

## 2022-23 Unit Annual Report: Women's Center

Prepared By: Janine Kossen, Director; Kaelie Giffel, Assistant Director; Carly Woolard, Interpersonal Violence Response Coordinator; Antoinette Norton, Administrative Support Specialist; Simone Spencer, Graduate Assistant

### **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. Programs, experiences, and initiatives**

#### **Assessed Programs and Activities**

**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 alongside current events and pop culture, 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. Attendance throughout the academic year averaged 5-10 participants for each session.

Through their engagement with Feminist Fridays, participants were able to:

- acquire knowledge about critical and feminist theories,
- learn how to articulate issues affecting social justice,
- learn how to link systems of oppression with the intersections of their own identities, and
- gain the ability to foster community through facilitated dialogue.

The variety of topics each semester reflects both the creativity and the passion of the community at the Women's Center. Topics covered this year included:

- Intro to Feminism
- Are Women Funny? An Exploration of Women in Comedy
- Hidden Figures: Women in Social Justice Movements
- Philosophies of Feminism: Exploring Feminist Histories
- Feminist Vision: Vision Board Making
- The Super Woman Complex
- Post Colonial Influences on Mental Health Fields
- Modern Feminist Topics
- The Movement Peer Educators: How to Say No
- Paint and Talk: Feminist Art Forms

Students who participated in Feminist Fridays reported appreciating the space to be in community with other students interested in learning more about feminism, social justice and gender equity. Students who facilitated sessions also gained skills in leadership and communication, as well as the ability to link systems of oppression with the intersections of their own identities and topics of interest to them. Those who presented multiple times demonstrated increasing confidence each time they presented, positioning them well for stepping into the next level of leadership development.

OIED Goal: 4

University Goal: 4

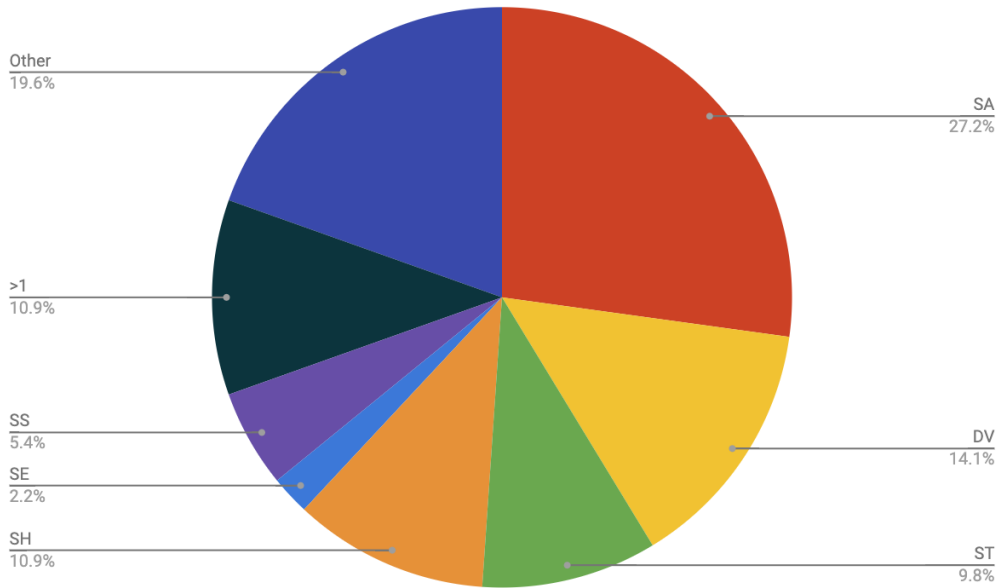
Assessment Model Standard of Practice: Training and Education; Mentoring and Leadership Development

**Interpersonal Violence (IPV) Response Services** - Trained advocates in the Women's Center provided a range of support services to 92<sup>1</sup> student survivors of domestic/dating violence, sexual assault, stalking and sexual harassment. Of those students who received advocacy services from the Women's Center this year, 27% of them sought support for sexual assault, 14% for domestic/dating violence, 11% for sexual harassment, 11% for more than one type of IPV, 10% for stalking, 5% for secondary support and 2% for sexual exploitation. Another 20% sought support for other reasons, including childhood sexual abuse, retriggered trauma and threats of violence. Half 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.

---

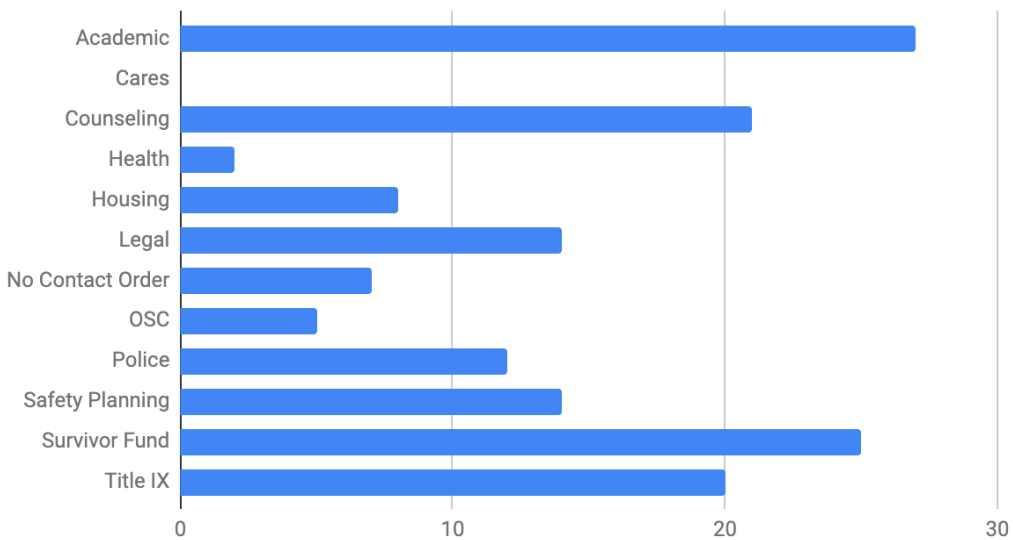
<sup>1</sup> For ease of reporting, we record cases for the Academic Year based on July 1-June 30 each year. As such, this report includes data up to May 19, 2023. Data may change over the remaining six weeks of the reporting period.

### IPV Cases by Type, AY 2022-2023



Support services include: crisis intervention and emotional support, 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. The most common resources requested this past year, aside from crisis intervention and emotional support, are outlined in the chart below, with academic accommodations, financial support and counseling rounding out the top three.

### Resources Provided, AY 2022-2023



As noted in the chart above, financial support through the Women's Center's Survivor Fund remains a critical resource for students. During this academic year, the Women's Center provided over \$10,000 in emergency funding to 23 student survivors to help cover legal and medical expenses, counseling and therapy, relocation and other expenses resulting from an experience of interpersonal violence. This year's allocations bring total funding disbursed to more than \$54,000 over the past seven years.

As a result of ever-increasing demand for the Survivor Fund, 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 the university's annual Day of Giving on March 22, 2023. Thanks to this campaign and the support of our donors, the Women's Center raised \$11,220 for the Survivor Fund. In addition, The Movement Peer Educators participated in a campus-wide student organization challenge, winning 2nd place for the most individual donations, earning a bonus of \$1,500 for the Survivor Fund.

While the impact of the Women's Center's survivor support services cannot easily be quantified, a few anonymous quotes from survivors helps articulate the support they have felt:

*"I started the healing process because of the support and comfort that the Women's Center provided me. After I had someone listen to my story and help me plan my next steps, I feel safe being on NC State's campus."*

*"The financial and emotional support from the Women's Center made navigating a difficult part of my life a little bit easier. I'm thankful that the resources they provided made something terrible in my personal life at least manageable."*

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate; Recruitment, Retention and Graduation

**Pack Survivor Support Alliance** - The [Pack Survivor Support Alliance](#) (PSSA) is a four-part continuing education and engagement program for NC State faculty and staff. PSSA provides participants with ongoing opportunities to learn advocacy skills and support student survivors of interpersonal violence.

Through the Pack Survivor Support Alliance, participants were able to:

- increase their ability to understand the warning signs and trauma symptoms of all forms of interpersonal violence,
- understand the prevalence and effects of various forms of interpersonal violence that commonly occur on a college campus,

- identify the impacts and barriers student survivors may experience based on intersectional identities and belonging to a variety of campus communities,
- develop trauma-informed techniques and skills to implement in professional work and academic settings, and
- maintain an ongoing professional practice that integrates the most current information on IPV, tips for supporting student survivors, and best practices for IPV prevention and response.

In 2022-2023, the PSSA program reached 50 faculty and staff across campus. Of the 50, 28 attended one training session; seven attended two sessions; six attended three sessions; and four graduated from the PSSA program with all four training sessions, receiving a certificate after signing a pledge of commitment.

This year, we amended the reward structure for the PSSA program. Initially, the program gave a packet of IPV resources along with a certificate at the end of the year. We now send that packet after the first meeting so participants have reference material for resources. For the second training, participants choose a piece of Women's Center swag; for the third training, they receive an email signature icon; and for the fourth training, they receive a certificate, thank you note and invitation to a luncheon.

This March, we held the first thank you luncheon for PSSA Ambassadors, the name the Center gives to graduates of the PSSA program. The luncheon recognized the labor and commitment of participants and gave them a chance to connect with others interested in the same work. Following the luncheon, a PSSA Ambassador stated:

*"I want to thank all of you for hosting the luncheon. But most of all, I want to thank the entire Women's Center for giving us the wonderful opportunity to learn more about how we can support our survivors. Your support is so crucial to the success of all of us, and not just our students."*

This core group of Ambassadors is crucial to disseminating information about services across campus, as well as liaising with departments and units who would like to request trainings for deep intentional work within their teams. For example, University Libraries and University Communications requested tailored trainings for their staff after coordinating with PSSA Ambassadors from those units. The Women's Center worked with "Ask Us" staff in the libraries to teach both bystander intervention and student support for a group of employees who often field disclosures or have to navigate uncomfortable situations. University Communications staff received a trauma-informed journalism training, "Survivors and Storytelling," which foregrounded the importance of representation and language as key to violence prevention, as well as a tool to reach survivors. Future goals include reaching additional units with more specifically tailored trainings that target areas crucial to supporting student survivors.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education

**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 centered the voices and experiences of women of color, all graduate and undergraduate students were welcome to attend. Throughout the academic year, each program averaged about 3-10 students and professional staff attendees.

Through their engagement with The Collective, participants were able to:

- increase their knowledge of resources available to students on campus,
- engage in transformative conversations for women of color in a safe and supportive environment, and
- share lived experiences and take up space as a form of resistance.

Topics covered this year included:

- Kickin' it with The Collective
- Soul Care and Healing
- Eating Disorders and Body Image
- Dreaming for Ourselves
- Sex and Sexuality
- Mental Health and Wellness
- Trap Yoga

Students who attended The Collective this year expressed how helpful this space has been when discovering their identity, while creating a sense of belonging at a time when belonging and mental health have been significant concerns and priorities on campus.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate; Recruitment, Retention and Graduation; Mentoring and Leadership Development

**Women of Color Retreat** - The purpose of the [Women of Color Retreat](#) is to create a community focused on finding meaning, healing, support and trust within women of color on campus. The retreat welcomes cisgender and transgender women as well as femmes and gender-nonconforming folk. While the space centered the voices and experiences of women of color, all graduate and undergraduate students were welcome to attend. This year's retreat included 20 participants and focused on a theme of "Becoming: Collectivity Reclaimed and Reimagined."

Through their engagement in the Women of Color Retreat, participants were able to:

- assess their own agency,
- transform critical engagement in ways that uncover and create change,
- employ strategies to engage in healthy and supportive intercultural dialogue,

- identify campus resources, community members and self-care tools that promote overall well-being,
- demonstrate varying approaches to building and retaining community on campus, and
- demonstrate confidence in their ability to identify what self-care is and when they are in need of it.

As a result, the retreat allowed participants to engage in sisterhood, scholarship and solidarity, utilizing a curriculum created by the Women's Center, in partnership with the African American Cultural Center, Multicultural Student Affairs and the LGBTQ Pride Center. The topics covered allowed students to engage in hands-on learning activities and critical reflection on issues that impact them personally and professionally.

At the conclusion of the retreat, 68 percent of participants reported improved understanding of how to create and maintain a healthy balance of work and social life, while 30 percent of participants responded that they had a strong sense of their ability to identify when they are burnt out and how to seek help.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Mentoring and Leadership Development; Recruitment, Retention and Graduation; Campus Culture and Climate; Training and Education

### **Additional Programs and Activities**

**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 serves as the advisor for the Council. During the 2022-2023 academic year, CSW members worked in one of four committees (Policy and Campus Climate, Professional Development, Outreach and Engagement and Sisterhood Dinner), in addition to being involved in two additional cross-university working teams: Paid Parental Leave, in conjunction with Human Resources, and a multidisciplinary group reviewing lactation spaces across campus.

In April of 2023, 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:

- conduct regularly-scheduled market salary studies for Professional Track faculty, EHRA non-faculty and SHRA staff,
- conduct regularly-scheduled pay equity studies for all NC State employees,
- require all NC State hiring managers to state anticipated salary ranges in job postings,
- establish salary ranges for Professional Track faculty,

- develop a comprehensive grievance process that includes salary queries and disputes,
- provide all NC State student employees with the same childcare benefits as other NC State employees, as well as expanding those offerings beyond employees,
- review and improve the childcare support and benefits currently offered to NC State employees,
- identify resources and a formal structure (i.e., an organizational “home”) for women’s professional development to be championed at NC State, and
- provide funding support for micro-grants, professional development activities and the Sisterhood Dinner.

Lastly, CSW planned the annual [Sisterhood Dinner](#) on February 27, 2023. The Council chose the theme, "Re-envisioning an equitable workplace," in recognition of the fact that 60 years after the passage of the Equal Pay Act, true equity in the workplace remains elusive. Women continue to make less than their male counterparts, in general, while disparities in pay disproportionately impact women of color. At the same time, women – particularly women of color – have been expected to take on the invisible labor of mentorship, volunteer work and other uncompensated roles within the academy. Dr. Joy Gaston-Gayles, incoming Head of the NC State College of Education's Department of Educational Leadership, Policy and Human Development, delivered the keynote address to 592 attendees from all 12 colleges and 52 departments across campus.

During the Sisterhood Dinner, the Council also announced the [Equity for Women Awards](#). 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. Eleven individuals were nominated this past year and the Council chose four to receive these distinguished [awards](#). This year's award winners were: Jennifer Garrett (Faculty), Pamarah Gerace (Staff), Rose Amburose (Student) and Drs. Annie Hardison-Moody and Sarah Bowen (Group).

The [impact](#) of the Council's work is felt not just in the policies and practices that it advocates for on campus, but also by the members itself. For example, one of its long-time members stated:

*"I was put on the Council on the Status of Women my first semester as associate dean in Fall 2003. After the first meeting of the Council, I came to the dean and told him that was the first time in my career I felt welcomed and felt like I belonged. So the Council holds a very special place in my heart."*

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Institutional, Student, Faculty, Staff Excellence



**Crafting + Connecting** - Crafting and Connecting is a bi-weekly therapeutic art event hosted in collaboration with The Counseling Center. The communal healing space is facilitated in the Women's Center by one to two counselors who invite students to participate in a range of therapeutic expressive arts activities aiming to support dimensions of social-emotional wellness. This program utilizes a drop-in approach to accommodate students' varying schedules and aims to provide an additional avenue for emotional support, well-being and social connection for all students.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate

**Domestic Violence Awareness Month** - The Women's Center hosted events throughout the month of October to raise awareness of the prevalence and impact of domestic and dating violence, and share resources and strategies to support those who have experienced it. As part of [Domestic Violence Awareness Month](#) (DVAM), we hosted the following programs and events:

- **Silent Witness:** In October, the Women's Center created the [Silent Witness](#) display that curated the stories of lives lost to domestic violence murder and murder-suicide. The exhibit included resources on nearby tables so that visitors could seek additional support and information from the Women's Center and/or InterAct, as desired. Future iterations of the program will include a guided or voice-over tour accessible on social media to provide additional context.
- **Candy, Condoms and Consent:** In addition to their pre-scheduled workshops this month, The Movement tabled for Candy, Condoms and Consent on Halloween. During this event, peer educators handed out candy and condoms to over 150 people who participated in education and trivia questions about consent. Candy, Condoms and Consent also takes place on [Valentine's Day](#).
- **Love Your Body Day:** Lastly, the Women's Center hosted [Love Your Body Day](#), a day originally intended to help victims of domestic and dating violence regain comfort in their bodies after traumatic experiences. We celebrated this day with custom tattoo paper so participants could create their own temporary tattoo designs, as well as other arts and crafts. The community atmosphere drew in over 20 participants, and was so popular with The Movement members and those they invited, that they are thrilled to do it again next year.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education; Campus Culture and Climate

**Feminist Book Club** - [Feminist Book Club](#) is a weekly book club held in the Fall and Spring semesters, focusing on a book concerned with feminist themes around gender,

sexuality, self-determination, interpersonal relationships and other related issues. Participants gathered in the Women's Center, while facilitators guided each of the sessions. The program provided a low-stakes environment to explore ideas about gender and sexuality, with an eye to empowering participants to resist patriarchal scripts and ideology when they leave the group.

As a result of the [book club](#), participants were able to:

- critically mobilize experience in the analysis of texts,
- identify signs of gendered and sexual violence,
- engage in critical discussion, including learning to navigate conflict and disagreement in the context of multiple readings of a text,
- learn to relate to and question different experiences rather than neutralizing their differences or being incurious, and
- recognize the importance of different national contexts while also identifying transnational features (patriarchy, capitalism, etc.).

In prior years, the Women's Center's Book Club did not typically contain a specific feminist focus. This year, the Assistant Director for IPV Prevention Education and Training revived the program and added the feminist criterion. Choosing Japanese novelist Mieko Kawakami's *All the Lovers in the Night* as the first text, the book club examined a woman's experience of loneliness, sexual violence and friendship as she tries to decide which direction to take for her future.

Held this past April as part of our Sexual Assault Awareness Month educational curriculum, the group started out with 12 members and stabilized at 10 for the majority of meetings. The group included a mix of staff, graduate and undergraduate students, and included a diverse range of gendered, racialized and class positions. The Assistant Director facilitated half of the four sessions while student participants volunteered for and facilitated the other two sessions. In evaluations, participants noted the group dynamic kept them coming back to meetings and that being able to discuss and disagree were important aspects of Feminist Book Club.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education

**Interpersonal Violence Prevention (IPV) Education and Training** - In addition to IPV prevention education and training offered during themed months (as described throughout this report), the Women's Center also provided additional education and training throughout the year. Of particular note are the following:

- **New Student Orientation:** Each year, the Women's Center collaborates with members of the university's Sexual Assault Response Team to deliver a 30 minute IPV prevention training to incoming students (both first year and transfer students). For the first time in two years, the university hosted the summer 2022

orientation in person. Moving from a pre-recorded video to an in-person training required revisions to the training material and coordination of numerous volunteers for the thirty sessions. Over the course of the summer, we trained 5,554 first-year students and 1,173 transfer students for a total of 6,727 students. In the Spring semester, we trained an additional 200 transfer students for a total of nearly 7,000 students reached with these critical messages.

- **Front-Line Student Staff:** Resident Advisors (RAs), Orientation Leaders (OLs) and Summer Start Mentors (SSMs) are a first point of contact for many new students. Each group receives a yearly IPV session that includes what to look for, how to respond in trauma-informed ways and how to intervene in problematic behavior in a range of settings. Women's Center staff trained an estimated 300 RAs, 15 OLs and 12 SSMs in 2022-2023.
- **Tailored Area Trainings:**
  - **University Libraries:** The Women's Center worked with several different points of contact in the libraries to set up faculty and staff trainings related to their different needs, including trainings for supporting survivors and bystander intervention (see the PSSA section of this report for more information), and an IPV on college campuses training specific to the ways in which librarians may encounter IPV, ways they could support the Women's Center work and ways to use their resources for education. Around 100 people in total attended these three training sessions.
  - **University Communications:** As stated in the PSSA section of this report, the Women's Center also delivered a "Survivors and Storytelling" workshop for University Communications, providing participants with skills in trauma-informed interviewing techniques and reporting; recognizing representational issues around IPV; and education on different events and themed months they could support.
  - **Fraternity and Sorority Life (FSL):** The Movement collaborated with Women's Center staff to help FSL meet their yearly EPIC requirements for training in topics related to diversity. This year, we trained around 350 Greek members across various chapters in IPV prevention and response.
  - **Athletics:** Each spring, The Women's Center trains incoming student-athletes who miss the integrated New Student Orientation training in the fall. This year, we trained 39 student-athletes representing football, soccer, swimming, tennis, golf and volleyball.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education; Campus Culture and Climate

**Kwanzaa** - In partnership with the African American Cultural Center, the Women's Center hosted an event to highlight one of the seven principles of Kwanzaa. In honor of the principle of Nia, we invited participants to reflect on what it means to work collectively to build communities through purpose. Through facilitated dialogue, student

leaders discussed how individuals might be conditioned to think about purpose, what we think of when we consider our own purpose and examples of individuals who live out their purpose with intention. Participants then engaged in an arts-based activity where they painted canvases based on their perception of purpose and how it relates to Kwanzaa, community, goals they have set and their connection to the African diaspora.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate

**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 hosted 15 workshops, a mix of open community workshops, classroom sessions and tailored workshops for groups such as Fraternity and Sorority Life and students in the School of Social Work. These workshops occurred alongside weekly member education and tabling events. The workshops received positive evaluations as participants felt the information was accessible and engaging. In the workshops, The Movement reached upwards of 250 people.

The Movement significantly revised all the existing curriculum to make the information and skills more applicable to lived experience of participants and to update the politics of the curriculum to align with feminist theory and praxis.

New work that the Movement developed over the course of the year included:

- zines, including "How to Say No" zine, 50 copies of which have been distributed,
- workshops, including "How to Say No,"
- unique Take Back the Night t-shirt designs,
- stickers for events, and
- collaboration with the Mental Health Ambassadors.

Movement members have expressed more interest in creative work, educating through means other than workshops and doing more thorough education of themselves. We will be prioritizing all of these things in the coming year as we welcome new members and a new leadership team.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education; Campus Culture and Climate

**Sexual Assault Awareness Month** - April is [Sexual Assault Awareness Month](#) (SAAM), which is part of a national attempt to bring attention to the issue of interpersonal violence on college campuses. During this month, the NC State Women's Center holds various [events and trainings](#) to help raise awareness about IPV, including sexual assault, dating and domestic violence, sexual harassment and stalking.

- **Feminist Book Club:** As stated in the Feminist Book Club section of this report, meetings of the club were held during SAAM, and focused on a novel that covered the topic of sexual assault and its aftermath.
- **PSSA Trainings:** Two of the PSSA trainings – IPV Root Causes and Strategies for Prevention and Building a Trauma-Informed Practice for Faculty and Staff – took place during SAAM and many of the attendees came to Take Back the Night to show their support.
- **Clothesline Project:** The [Clothesline Project](#) exhibits t-shirts made by survivors of interpersonal violence at NC State. The purpose of this project is to increase awareness of the impact of violence and abuse, honor each survivor's journey through healing and provide an opportunity for survivors to break their silence. In addition to the prominent display on the 4th and 5th floor balconies of Talley Student Union, several partner offices also hosted smaller displays and/or t-shirt-making events in their offices, including Fraternity and Sorority Life, Violence Prevention and Threat Management, Student Involvement, the Pride Center and Multicultural Student Affairs.
- **Take Back the Night:** This year's [Take Back the Night](#) featured a resource fair, a rally, a march and a survivor speakout. The resource fair involved campus partners including the Counseling Center, Gynecology Services, the Office of Student Conduct, University Libraries, Student Legal Services and the Equal Opportunity and Equity office. Kiran, a community partner focused on IPV in the South Asian community, was a newcomer to the event. The Movement designed t-shirts and did organizing work to secure robust attendance at the event. About one hundred people attended the resource fair and rally, a similar number on the march, and about forty attended the survivor speakout.
- **Survivor Expressive Arts Therapy:** This in-person 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 IPV. During the event, student survivors were led by a counselor and Women's Center survivor advocate through a therapeutic, trauma-informed activity in which they assembled a succulent garden. This workshop was capped at 10 student survivors to ensure a safe and healing space for all who attended.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education; Campus Culture and Climate

**Stalking Awareness Month** - January is [Stalking Awareness Month](#) (SAM), which is part of a national attempt to bring attention to the issue of stalking on college campuses (and beyond). As students are just returning to campus from winter break, we typically host only a handful of events this month. This year, we curated a library book display including fiction and nonfiction that explored women's lived experiences of stalking. In addition, The Movement held a Stalking is Not Romantic workshop for roughly a dozen students. The Vice President of The Movement researched and revised the training from the ground up to account for new research and their own lived experiences. Finally, Women's Center staff wrote and delivered a Stalking on College Campuses workshop that productively analyzed the inequalities that produce stalking and the way university culture and layout can perpetuate it. The workshop reached about 12 attendees, including a mix of students and staff. Staff members reached out before and after the workshop, excited that the Women's Center addressed this topic as many shared their own experiences of stalking on a university campus. These workshops, as noted below, also garnered media attention.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education

**Trans Day of Remembrance (TDOR)** - In November, the Women's Center partnered with the LGBTQ Pride Center to host a series of events for Trans Day of Remembrance. Under the theme of "Give us our Flowers while we are Living," each event focused on celebrating the life of trans individuals in the here and now, rather than celebrating their legacies after they have passed. The partnership included four components:

- **Community Art Project:** For the three weeks leading up to TDOR, we created three roving art exhibits that featured portraits of three living trans folks. Their faces were painted, and we invited participants to pin flowers onto their bodies to turn them into a living bouquet. Each portrait moved across campus on a weekly basis to reach a broad array of campus constituents.
- **Memorial Installation:** Twenty biographies of trans lives lined the walls outside of the Women's Center and Pride Center, inviting participants to see beyond a name or a label and look at each life lived. The installation included a cross-section of identities including poets, activists, models, drag performers, siblings, parents and much more.
- **Pride Flag Display:** The week leading up to TDOR, the Women's Center and the Pride Center displayed trans pride flags on Stafford Commons, one flag for each life lost to violence in 2022. Next to the flags, a lawn sign with a QR code provided folks with more information about TDOR events.
- **Community Panel & Vigil:** The final event of TDOR featured a panel discussion with gender expansive individuals discussing what trans life looks like right here at home. Following this celebration of life, participants gathered in a circle for a reading of the names, a ceremony to honor and mourn each individual life taken

in 2022. Counseling Center staff were present at the event, along with resources for several healing practices and self-care techniques.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education

**Women's Center Library** - Over the past year, the Women's Center Library has been revamped and revitalized, under the leadership of the Assistant Director for IPV Prevention Education and Training. As such, we ordered around 80 new books that spoke to the Women's Center's concerns including, but not limited to, women's experience, feminist theory, sexual violence, and feminist history. Each month, we created a new display of books that spoke to the theme of the month with personalized reviews of each book and representative quotes. These displays were also, where possible, incorporated onto the Women's Center webpage for a respective month. Curated displays were created for [Domestic Violence Awareness Month](#), [Stalking Awareness Month](#), [Women's Herstory Month](#), and [Sexual Assault Awareness Month](#).

We also completed the process of integrating the Women's Center Library with the larger university library database to increase visibility of feminist works available to university students. This required a cataloging of the books present in the space as well as a removal of books that did not support the Center's mission, vision and goals. As a result of new books and increased visibility, the Women's Center library has seen increased check-outs, in addition to students reading books while they are in the Center. Future plans include different monthly displays, book giveaways and book bingo cards.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Training and Education

**Women's Empowerment Welcome** - While each campus community center hosts an Open House to welcome students to our spaces, for the first time this year, the Women's Center also hosted a Women's Empowerment Welcome in the lobby of Talley Student Union. The event was designed to reach new and returning students with information, resources and wellness activities about six weeks after the first day of fall classes, when they have settled more into their routine and may find themselves in need of supplemental information, messaging and support. Over the course of the drop-in event, 81 students took part in various activities, including playing trivia, making bracelets, writing affirmations, creating paper succulents, collaborating on a community art project and taking wellness bags home with them for continued self-care.

Through their participation in the Women's Empowerment Welcome, students were able to:

- identify at least two resources that are provided by the Women's Center,

- learn about trailblazing women in culture and history,
- use positive affirmations to write about the world they want their fellow students and survivors to experience,
- use storytelling to create a collage that illustrates positive messages about the culture they want to shift, and
- engage in activities that promote self-care, well-being and provide opportunities to build community.

OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate

**Women's HERstory Month** - Every March, the Women's Center observes [Women's HERstory Month](#) by hosting a number of [events and programs](#) centered on gender equity and social justice. This year's theme of "Grow Together, Heal Together, Grow with the Flow," sought to build community and prioritize self-worth and connection through arts and transformative dialogue about what it means to hold space for femininity and feminine energy for all bodies. The month included the following events:

- **Tabling:** The month began with a tabling event in Talley Student Union to engage with students about the history and purpose of the month and invite them to participate in the events planned throughout the month. Through this opportunity, Women's Center student staff reached about 50-60 passersby with information about the month ahead.
- **Permanent HERstory: Planting your Roots:** This event focused on interactive art projects that unpacked what it meant to plant roots of self-love, self-care and personal growth. About 40-50 students attended this event, with one student [noting](#), *"This is a great opportunity to express my creativity ... and also celebrate Women's History Month. This kind of event brings people together to have fun, but it also helps them remember about the purpose of the event."*
- **What's your Word?:** In this collaboration with the NC State Crafts Center, participants engaged in a mindfulness workshop with a licensed expressive arts therapist and learned how to make their own takeaway bracelet with words of affirmation.
- **Healing HERstory:** To round out the month, the Women's Center partnered with the African American Cultural Center to host, "Healing HERstory," an open mic event where students and local poets performed pieces about feminism, feminist history, growth and healing. An estimated 50 people attended the event.

In total, the Women's Center reached over 150 members of the campus community through tabling and the three events. In addition to events, the Women's Center curated a Women's HERstory Month library display, highlighted podcasts and artists in our weekly newsletter and social media channels and served as a financial partner for the African American Cultural Center's gallery exhibit, [Ethereal: Boundless Black Femininity](#) from March 21st through April 10th.



OIED Goal: 4

University Goal: 4

Assessment Model Standard of Practice: Campus Culture and Climate

### **C. Staff: Major new appointments, kudos, professional activities and recognition**

**New Staff** - During the course of the past year, the Women's Center welcomed two new staff: Carly Woolard as Interpersonal Violence Response Coordinator, and Rosa Kowalczewski as Assistant Director.

**Professional Activities** - Women's Center staff achieved a number of personal and professional accomplishments this past year.

For instance, the Women's Center's Assistant Director for IPV Prevention Education and Training, Dr. Kaelie Giffel, successfully defended her dissertation, "Women with Issues: Feminist Literary Criticism, Alienation, and the University," made up of autobiographical essays reading contemporary women writers' representations of sexual violence with her own experiences. Dr. Giffel also completed the Inclusive Excellence and Strategic Practice Inclusive Excellence Certificate Program, and was featured in local news segments for work around Stalking Awareness Month ([CBS 17](#)) and Sexual Assault Awareness Month ([Spectrum News](#)).

The Women's Center's Administrative Support Specialist, Antoinette Norton, celebrated 23 years of service at NC State University and received recognition at a university-wide breakfast honoring employee anniversaries.

Lastly, Janine Kossen was appointed Director of the Women's Center after an open search, and after having served in the role on an interim basis for a year alongside her duties as Associate Director for IPV Services. Janine also received recognition this year as one of seven inaugural winners of the Diversity Equity and Inclusion award, announced at the [2023 Recognizing Excellence in Diversity \(RED\) event](#).

**Women's Center in the News** - The Women's Center also received recognition in multiple campus and community media outlets this year, as linked below.

August 8, 2022: [Women's Center provides resources, education to promote gender equity, social justice](#)

September 27, 2022: [Feminist Fridays bring student-led education and open discussion to the Women's Center](#)

October 25, 2022: [Women's Center celebrates Love Your Body Day through dynamic programming](#)

November 1, 2022: [The Silent Witness Project brings awareness to domestic violence and resources on campus](#)

January 22, 2023: [How to find community and support on campus](#)

February 6, 2023: [On-campus Valentine's Day celebrations for one and all](#)

February 8, 2023: [Campus experts advise prioritizing safety and well-being while dating](#)

February 8, 2023: ['Stalking is not romantic:' NC State brings awareness to stalking ahead of Valentine's Day](#) (CBS 17)

February 14, 2023: [Candy, Condoms and Consent spreads awareness about safe sex, healthy relationships](#)

February 22, 2023: [NC State Women's Center presents: Candy, Condoms and Consent](#)

February 27, 2023: [Feminist Book Club uses literature to start conversations](#)

February 28, 2023: [Women's HERstory Month connects women through community events](#)

March 1, 2023: [Council on the Status of Women identifies disparities, proposes solutions](#)

March 1, 2023: [NC State celebrates women's firsts with monuments, exhibits, Women's Center](#)

March 6, 2023: [Women's Center honors Women's HERstory month with pot-painting event](#)

March 27, 2023: ['Ethereal: Boundless Black Femininity' gallery shares divine femininity with all genders](#)

March 28, 2023: [The Oscars for Gender Equity](#)

April 4, 2023: [Sexual Assault Awareness Month: Supporting survivors and their stories](#) (Spectrum News)

April 11, 2023: [Clothesline Project draws students to centers through powerful display](#)

April 11, 2023: [Women's Center provides outlets for those seeking support during Sexual Assault Awareness Month](#)

April 12, 2023: [Women's Center, Equal Opportunity and Equity support students considering filing report on sexual assault](#)

April 12, 2023: [The Movement Peer Educators aim to end interpersonal violence at NC State](#)

April 17, 2023: [NC State's 36th Annual Take Back the Night empowers survivors](#)