2015-16 Unit Annual Report: Women’s Center
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A. Introduction

As a campus community center within the Office for Institutional Equity and Diversity (OIED), the NC State Women’s Center mission is to be a catalyst and resource advancing gender equity. The Women’s Center achieves this mission through education, advocacy, and leadership development. The Women’s Center envisions a Wolfpack community that champions gender equity and promotes respect for all and is not satisfied until gender equity reaches everyone in our community.

B. Programs and Initiatives

NC State Women’s Center programs focus on gender equity and are summarized by primary mission (education, advocacy, leadership development).

1. Education

ASB Atlanta (October 8th – 11th, 2015)
In partnership with Multicultural Student Affairs and CSLEPS, a team of 13 students traveled to Atlanta, GA, visiting several civil rights historical sites looking at gender equity and doing service work. This four day adventure spanned from Greensboro, NC to Atlanta, GA. The group visited/volunteered with: National Conference for Community and Justice of the Piedmont Triad, Inc. (NCCJ), the International Civil Rights Museum, MLK’s birthplace site, Boys and Girls Club/Salvation Army, Sister Song: Women of Color Reproductive Justice Collective (http://www.sistersong.net), Historic Westside Festival of Lights, and visited the Ebenezer Baptist Church.

New This Year: Girls Inc. was added as a site partner which allowed for well received discussions and activities focused on gender equity. The group engagement with the Festival of Lights site partner increased as well through student assistance with survey research. A photo blog project was also added. This assignment allowed for students to reflect on their experiences in both words and pictures. Are few examples of the photo blogs can be found at the following websites: https://docs.google.com/a/ncsu.edu/document/d/1Dg4eLC4Bg23dDhWaJXzWy6S0BRRI9dR9iEtBqAxEnWs/edit?usp=sharing or https://drive.google.com/a/ncsu.edu/file/d/0B-8cJ-ER3iT0eDM1bW1weUtDNkh0Z3hDYVA3TF9zdWtSbElr/view?usp=sharing.

Beyond the Veil (February 1, 2016) The Women’s Center continues to partner with the Muslim Student Association to host Beyond the Veil. We provide the venue and some marketing for the event. 60 students were in attendance this year.
Black Girls Movement Conference *(Columbia University, Harlem NY – April 7-9, 2016)*. Associate Director Jennifer Castillo as well as Assistant Director for University Housing, Fatou Mbye, accompanied 3 NC State students (1 graduate and 2 undergraduate) to the Black Girls Movement Conference. “The focus of this conference was to bring together artists, activists, educators, policymakers to address the disadvantages that black girls face in the United States.” ([http://iraas.columbia.edu/Event/black-girl-movement-conference](http://iraas.columbia.edu/Event/black-girl-movement-conference))

**Chocolate Festival** (September 11, 2015): The Women’s Center hosted the 12th annual Chocolate Festival combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event was a kickoff event for Parents and Families Weekend. We had 30 chocolatier and health and wellness vendors, 1,200 attendees and 100 volunteers raised $5,000 for Women’s Center programs & the Kay Yow Cancer Fund. The Chocolate Festival is a campus tradition and is designated #39 on the “Top 54 Things to Do at NC State” list. The Chocolate Festival website: [http://oied.ncsu.edu/chocolate](http://oied.ncsu.edu/chocolate) provides more information. **New This Year:** The Chocolate Festival moved back to Talley Student Union. We increased our partnership with Rave Catering to include them hosting our chocolate fountain and donating all the services associated with running the fountain. Also DASA helped us with setting up our first photo booth at the Chocolate Festival. Attendees could take photos at the booth and see them projected on the screen during the event.

**Domestic Violence Awareness Month** (October 2015): The *Silent Witness Project* was on display in Talley Student Union in October and individual silhouettes were “adopted” by various departments including Athletics, Honors Village, Sullivan Hall, Thomas Hall, and Welch Hall throughout the remainder of the year. *These Hands Don't Hurt* (October 13, 96 attendees) encouraged the campus community to stamp their hands against violence. **New This Year:** The Women’s Center featured a guest speaker Radar Anderson for an event named “When Bullets Don’t Kill” on October 29, 2015 at noon (19 attendees). Ms. Anderson is a native of Forest, Virginia and a published author. Ms. Anderson is a seminar speaker who focuses on domestic violence and has taught in women shelters, centers and conferences. In addition, The Movement Peer Educators, with the Women’s Center’s support, kicked off Domestic Violence Awareness Month with SlutWalk:A Walk to End Victim Blaming on October 1, 2015 (250 attendees). This event was sponsored by the GLBT Center, Women of Welch, the Arts Village, and OIED. SlutWalk aimed to critique rape culture and highlight the issue of victim blaming. The event attracted local television coverage.

**Don’t Cancel That Class & Movement Workshops**- The Women’s Center continues to offer free and engaging workshops for all members of the NC State community lead by both trained peer facilitators and/or professional staff members. Workshops may be requested by faculty, staff or students. Regarding professional staff workshops, during the Spring Semester, Dr. C. Ellen Washington facilitated 6 sessions of “Laws Impacting Women”, for a total of 110 attendees. In addition, The Movement Peer Educators (a student group advised by Sara Forcella, Rape Prevention Education Coordinator) continued to facilitate workshops for peers. This year we facilitated a total of 51
Movement workshops, 32 of which were pre-planned, and 19 of which were requested. We had a total of 440 attendees at these workshops. **New This Year:** The Movement had pre-scheduled workshops that they facilitated 3-4 times a month. The Movement also added one new workshop, partnering with the One Love Foundation--this workshop features a movie facilitation of “Escalation” which focuses on relationship violence and bystander intervention. The Movement also added a Stalking 101 workshop.

**Educational Partnerships:** The Women’s Center partnered with the Health Center for multiple events this year. **Southern Smash** was held on September 16, 2016 (30 attendees) on the Brickyard, and encouraged students to have a positive body image. We also partnered for **Candy, Condoms, Consent**, to pass out candy, condoms and cards about consent on October 30, 2015, we reached approximately 70 students. The Women’s Center partnered with DIVE to organize a **Women of Color Intersectionality Panel** held on November 18, 2015 (50 attendees) which looked at ways that women from different backgrounds shared similar yet different experiences. The Women’s Center also partnered with Alphi Phi Gama to hold an **Asian American Pacific Islander Intersectionality Panel** on March 22, 2016 (50 attendees).

**North Carolina Council for Women – 2nd Annual Women and Girls Initiative (August 2015).** Women’s Center staff including Associate Director, Jennifer Castillo were invited to present at North Carolina Council for Women (CFW) 2nd Annual Women & Girls Initiative at the Governor’s Executive Mansion. The purpose of the event was for CFW to inspire a lifetime of confidence, competence and courage in girls and women. This was accomplished through networking, dialogue, exchange of ideas, mentoring, and collaboration amongst the attendees.

**Sexual Assault Awareness Month (April 2015):** The Women’s Center hosted Sexual Assault Awareness Month Activities including the: A lecture by, **Sofie Karasek** on April 14, 2016 (116 attendees); a well-known survivor activist and co-founder of End Rape on Campus, Sophie addressed campus and also spent time with The Movement Peer Educators after her talk; **Clothesline Project** was displayed in the Talley Student Union for the entire month of April. Survivors of interpersonal violence were also given the chance to create their own t-shirts on April 8, 11, 14 and 15 (25 attendees); We held our 29th annual **Take Back the Night** to raise awareness about sexual assault and support survivors on campus on April 21, 2016 (182 attendees) Take Back the Night rally speakers included, Sara Forcella (Rape Prevention Education Coordinator, Women’s Center), Jessica White (Assistant Director, Student Conduct), Chris Jefferson (Fraternity and Sorority Life), Sgt. Timothy Hammonds (Campus Police), Rachel Berry (Counselor, Counseling Center), Renee Wells (Director, GLBT Center), and Maggie Schroder (The Movement). Speakers opened the night, discussing various reporting options that survivors of sexual assault could utilize on campus. This was followed by a march around campus, led by the Movement Peer Educators and the evening ended with a Survivor Speak Out; **The Women’s Center tabled for International Denim Day** on April 19 in Wolf Plaza and passed out buttons. We partnered with Alpa Phi Gama, to raise awareness about interpersonal violence at this event; **The Women’s Center held a series of interpersonal violence workshops lead by the Movement Peer Educators on April 7, 12, 20 and 28;** The Women’s Center tabled for the national It’s On Us campaign on April 5 in Talley Student Union to raise awareness about sexual assault; **The Women’s Center and the Movement Peer Educators held Carry That Weight in Wolf**
Plaza on April 13, 2016 (approximately 50 attendees). This campaign was inspired by a survivor activist who carried her mattress around campus while her rapist attended school with her. **New This Year: Take Back the Night** featured tables hosted by campus partners and student groups such as the GLBT Center, the Health Center, Students Advocating for Gender Equity, The Movement Peer Educators and Alpha Phi Gamma. For the *Clothesline Project*, the Women’s Center partnered with the Art’s Village and the Counseling center to ensure that all survivors who completed a t-shirt received a bag filled with information regarding survivor group counseling, art therapy, a coloring book and colored pencils and affirmations. The Women’s Center displayed the *Clothesline Project* for the entire month, along with at *Take Back the Night*. The Women’s Center partnered with Sigma Phi Epsilon to help plan their Sexual Assault Awareness Week--proceeds from this week went to the Women’s Center’s Survivors Fund. The Women’s Center partnered with General Council and the Wake County District Attorney’s office to host: *Crimes and Punishments: Real Talk about Sexual Violence*. Presented by Meredith Parris, Assistant District Attorney and Moderated by Eileen Goldgeier, Vice Chancellor and General Counsel

**Sisterhood Dinner (February 29, 2016):** The Women’s Center continues to partner with the Council on the Status of Women for the Sisterhood Dinner. The Women’s Center assisted with the table decorations as well as hosting the silent auction. We raised $1,500 from purchases of the silent auction items. **New This Year:** The Women’s Center worked with Arts NC State to advertise for artists to create pieces associated with the theme of the Sisterhood Dinner to be donated and auctioned during the silent auction.

**Women’s History Month – (March 2016)** This past Spring, the Women’s Center put forth a calendar of events in celebration of Women’s History Month. This is the first time the Center has put out a calendar for a number of years. The theme of the month was: One Pack Many Voice. The offerings were intended to bring awareness about the many different experiences of Women both on the NC State Campus and globally. Program offerings included a Women Leading Change Speakers Panel, the unveiling of “The Beautiful Project” in the Women’s Center. A photo activist display focused on the experiences of women of color, screening of the movie, “Girl Rising, a visibility project highlighting International Women’s Day, and the co-sponsorship of an Asian American Women’s Panel focused on perceptions, values and stereotypes. The calendar and programs were well received and attended.

**Yoga** - The Women’s Center continues to provide two low-cost weekly hatha yoga classes for NC State faculty and staff. The Stress Management/Mindful Yoga classes include many of the techniques of yoga tradition that have become scientific/medical stress reduction formats. We had 51 attendees throughout the course of the semester. **New This Year:** The Women’s Center worked with E.S. King Village to offer the evening yoga class at a more convenient location at E.S. King Village as well as offering the class to E.S. King Village Residents.

2. **Advocacy**
Beautiful Project – The Beautiful Project uses photography and reflective workshops to give girls and women an opportunity to confront positive and negative portrayals of black girls and women in the media and in their communities. During the Fall Semester, Jamaica Gilmer, Founder and Co-Director of the Beautiful Project, ran a workshop with women from NC State. Through this workshop she helped to create a circle of image makers who rallied to take up their cameras and their pens. Wielding the power of these tools a series of stirring images and ideas were created by women who made the commitment to be fully present in the space we created together. The outcome of this workshop was a series of photos that are now displayed in the Women’s Center. This photo exhibit was meant to be a reflection of how past experiences and present passions can reveal where our activism lives. The unveiling and celebration of this work took place as part of the Women's History Month calendar of events and included presentations by the African American Cultural Centers, "Blacks in Wax" student leaders.

Interpersonal Violence Advocacy: The Women’s Center continues to provide crisis advocacy, financial assistance, academic/housing advocacy, accompaniment to law enforcement agencies accompaniment to court and/or student conduct hearings, and referrals as appropriate. Between August, 2015 and May 2016, the Women's Center served nineteen survivors of interpersonal violence. The Women’s Center also led the Case Sharing Team from August 2015 to March 2016. New This Year: The Women’s Center joined the campus Sexual Assault Response Team (SART) and will be leading it as of June 2016. The Women’s Center has taken a leadership role on organizing and planning the New Student Orientation which focuses on Campus SaVe and Title IX compliance. The Women’s Center has transformed the crisis line for survivors of interpersonal violence formerly known as the Relationship and Sexual Violence Phone Line. It now has a new university phone number. We will be rolling out a new marketing plan over the summer.

The Movement Peer Educators (The Movement) are a trained group of NC State student activists and peer educators who facilitate workshops on issues of interpersonal violence and bystander intervention. The members all go through a six week training process to join. The Movement currently has approximately 30 members. New This Year: The Movement has partnered with the Elizabeth Foundation to facilitate workshops about interpersonal violence and healthy relationships to high school students in an afterschool program. The Movement has brought campus partners such as Heather Vernier from Student Health and Sgt. Jason Dye from Campus PD to discuss campus reporting options and services for survivors of interpersonal violence.

3. Leadership Development

“It’s Time to Unwind Sis - Activist Must Practice Self Care” - (April 16, 2016). This event was sponsored and co-hosted by the Women’s Center, College Women Lead and UAB. Students were given the opportunity to take a study break and practice self-care via the arts such as cap decorating and vision boards. Health snacks and affirming conversations took place with 22 students in the African American Cultural Center.
The Chancellor’s First Year Leadership Program was placed on hold for the 2015-2016 Academic Year.

Read to L.E.A.D. fosters personal and social responsibility and provides opportunities for all participants to develop their critical thinking and diversity-related competencies in an asset-based mentoring model between university staff/students and youth from the Raleigh community. This program is not meant to be solely focused on gender equity, but to raise awareness of social justice issues. From the Social Change Leadership Model perspective, it also allows students to grow in their leadership abilities individually as well as collectively. This year, 24 year-long mentors participated at 5 different site locations, (WES Boys and Girls Club, Neighbor to Neighbor, Haven House, East Cary Middle School and Alexander Family Y plus assisted with TRIO as needed). 8 mentors serving at multiple sites throughout the semester. This year Read to LEAD mentors gave 1391 volunteer hours year (a $10,084.75 investment in the community based on 7.25/hour minimum wage rate). New This Year: Haven House was added as a site location. The Women’s Center Partnered with Tara Hall from NC State Dance to allow Read to LEAD mentors to meet with Dr. Chuck Davis. Mentors joined Dr. Davis in learning dance and about his role in abolishing female circumcision in parts of West Africa. Leadership Raleigh invested over 200 hours and $600 into planning our second annual spring College and Careers Campus Visit Day. Lesson plans were added which addressed body image, healthy relationships, women/girls in international context, dialogue on diverse faiths, and abilities. Photo blogs were added to Read to LEAD reflections in order to help students creatively reflect on their experiences in more relevant ways and provided for immediate feedback regarding the mentoring relationship.

C. Staff

The Women's Center is comprised of a number of highly qualified full time (1.0 FTE) staff members. The staff members include:

Jennifer Castillo, M.S., Associate Director of the Women’s Center, links diversity, equity and leadership development initiatives in the context of community-based learning/engaged scholarship. This year's accomplishments and committees include: Participation in the HLAG Committee, Community Hope Steering Committee, Youth Thrive; Vocational and Civic Development Action Team. Jennifer was also a requested presenter for NC Council of Women Women and Girls Initiative (August 2015), was honored as a woman “that inspires and leads with compassion and integrity”, through Emerging Women NC (Spring 2016), and was named Volunteer of the Year, by the Boys and Girls Clubs (12/2015). Jennifer also attended trainings facilitated by Organizing Against Racism.

Sara Forcella, M.A. is the Rape Prevention Education Coordinator in the Women’s Center. She advises the student group The Movement Peer Educators and trains all incoming members. She also advises the Alpha Phi Gama. She acts as an advocate for survivors of interpersonal violence and works collaboratively with campus and
community stakeholders. This year, Sara served as the Marketing Chair, Tunnel of Oppression, was on the planning team for Sex Ed. Boot Camp, served as a member of the search committee for the GLBT Center Coordinator Position. Sarah also served as the lead for Case Sharing meetings during the Fall semester, partnering with Fraternity and Sorority Life to train Sigma Phi Epsilon, advised the planning of Women of Color Intersectionality Panel and Asian American Pacific Islander Panel. Sara also writes blogs for See The Triumph focused on interpersonal violence services for survivors of interpersonal violence on campuses. Sara has been accepted into a Masters of Social Work program at UNC Chapel Hill and will be working towards that degree beginning in the Fall.


**Kimberly Zugay,** B.A. serves as University Programs Associate for the Women’s Center. Kimberly assists the Center with all of its programming, services, and leadership development opportunities, including Chocolate Festival and the OIED student cohort.

In addition to full time staff, the Women’s Center also had part time Interim Director for the Spring Semester.

**Lisa LaBarbera-Mascote,** MSW, served as the Interim Director for the Women’s Center starting late December 2015. Lisa assisted the center through the transition of being down staff members in the Spring semester. She assisted with partnership development specifically around IPV services, served as a member of the OIED leadership team and represented the Women’s Center on the Fraternity and Sorority Life Implementation team.
D. Recommendations and Concerns for the Future

The NC State Women’s Center had a number of great successes during the 2015-2016 academic year. Many of which are listed in the above report. This was also a year of transition and change. Being down two full time staff members was a challenge for the center. Uncertain on mission and direction, the Center moved forward with initiatives during Spring, however is ready for a full time director to be named who will help to determine the future mission of the Center.

While some new programs proved to be successful this year, there were also places that created divide. The Slutwalk, a new program was able to give visibility to victim blaming on campus. At the same time however it did not give voice to many women of color on our campus. A divide was created. Intersectional programming and training is highly recommended as the Center moves forward and looks for ways to best meet the needs and provide a place for the voices of all members of the Wolf Pack community. The *Racial Equity Training Institute* has come up as a specific suggestion.

During the Spring semester, the Women’s Center partnered with Higher Education graduate student Dawn Culpepper to conduct and summarize findings from focus groups hosted with students across the campus community. (*Student Perceptions of the NC State Women’s Center. Prepared by Dawn Culpepper, North Carolina State University, May 2016*) The purpose of the focus groups was to a) understand how and why students become involved in the Center; b) evaluate ways to enhance outreach to NC State’s diverse student population; and c) consider gaps in programs and services that the Center might address in the future. Findings from this work include:

1) For students who are involved, the Women’s Center programs are valuable and unique.
2) In general, students who are not involved with the Women’s Center reported low levels of knowledge and what its role is on campus.
3) Though the Center’s new location in Talley Student Union is valuable, much more needs to be done to improve access to the physical space.
4) NC State’s institutional culture plays a role in the low visibility of the Center.

Recommendations from the findings include increased collaborative programming, targeted outreach, specifically to First Year Students, Male Students and Women of Color, as well as creating opportunities to open the Women’s Center physical space to students (Culpepper 2016). For the coming academic year it is recommended that time and discussion be focused on further operationalizing these recommendations.

E. Alignment with NC State’s Strategic Plan Goals

In relation to NC State’s Strategic Planning goals, the NC State Women’s Center provides opportunities which cover many of these goal areas. The community-based, diversity education model used for the Read to LEAD program addresses both **Goals 1 and 5** by creating educationally innovative opportunities for our students while at the same time pulling in local community partners to help address a societal need (literacy education and intersectional learning). The Interpersonal Violence Prevention services at NC State highlight a culture of constant improvement as mentioned in **Goal 4**. This
past year a Sexual Assault Response Team (SART) has been formed on campus to enhance the services and connection of campus practitioners working through issues surrounding interpersonal violence. In addition, evaluation of effectiveness has led to a revamping, remarketing and the creation of a new (campus based) phone number to be used for 24 hour sexual violence assistance and advocacy.