another 20 percent (\$11,800) having been disbursed during the prior academic year.

As a result, the Women's Center has prioritized an extensive [fundraising](#) effort in order to cultivate new and continuing donors and strategically plan for future sustainability. As part of these efforts, we participated in a Giving Tuesday campaign on December 1, 2021 as well as the university's annual Day of Giving on March 23, 2022. In the lead-up to the Day of Giving, the Women's Center staff and student leaders wrote, directed and produced a number of engaging and creative TikTok and Instagram stories, videos and live streams to educate audiences about the impact of the funds profiled on Day of Giving. Thanks to this campaign and the support of our donors, the Women's Center raised over \$4,200 from 48 donors for the Survivor Fund and the Frances Graham Leadership Fund. In addition, The Movement peer educators participated in a campus-wide student organization challenge, with each organization competing to see who could raise the most funds for their designated cause. Through social media campaigns that engaged the broader NC State community, alumni and donors, The Movement won 2nd place for the most individual donations, earning a bonus of \$1,500 for the Women's Center Survivor Fund.

Goal 2: Ensure preeminence in research, scholarship, innovation and collaboration.

WomenNC

For the past several years, the Women's Center has partnered with WomenNC, a local non-profit organization, to support two NC State students annually in the [WomenNC Scholars Program](#). This initiative is a prestigious year-long leadership development program that pairs selected university students from the Triangle with research mentors from RTI's Global Gender Center. With the guidance of their "femtors," scholars conduct independent research on a specific instance of gender inequality in North Carolina, identify policy solutions to address the issue and advocate for their policy recommendations at the local and state level and at the United Nations Commission on the Status of Women. This year's scholars researched comprehensive sexual health education in Wake County, NC, and the ways in which gender impacts sustainable consumption in the Triangle. The Women's Center partnered with OIED, the Office of Undergraduate Research, Student Leadership and Engagement, faculty from Women and Gender Studies and the College Deans to promote the program, host an annual [info session](#),

recruit applicants, provide funding to cover the cost of the program and offer ongoing technical assistance and feedback to WomenNC.

Feminist Friday

Feminist Fridays are student-led conversations centered on topics of gender and equity. These hour-long facilitated conversations creatively incorporate research and scholarship, while utilizing a theoretical framework to ask challenging questions. Feminist Fridays are meant to foster community, encourage authenticity and embrace a multiplicity of truths, while providing for transformative learning through discussion and critical reflection. As such, Feminist Fridays often provoke dissonance and reflection on 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. Attendance throughout the academic year averaged 15-30 participants for each session.

Topics covered this year included:

- Exploring Feminism Through Visibility
- Roller Skating Never Died
- Exploring the Hidden Figures of the Waves of Feminism
- What Effective Reproductive Justice Looks Like: Why Being Pro-Choice Isn't Enough
- Hot Girl: Exploring the Sexualization of Women's Bodies
- The SuperWoman Complex
- Deconstructing Divestment: Black Women's Empowerment or Perpetuating Patriarchy?
- Philosophies of Feminism: Equality vs Liberation
- Science and Self-Care: Supporting Yourself and Your Sisters in STEM
- I'm Every Woman: Interactive Storytelling Workshop
- Colonial Influences on the Mental Health Field
- The Uses of the Erotic: Fighting Obstructed Spirit Using the Words of Audre Lorde

Goal 3: Expand and advance our engagement with and service to North Carolina and beyond, defining the standard for a 21st-century land-grant university.

Reaching Out and Lifting Up

In honor of Women's HERstory Month, the Women's Center hosted a volunteer event to pack 50 lunches for the Women's Center of Raleigh, a community-based agency dedicated to serving and assisting marginalized, at-risk and homeless women seeking to break the cycle of trauma, abuse, violence and homelessness. In collaboration with the Vice President of Panhellenic Community Outreach, we were able to create cards and notes of encouragement to include for each woman served.

Goal 4: Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.

Women of Color Retreat

This year, the Women of Color Retreat (WOCR) was hosted on campus for undergraduate and graduate students who sought to challenge, explore and nurture themselves authentically through self-exploration, utilizing the theme of "Together We Bloom: Balance, Harmony, and Wholeness." The retreat allowed participants to engage in sisterhood, scholarship and solidarity, utilizing an engaging pre-developed curriculum created by the Women's Center's Social Work Intern and the Assistant Directors of the African American Cultural Center, Multicultural Student Affairs and the Women's Center. The topics chosen allowed students to engage in hands-on learning activities and critical reflection on issues that impact them personally and professionally. While the space centered the voices and experiences of women of color, all students were welcome to attend. This year, all four campus community centers collaborated to host 30 students, five field facilitators, and one counselor. Students who participated shared the following reflections:

- "I love how inclusive it was to women of color and how interactive the activities were! I enjoyed the sister groups, since it gave a more intimate social setting to people like me with social anxiety."
- "I really appreciate this event and the environment. It really did show me that [women of color are] on this campus and allowed me to see a community!"

The Collective

The Collective is a space for women of color at NC State to form a community, break silos and deepen relationships through facilitated dialogue centered on truth-telling and testimonios. The Collective welcomes cisgender and transgender women as well as femmes and gender-nonconforming folk. While the space centers the voices and experiences of women of color, all graduate and undergraduate students are welcome to attend. Throughout the academic year, The Collective was held in a hybrid model to provide flexibility due to COVID-19, with each program averaging about 5-10 students and professional staff attendees.

Programs facilitated this year included:

- Abroad in Color
- Women of Color in Leadership
- Secure The Bag
- Dreaming for Ourselves
- Amor Propio!

- Let's Talk About Sex Baby
- It's the Lyric for Me
- Trap Yoga

The Movement Peer Educators

The Movement is a group of trained interpersonal violence prevention peer educators with the NC State Women's Center. The Movement seeks to end interpersonal violence at NC State through peer education, advocacy and collaborative action in order to ensure a safe and equitable campus community.

The Movement is led by four dedicated and passionate student leaders who comprise the Leadership Team, and work with the Assistant Director for IPV Prevention Education and Training to set the vision, goals and activities of The Movement. In the Fall semester, 11 students completed six weeks (12 hours) of virtual training to join The Movement. New members received training on how to understand interpersonal violence, how to support survivors, the science and cycles of trauma and the intersectional impacts of interpersonal violence.

Throughout the year, The Movement facilitated 32 workshops, reaching over 300 participants through virtual Zoom and in-person workshops on consent, healthy relationships and bystander intervention, as well as more specialized training. These introductory trainings provided groups with foundational knowledge in primary prevention strategies to prevent IPV from occurring. During the entire year, we also worked closely with the Office of Fraternity and Sorority Life to promote effective bystander intervention on- and off-campus. In these workshops, The Movement explained the Bystander Effect, how to intervene using the "3 D's" (directly intervening, distracting and delegating) and worked through specific scenarios to practice intervening. Of The Movement's 32 workshops, 15 were held specifically for the Greek community. The Movement also developed two new workshops, Supporting Survivors of Color and Understanding Title IX, which we hope to continue to offer in the future.

In addition to workshops, The Movement also tabled in the lobby of Talley Student Union to raise awareness of IPV on our campus and mobilize their peers to take action to shift campus culture on consent, healthy relationships and IPV. For Halloween and Valentine's Day, for example, The Movement hosted their signature Candy, Condoms and Consent table in addition to other educational tabling sessions. They reached 375 people with these tabling events.

Pack Survivor Support Alliance (PSSA) Faculty and Staff Training Program

During the 2021-2022 academic year, the Women's Center officially launched the first full year of PSSA training, held virtually via Zoom. PSSA is a four-part workshop series designed to equip faculty and staff with tools and strategies for supporting student survivors of interpersonal violence (IPV). Participants receive training on the following topics:

- IPV on a College Campus
- Root Causes and Strategies for Prevention of IPV
- Supporting Survivors
- Building a Trauma-Informed Practice

In our evaluations after the trainings, 100% of respondents either strongly agreed or agreed they could identify the signs of IPV, understand the root causes of IPV, recognize trauma responses and understand barriers student survivors face. Furthermore, 100% of respondents indicated they felt confident they could respond in a supportive manner to students who might disclose to them.

Of the 170 employees who participated in one or more of the workshops this year, 30 completed the four-part PSSA program in its entirety in its first year, with the remaining anticipated to continue working towards completion over the coming years. Participants who complete all four workshops receive a package of materials, including a placard to display that indicates they are trained and supportive of survivors, as well as helpline cards, survivor-themed postcards and stickers to visibly display in their offices. They also take a pledge upon completion of the program that outlines expectations for how they will support survivors and create a trauma-informed practice in their workplace and/or classroom. These individuals are well positioned to promote culture change, inclusion, belonging and well-being for student survivors on NC State's campus.

There is a need for ongoing support for those trained, for example, as they try to implement trauma-informed practices in their communities and navigate the sometimes lonely work of advocacy in their departments. As a result, we are looking to develop the PSSA Ambassadors program for 2022-2023 to engage participants who have completed the program. We aim to keep past participants both in the loop with IPV efforts on campus and any role they can play. We also hope to help participants distribute the information they learned in our training to their departments, while also prioritizing the development of leadership opportunities for committed faculty and staff to continue engagement.

C. Programs, Experiences & Initiatives

Collaborative Art Exhibit (February 14th-March 15th, 2022)

In recognition of Black History Month and Women's HERstory Month, the Women's Center collaborated with the African American Cultural Center to host, "*HERMonies: Black Sounds, Black Voices, Black Movements.*" In the fight for freedom, Black women have steadily led the way for centuries—whether it was the underground railroad, the voices of unsung leaders of the suffrage movement, or other efforts for social justice. But an element that has often been overlooked is the role that music plays in advancing Black liberation. "*HERMonies*" filled this gap by focusing on the influence that Black women musical artists have had in advancing social justice movements through music. Students, staff and faculty had the opportunity to look back on some of the songs and

moments that defined—and continue to define—Black movements in our society. We also hosted four private tours for campus partners and community organizations during the duration of the month-long exhibit. All total, over 200 people had the opportunity to come through the gallery to explore the exhibit through their own personal reflection, through private tours and through the opening night program, which featured a gospel choir, historical re-enactment, interactive Spotify playlists and a discussion with the curators of the exhibit.

According to attendees, the exhibit held deep meaning and impact, as demonstrated by the following quotes:

- "I enjoyed the different components of the opening ceremony including the silent walk but also immersing myself in the music associated with each artist. I really liked the [QR code] aspect of the exhibition and also the accessibility of it including an already-made playlist to revisit later, the provision of headphones, and the printed lyrics with live listening of Noname's works. I also really loved the live performances including the historical rendition and also the incorporation of campus musical groups such as Uninhibited Praise Gospel Choir."
- "My favorite part of [the Opening Reception] was the artist exhibits where I learned about the great impact Black women and their musical talents had on different justice movements in the United States and around the African diaspora; these include Civil Rights Movement, #SayHerName, and the fight for LGBTQ+ rights in African countries such as Ghana."

Council on the Status of Women

The Council on the Status of Women (CSW) is a University Standing Committee that reports to the Provost. The Women's Center Director typically serves as the resource person/advisor for the Council. Given office transitions, Lisa LaBarbera-Mascote serves as the resource person/advisor to this committee. During the 2021-2022 academic year, CSW continued with four committees (Professional Development, Campus Climate, Pay Equity and Sisterhood Celebration), in addition to being involved in two additional cross university working teams—Paid Parental Leave, in conjunction with Human Resources, as well as a multidisciplinary group looking at Lactation Spaces across campus. In May of 2022, the Council met with Provost Arden and other key cabinet members to talk about the Council's work from the past year and share a number of "asks" related to the group's work. These asks included the following:

- Pay and Power Equity - the Council requested a comprehensive mechanism to look at pay and power equity across campus with focused attention on EHRA non-faculty positions as well as SHRA positions.
- Campus Climate - this subcommittee recommended that the University support and sponsor a mentorship program specifically for women of color who were staff on campus. The Provost agreed to fund an 18 month pilot program.
- Lactation Spaces - the Provost renewed his support to the lactation space program on campus. The Council additionally asked him to identify key campus stakeholders to join the current multidisciplinary team working to determine

financial, space, staffing and improvement needs, in addition to working jointly to discuss the positives and drawbacks to shifting the spaces from lactation spaces to personal health rooms.

Lastly, CSW planned the annual **Sisterhood Celebration** on February 28, 2022. This year's event was pre-recorded and shown via [YouTube Premiere](#), due to the pandemic. The theme for the 2022 celebration, "Recognizing Your Magic," was based on Britney Cooper's book *Eloquent Rage: A Black Feminist Discovers Her Superpower*, where she stated: "*I have always lingered over stories of women who lead, women who know what they want out of this world, and women who demand that others respect them and recognize their magic.*" With this powerful quote in mind, the Council felt it important to reflect on the historical underpinnings that led us to where we are today and honor those who have, and are continuing to, forge paths for a more equitable future. A panel of four diverse and distinguished leaders across campus came together in conversation about this topic. Panelists included Dr. Deanna Dannels, Dean of the College of Humanities and Social Sciences, Dr. Christine Grant, Associate Dean of Faculty Advancement and Professor of Chemical Engineering, Sarah Ketchem, Director of Grounds and Building Services and Ritika Shamdasani, a student in Fashion Textile Management and Co-Founder of Sani. More than 228 individuals registered for this year's event and the video has received more than 360 views to date.

The Equity for Women Awards were also given out at the Sisterhood Celebration. These awards are intended to recognize a student, faculty, staff member and group at NC State for their work towards gender equity the previous year. Eight individuals and two groups were nominated this past year and four awards were given out. This year's award winners were: Dr. Joy Gaston Gayles (Faculty), Latasia Priest (Staff), Vicky Tang (Student) and Maru Gonzalez, Becca Zuvich and Chris Genwright (Group).

Domestic Violence Awareness Month (DVAM)

Each year, the Women's Center recognizes Domestic Violence Awareness Month during the month of October. In 2021, the Women's Center held the following events:

- **Survivor Expressive Arts Therapy:** This virtual program was a partnership between the Counseling Center and the Women's Center, and was open to NC State students who self-identified as survivors of interpersonal violence. During the event, student survivors were led through a therapeutic, trauma-informed activity in which they created wall decor focused on light and healing with mason jars, fairy lights and paint. This workshop was capped at 10 student survivors to ensure a safe and healing space for all who attended.
- **Silent Witness:** Each year, the Women's Center hosts the Silent Witness exhibit in the lobby of Talley Student Union. Each life-size silhouette carries a plaque with the story of a person who was murdered as a result of domestic violence. NC State's Silent Witness Project is modeled after the Silent Witness National Initiative with the goal to eliminate domestic violence murders in the United States.

- **NC State Vision Wall:** Throughout the month of October, the Women's Center created an interactive Vision Wall, on the windows of the Women's Center. Passersby were encouraged to take post-it notes and add to the wall by responding to the prompt, "Imagine a world without sexual violence. What's different?" At the end of the month, over 75 post-it notes had been added to the wall for others to read and reflect upon.
- **Love Your Body Day:** The Women's Center and GLBT Center hosted this year's Love Your Body Day and chose the theme, "Bodies on Display: How to Engage in Evolving Self-Love with Pride." The event focused on analyzing visual mediums and artifacts representing queer and nonbinary bodies and their impact. The theme was created to open discussion about the uneven representation of queer bodies in visual mediums as well as communicate about how to use the same mediums as a way to show self-love. The Women's Center and the GLBT Center invited Lachlan Watson, a young nonbinary actor most notably recognized as Theo Putnam from Netflix's "The Chilling Adventures of Sabrina," to be the keynote speaker for Love Your Body Day to discuss being a queer individual on display in visual media. The event attracted approximately 30 attendees.

Sexual Assault Awareness Month (SAAM)

Throughout the month of April, Women's Center staff and The Movement hosted events that educated the community and led up to our signature event, Take Back the Night. Through multiple training and tabling events, we raised awareness of sexual assault and moved our community toward accountability on interpersonal violence. Highlighted events included:

- **Take Back the Night:** NC State's annual Take Back the Night is an event that reclaims the night and our campus for survivors of sexual assault. The Women's Center honors the strength, courage and resiliency of NC State activists, advocates and survivors who work to create a stronger and safer campus community. For the first time in three years, an in-person event was held in Talley Student Union. The evening began with a resource fair with tables of information and engaging interactive activities provided by numerous campus community partners focused on their work supporting survivors. At our own table, we interacted with more than 150 students and community members over the course of the evening. The resource fair was followed by the rally portion of the evening. The rally featured Charlotte Rogers, President of the Movement Peer Educators, Yamini Pandrapagada, Vice President of the Movement Peer Educators, Kaelie Giffel, the Assistant Director for Interpersonal Violence Prevention Education and Training, and Dr. Marc Grimmert, Professor in Counseling, who served as our keynote speaker. At the conclusion of the rally, The Movement led a march around campus in support of survivors, coming back through the dining hall where they finished their powerful chanting. The evening concluded with a powerful Survivor Speakout involving around 50 participants.

- **IPV in the South Asian Community:** In this workshop, The Movement provided participants with information regarding domestic violence, relationship violence and other forms of interpersonal violence, as well as specific barriers that survivors from South Asian Communities may face. Participants learned about the cycle of violence, recognizing patriarchy within cultural norms, the impact on South Asian survivors and resources on and off campus for those impacted by IPV.
- **Building a Trauma-Informed Practice for Faculty and Staff:** We also hosted this workshop, which is the final installment in our PSSA series, described elsewhere in this report. This training focused on the neurobiology of trauma, including the impacts of anxiety, depression and PTSD. We also discussed trauma fatigue and trauma-informed care. As a group of faculty and staff members, we also practiced scenarios of support for students and colleagues experiencing trauma and brainstormed ways to change university culture to be more inclusive and trauma-informed.

Stalking Awareness Month

In January 2022, the Women's Center and The Movement highlighted the impacts of stalking through two programs for Stalking Awareness Month: Stalking is Not Romantic and a Human Trafficking Awareness workshop. Each workshop was designed to inform faculty, staff and students about the dangers of stalking and human trafficking. Participants learned about warning signs, risk factors and resources for survivors. In addition, we also engaged with participants throughout the month by posting interactive myths vs facts on our social media. This allowed individuals to test their knowledge about human trafficking and also learn about common misconceptions or assumptions.

Women's HERstory Month

The theme for this year's Women's HERstory Month, "*Honor the Past, Celebrate the Present, and Envision the Future*," featured several events in recognition of the Women's Center's 30th anniversary. During these events, we collaborated with the Women in Science and Engineering (W.I.S.E) Living and Learning Village, NC State Live, the Career Center, the Women's Center of Raleigh, The Movement, the Vice President of Panhellenic Community Outreach and the NC State University Libraries. We had a great turnout across our events, with approximately 200 students, staff and faculty attending one or more Women's HERstory Month events. Highlighted events included:

- **It's a Vibe: NYC Dance Floor Across Generations:** The Women's Center and NC State LIVE explored the history of the expansive narrative qualities of breaking, hip hop, house and vogue dance styles. The dynamic Ephrat "Bounce" Asherie, artistic director for Ephrat Asherie Dance, and a 2016 Bessie Award Winner for Innovative Achievement in Dance led the discussion via Zoom. Having the event virtually allowed community members and other universities to register for the event.

- **International Women's Day Celebration:** International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. We offered an interactive jeopardy game that allowed students to learn about diverse and influential women in politics, entertainment, activism and science. The women highlighted throughout the game have made significant contributions in advancing social justice and gender equity. Additionally, students had the opportunity to learn about the history of International Women's Day. The celebration ended with all students receiving an International Women's Day swag bag.
- **Inspiring Women Inspire Me:** In honor of Women's HERstory Month, the Women's Center hosted a month-long exhibit that took place on the windows of the Women's Center. The exhibit highlighted 25 trailblazing women over the past 30 years in politics, entertainment, activism, sports and science who have made significant impacts in their respective fields as it relates to social justice and gender equity. Students also had the opportunity to reflect on the momentous impacts that women have had on our lives and communities. The Wolfpack community enjoyed the exhibit and we received great feedback from students and faculty.
- **Supporting Survivors of Color:** The Movement hosted this interactive workshop, which allowed participants to learn why interpersonal violence looks different for persons of color within a historical, systemic and intersectional context. Workshop participants also learned about ways to support survivors of color.
- **W.I.S.E. Wednesday: Girl on Fire Trivia:** The Women in Science and Engineering (WISE) Village and the Women's Center hosted Women's HERstory Trivia Night. The trivia night focused on students learning about the first women to break glass ceilings as trailblazers in their fields of interest.
- **Confidence is Your Superpower Workshop:** The Women's Center and the Career Development Center hosted an interactive workshop that included role-playing, story-telling and community-building. Students learned how to demonstrate qualities that convey their confidence, such as using technical language, leveraging the power of the spoken word and identifying actionable items to achieve their goals.
- **I'm Every Woman: An Interactive Storytelling Workshop:** In celebration of 30 years of the Women's Center, we offered a personal story-telling workshop that allowed faculty, staff and students to engage with the artistic mediums of poetry, painting or collage. This event was an interactive, creative and reflective space to process moments from our individual pasts and develop confidence, understanding and community. Amelia Lumpkin, a community-based theater practitioner, and storyteller led the workshop.

Additional Programs and Initiatives for 2021-2022

Book Club

The Women's Center held one book club this past academic year, which provided an opportunity to bring together students, faculty and staff to engage in deeper dialogue around issues of equity and social justice. The Women's Center partnered with the African American Cultural Center to facilitate six discussion sessions focused on adrienne maree brown's *Pleasure Activism*. Six students, faculty and staff registered to participate in this book club, with each session averaging two to three registrants. The facilitators designed weekly reflection questions related to each chapter of the book.

New Student Orientation Online Modules

During the 2021-2022 academic year, the Women's Center and Equal Opportunity and Equity provided asynchronous virtual training for all incoming members of the Wolfpack on IPV prevention and response. 8987 incoming first-year and transfer students viewed our online [module](#) in Summer 2021 (for Fall admission) and nearly 1000 students did so in Spring 2022 (for Spring admission).

Social Media

Throughout the 2021-2022 academic year, the Women's Center focused on increasing our social media presence through more direct and intentional engagement with our followers, students and community members. In particular, we utilized social media to provide educational awareness on the history and heritage/social justice theme months highlighted below. When developing our posts, we focused on using Kimberlé Crenshaw's work of intersectionality to amplify the voices of multiple identities that connect to the work we do as a center. We created over 80 educational posts to help our audience learn about social justice, gender, and equity through Instagram Live, Instagram Reels, Tik Tok and LucidPress. Additionally, we used Instagram stories to engage our followers in interactive questions related to gender, equity, and interpersonal violence.

Topics covered this year included:

- January: Stalking Awareness Month and Human Trafficking Awareness Month
- February: Black History Month
- March: Women's History Month
- April: Sexual Assault Awareness Month
- April: Asian Pacific Islander and South Asian American Heritage Month
- June: Juneteenth
- July-August: Pride Disability Month
- September: Social Justice Terminology
- October: Domestic Violence Awareness Month and Latinx Heritage Month
- November: Native American Heritage Month

Through our intentional engagement plan, we added 435 new followers on Instagram, and received over 7900 likes and 99 comments on Instagram posts. Each Instagram

story averaged 80-160 views, and as of early May 2022, 198 accounts were reached and 656 accounts engaged with our content. Meanwhile, on Twitter, we added 38 new followers, and received 118 likes and 51 retweets.

Women's Center in the News

The Women's Center was highlighted or quoted in multiple campus community outlets this year. Below are links to *Technician*, *Nubian Message*, and *Diversity Digest* articles that related to the work of the Women's Center for the 2021-2022 academic year.

- August 13, 2021: [Bri Elum Joins the Women's Center as Assistant Director](#)
August 15, 2021: [Women's Center Launches Pack Survivor Support Alliance](#)
August 31, 2021: [Women's Center celebrates 30th anniversary with events all year](#)
September 5, 2021: [Eye on the Triangle: Pack Survivor Support Alliance \(WKNC\)](#)
September 10, 2021: [Women's Center Celebrates 30th Anniversary](#)
October 8, 2021: [Supporting Survivors with Disabilities](#)
October 8, 2021: [Bodies on Display: How to Engage in Evolving Self-Love with Pride](#)
October 8, 2021: [Women's Center Hosts Month of Events in Recognition of Domestic and Dating Violence](#)
October 13, 2021: [Women's Center offers events, resources during Domestic Violence Awareness Month](#)
November 30, 2021: [Message from the Campus Community Centers on Giving Tuesday](#)
December 2, 2021: [Take Time for Self-Care as You End the Semester](#)
December 2, 2021: [We Can All Have a Role in Preventing Suicide](#)
December 3, 2021: [Everyday Tips And Tricks for Living with a Disability](#)
December 5, 2021: [December Grad Staci Batchelor Reflects on the Women's Center](#)
February 9, 2022: [Know your resources: Sexual health, consent key components of 2022 Valentine's Day events](#)
February 17, 2022: [HERMonies: Black Activism in Music](#)
February 28, 2022: [Women's Center, Counseling Center partner to promote mental health](#)
March 1, 2022: [Celebrate Women's HERstory month with events from the Women's Center](#)
March 1, 2022: [Women's Herstory Month: Honoring the Past, Celebrating the Present, Envisioning the Future](#)
March 3, 2022: [What the Women's Center Means to Me](#)
March 3, 2022: [Women's Center Welcomes New Interpersonal Violence Response Coordinator](#)
March 4, 2022: [Building a Trauma-Informed Practice in the Classroom and Beyond](#)
March 4, 2022: [How to Help Students Impacted by Interpersonal Violence](#)
March 9, 2022: [HERMonies exhibit highlights the influence of Black women musicians](#)
March 20, 2022: [Women's Center hosts Inspiring Women Inspire Me gallery for Women's History Month](#)
March 21, 2022: [Hear the voices of the Women's Center in a new exhibit at the Libraries](#)
April 12, 2022: [Women's Center hosts month-long events for Sexual Assault Awareness](#)

April 14, 2022: [On Sundays, We Wear Shades of Melanin](#)

April 19, 2022: [Women's Center, The Movement host Take Back the Night march](#)

April 24, 2022: [Women's Center hosts workshop on interpersonal violence in South Asian community](#)