



# CAROLINA WOMEN'S CENTER

THE CENTER FOR GENDER EQUITY

2015 – 2016

Year in Review





## DEAR FRIENDS OF THE CAROLINA WOMEN'S CENTER,

This 2015-2016 Annual Report presents a snapshot of the Center's highlights and achievements for the past academic year with a focus on our impact and outcomes. It's also our way of thanking you, our generous supporters, for your contributions to helping us make the work of advocating for women and gender equity happen here at the University of North Carolina at Chapel Hill.

We also use this space to introduce to you two new staff members: Holly Lovern and I both joined the CWC team on August 1, 2016, resulting in 5 full-time regular staff members for the Center. Holly is our second Gender Violence Services Coordinator and joins Cassidy Johnson in the important work of supporting and advocating for survivors of campus sexual and gender violence. A recent graduate of the Higher Education and Student Affairs master's degree program at the University of South Carolina, she brings much experience developing outreach initiatives for sexual violence intervention and prevention.

I joined the Carolina Women's Center team as the new director after serving 7.5 years as director of the Center for the Education of Women at the University of Michigan and, before that, 8 years at the American Council on Education in Washington, DC, with most of that time as the associate director of the former Office of Women in Higher Education. I am excited about turning in my Michigan Wolverine status to become a North Carolina Tar Heel.

Holly and I both seek to contribute to the team's stellar work in advocating for survivors of sexual violence and supporting students, faculty, staff and postdocs to help make UNC-Chapel Hill a more inclusive educational and work environment. We will all continue to work to remove barriers to success based on gender and all its intersections. We thank you for your support of these efforts and I look forward to personally connecting with you to keep you abreast of continued progress in the year ahead and beyond.

Most sincerely,

GLORIA D. THOMAS, PHD  
Director

## OUR MISSION

is to create an inclusive education and work environment where gender is not a barrier to success, difference and diversity are celebrated, and everyone is safe to live, learn, teach, and work without threat of harm or unequal treatment.

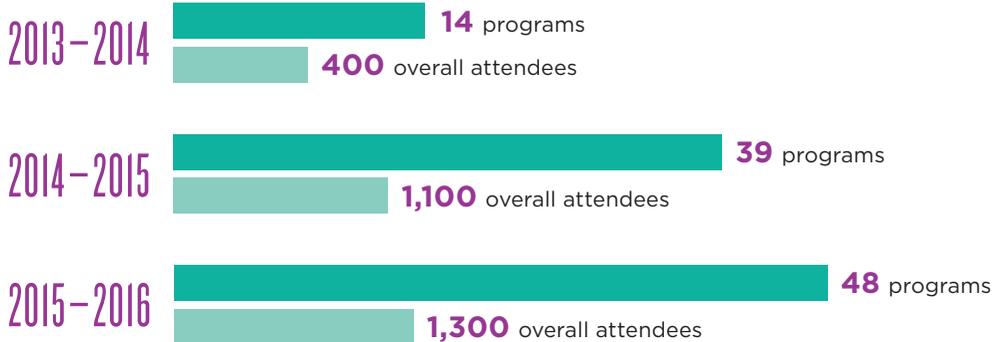
## STAFF

- **Gloria Thomas** Director
- **Clare Counihan** Program Coordinator (Staff and Faculty)
- **Shelley Gist** Program Coordinator (Students)
- **Cassidy Johnson** Gender Violence Services Coordinator
- **Holly Lovern** Gender Violence Services Coordinator

## Our Programming in Numbers

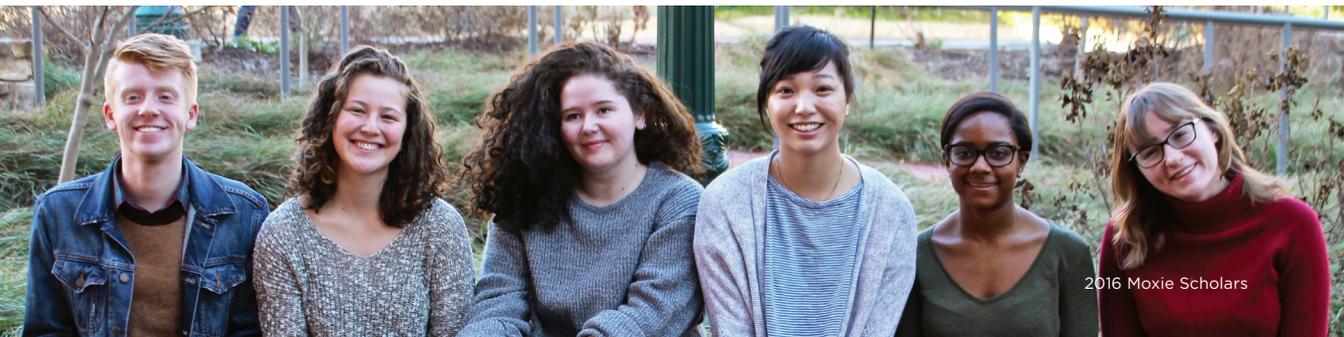
- We planned, implemented, and co-sponsored **48** educational programs with **1,267** total attendees
- We had **5** Moxie Scholars complete **1,280** hours of work at their gender equity nonprofits
- We took **2** Alternative Break trips with **18** total participants completing **400** hours of service
- We collaborated with **48** different campus and community partners
- We tabled at **29** events, fairs, and orientations, reaching **thousands** of students, staff, and faculty
- **19** university employees attended the inaugural session of “Advice on Selecting a College, Tips on Applying, and Insight into Financial Aid”
- **110** faculty and staff women attended the pilot sessions of “Navigating the Complexity of Gender in the Workplace”
- We trained **275** students, faculty, and staff through the HAVEN program, in partnership with the Dean of Students and Equal Opportunity and Compliance Offices, which educates participants in how to effectively support survivors of sexual violence

## CWC Annual Programming

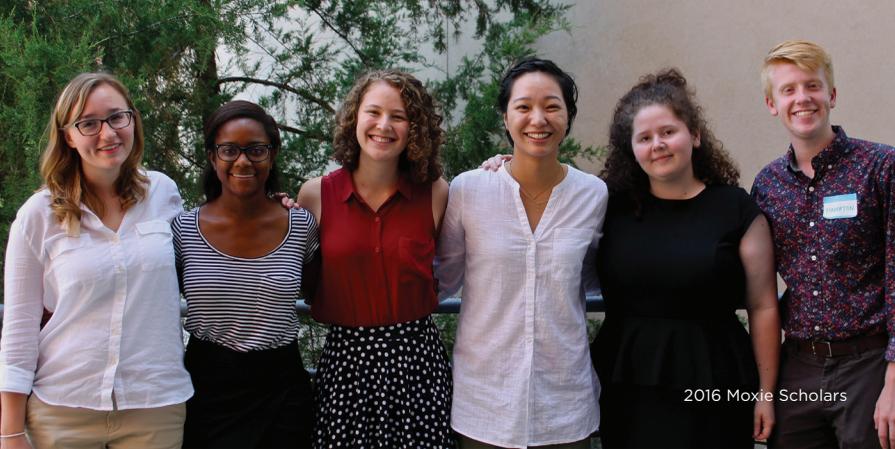


## Awareness Initiatives

The CWC leads the coordination and implementation of campus-wide educational programming and awareness campaigns surrounding Gender Week (March), Sexual Assault Awareness Month (April), and Relationship Violence Awareness Month (October). Working in collaboration with campus and community organizations, we create partnerships to reach broad audiences.



2016 Moxie Scholars



"I LEARNED SO MUCH FROM THE MOXIE PROJECT. IT DID A GREAT JOB OF CONNECTING ACADEMICS TO THE REAL WORLD, AND I MADE SO MANY GREAT CONNECTIONS. IT REALLY OPENED UP A WHOLE NEW PART OF MY CAROLINA EXPERIENCE AND WHAT KIND OF WORK I WANT TO PURSUE AFTER GRADUATING."

## For Our Students

The 2015-2016 academic year was another period of growth for the CWC's student programming and we continue to serve as an incubator for student leaders. Each year, we work with student volunteers and interns to help them design, implement, and evaluate their own gender equity programs. Some highlights of the 2015-2016 academic year were our conversations around gender in theatre and the arts; the fourth year of "The Naked Truth," our most popular media literacy workshop; and an increased focus on supporting women's athletics at UNC. We are continually impressed by our students and can't wait to see what they create in the upcoming year!

## The Moxie Project

The CWC's premier leadership program, The Moxie Project is now in its fourth year at UNC. The program combines academic learning and community engagement. During their spring semester, our 2016 six Moxie Scholars completed a three-credit course, "Feminist Movements in the U.S. Since 1945." Their coursework served as the foundation for their eight-week summer internships with the following community organizations: Pauli Murray Project, Women AdvANCe, North Carolina Coalition Against Sexual Assault, and the Town of Carrboro. On top of the career experience gained through their internships and the knowledge gained from their weekly seminars, the Moxie Scholars also received leadership coaching.

## Campus Coffee Conversations

Our Campus Coffee Conversations, co-hosted with UNC Men's Project, are a monthly dialogue series dedicated to fostering informative and engaging conversation about gender equity and violence prevention. Some of our 2015-2016 topics included Healthy vs. Abusive Relationships, The Role of Greek Life in Violence Prevention, and Gender and Mental Health.

## Alternative Break Experiences

Now in its fourth year, the CWC's Alternative Break program continues to thrive. For fall break, we sent 10 students to Asheville, North Carolina to work with Our VOICE on their bar outreach program. We love our continued partnership with this organization, and we've been able to build off of their program to develop our own robust bar outreach program here in Chapel Hill! Over spring break, we sent 8 students to Eastern North Carolina to work with organizations that serve survivors of domestic and sexual violence. All of our Alternative Break Participants said that they would recommend the trip to others!



2016 Alternative Spring Break Participants



Two of our 2016 University Awards for the Advancement of Women recipients with Chancellor Carol Folt

## Faculty and Staff

Much of our energy focused on our Core Area of Family Advocacy. We improved resources for the parenting members of UNC's community.

- With funds from the Provost and Chancellor and in partnership with Facilities, we created **5 new lactation rooms** in areas where there is a great deal of need and no existing accommodations.
- We switched to card readers to manage access to lactation rooms. This system **enables nursing mothers to access lactation spaces all across campus** and lets the CWC **gather data about how lactation rooms are used.**

We also worked with faculty and staff governance groups:

- **We presented “Caregiving, Gender, and Professional Flourishing” to Faculty Council**, about the professional challenges and penalties caregivers face in their academic careers. The presentation included recommendations for department-level best practices to increase family friendliness.
- With Committee on the Status of Women, secured funding for adding and maintaining lactation rooms across campus **(\$100,000/year for 2 years)**

The Faculty Scholars Program awarded grants of \$10,000 to three faculty members working on scholarly and creative projects that further gender equity broadly and reflect the mission of the CWC.

- **Dr. Jocelyn Lim Chua's** project, “When War Comes Home: Violence among U.S. Veterans and their Families,” examines violence among returning US veterans and their families to “develop a gendered reading of homecoming after war.”
- **Dr. Tanya Shields** “reconsiders the status of women as proprietors and laborers [of slave plantations in the U.S. South and Caribbean] and how these roles have a sustained impact on current socio-sexual economies,” in her project “Gendered Labor: Place and Power on Female-Owned Plantations.”
- **Dr. Kumarini Silva's** “Circulating Romance: Global Gendered Fantasies” examines the material and economic history of romance novels in Colombo, Sri Lanka to “map” the ways in which contemporary narratives of femininity and the feminine reinforce historical socio-political and economic conditions that disadvantage women, on a global level.”

# We believe you and we are here to help.

CWC's Gender Violence Services were established in 2014 in response to a national conversation about sexual assault on college campuses. The two Gender Violence Service Coordinators (Cassidy Johnson and Holly Lovern) provide confidential support to students, staff and faculty who have experienced any form of gender-based harassment or violence.

**131** primary or secondary survivors sought GVSC after incidents of sexual violence, dating and domestic violence, stalking, and other forms of harassment (2015-2016)

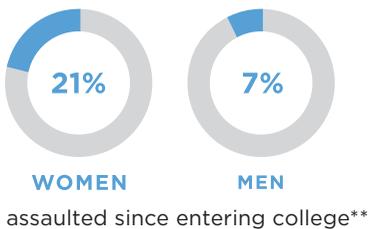
**643** community members received educational outreach regarding violence prevention and response from GVSC (2015-2016)

**"Gender-based harassment and violence is a public health epidemic that greatly impacts our campus and community."**

*World Health Organization, 2013*

## GVSC SERVICES OFFERED

Emotional support • Assistance in understanding reporting options and navigating reporting processes • Accompaniment to meetings and hearings • Referrals to University and community resources • Safety planning • Assistance with requesting housing and academic accommodations



## UNC-CHAPEL HILL SURVEY RESPONDENTS REPORTED: 12.9%

had experienced non-consensual sexual touching, completed penetration, or attempted penetration\*

## UNC-CHAPEL HILL SURVEY DISCUSSING LEVEL OF KNOWLEDGE ABOUT WHERE TO GET HELP:

74.1% of survey respondents were "somewhat" to "very" or "extremely" knowledgeable about where to get help

Extremely **8.4%**  
 Very **27.1%**  
 Somewhat **38.6%**  
 A Little **20.1%**  
 Not at All **5.8%**

## SINCE ENROLLING AT UNC-CHAPEL HILL...

**24.3%** OF FEMALE-IDENTIFIED | **1.4%** OF MALE-IDENTIFIED | **26.3%** OF TRANSGENDER, GENDER-QUEER, OR NOT SELF-IDENTIFIED

undergraduate respondents reported experiencing non-consensual sexual touching, completed penetration, or attempted penetration\*

\*Association of American Universities' Campus Climate Survey on Sexual Assault and Sexual Misconduct, 2015

\*\*U.S. Bureau of Justice Statistics' Campus Climate Survey, 2016



2016 Alternative Spring Break Participants

"I COULD HAVE GONE HOME AND SLEPT FOR ALL OF SPRING BREAK, BUT I'M SO GLAD THAT I DID THIS TRIP INSTEAD! IT WAS SO REWARDING. I LEARNED A LOT ABOUT HOW INTERPERSONAL VIOLENCE AND SEXUAL ASSAULT PROGRAMS WORK, AND I HAVE A LOT OF TOOLS TO TAKE BACK TO MY COMMUNITY."

## Special Thanks

We wish to extend a special thanks to our 2015-2016 student staff, volunteers, and interns. We appreciate all of the work you do to promote gender equity on our campus!

### STUDENT STAFF, VOLUNTEERS, AND INTERNS

Jessie Aldridge	Sammie Espada	Hampton Smith
Rachel Allen	Brittanie Fisher	Mishana Sturdivant
Bijul Ambelal	Emily Hagstrom	Rain Tiller
Desiree Arauz	Devin Johnson	Catherine Valentine
Hali Archambault	Amanda Kubic	Emily Venturi
Brittany Baporis	Joy Liburd	
Lucy Best	Olivia Linn	
Lauren Bishop	Hannah Love	
Adrienne Bonar	Mackenzie O'Brien	
Dia Brown	Seyoung Oh	
Dara Burg	Jonathan Olivares	
Vanessa Canuto	Treesa Ouseph	
Brianna Davis	Hannah Saggau	

## WAYS TO CONTACT US

**CALL** 919-962-8305

**MAIL** Campus Box 3302, Chapel Hill, NC 27599-3302

**VISIT** 150 South Road, Stone Center, Suite 101, Chapel Hill, NC 27599-3302

**HOURS** Monday - Friday | 9 am - 5 pm | *or by appointment*

**EMAIL** [cwc@unc.edu](mailto:cwc@unc.edu)

**WEBSITE** [womenscenter.unc.edu](http://womenscenter.unc.edu)



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*of* NORTH CAROLINA  
*at* CHAPEL HILL

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