Findings:
Strengths of the UCWC, cont.
- Intersectionality/collaboration
- Theory to practice
- Outstanding educational programs
- Research and gender-based expertise
- Offering student-centered resources and support
External Program Review

After a historic anniversary and in the midst of significant organizational change, the Women’s Center conducted an external program review to assess strengths and areas for potential growth.

Goal 1, 2, & 3: Increase student safety // Eliminate barriers for women // Increase student leadership & activism

After celebrating a historical 35 year anniversary in 2013, the UC Women’s Center created an opportunity for reflection and strategic action by engaging the campus community in a comprehensive program review. The program review began on November 19th and aimed to assess current programming & services provided by the UC Women's Center, identify strengths and opportunities for improvement, and make recommendations for continued innovative and transformative programming. The review consisted of data collection and data analysis, culminating in a written summary report.

Two external reviewers who have expertise and experience in campus-based women’s centers and Higher Education, Amber Vlasnik and Tamika Odum, were contracted to lead this project. A small advisory committee was convened and charged with supporting this process through identifying relevant, existing data; identifying stakeholders to be included in listening sessions/interviews; refining guiding questions; and providing feedback to draft forms of the summary report. The lead co-reviewer co-chaired this advisory committee with the Interim Director of the Women’s Center.

Listening sessions with faculty, staff, and students as well as individual interviews with senior leadership provided insight into campus needs and what role the Women's Center plays in meeting those needs.

Two sessions were held on March 31st to release the findings and recommendations of the program review. The first session served as a chance for students to respond to the findings; campus leadership was welcomed to join & hear students' questions and comments. The second session was held for the advisory committee and senior leadership. The purpose of this session was to debrief and to identify next steps.
In support of the Provost’s leadership in launching the #UCItsOnUs campaign, the Women’s Center coordinated a #UCItsOnUs program series. To kick off the series, White House Advisor Lynn Rosenthal spoke to 300 people on responses to sexual violence on campus including: White House Task Force recommendations, national responses to the recommendations, and the recently launched #ItsOnUs campaign. This event continues the partnership of advocacy between students in the RECLAIM Peer Advocate program, Ohio Alliance to End Sexual Violence (OAESV), and the White House Task Force to Protect Students From Sexual Assault. At the launch of this campaign, more than 235 students, faculty, and staff signed the #UCItsOnUs Pledge. This event is sponsored by the UC Women’s Center, OAESV, Women Helping Women, The Graduate School, and the Office of the Provost.

#UCItsOnUs welcomed prominent feminist blogger and activist Wagatwe Wanjuki for the Anita Hill Lecture on Gender and Justice entitled “A World Free of Sexual Violence: Women of Color, Campus Sexual Assault, and Title IX”. Wanjuki’s lecture on Thursday, January 29th was attended by about 150 people. Students and other interested people were invited to an informal session with Wanjuki on the following Friday.

Following both Wanjuki’s lecture and Rosenthal’s keynote, the speakers facilitated smaller student sessions; 12 and 15 students attended respectively. These sessions included Reclaim Advocates, WILL participants, and other student activists to have a more in-depth discussion about feminist activism as it relates to sexual and gender-based violence.
This year saw the premiere of The Consent Culture campaign, an initiative to start a campus-wide dialogue about healthy sex, and consent. It aims to bring the UC student community together to promote consensual sex, clear misconceptions, and raise awareness of the sexual assault advocacy resources available to students. Students were able to sign the Pledge Board and take a #pledgeboardselie to show support for consensual sex and promote safety for UC. This campaign was sponsored by DAAPCares, RECLAIM Peer Advocates, and Student Government. During Welcome Week, August 25-29th, the Pledge Board saw 462 signatures (counts available at http://consentculture.net/).

“The Reclaim Advocate Program means more to me than I could ever express. Within it, I’ve found a home and community here at UC that keeps me hopeful in one day witnessing a violence-free world.”

“I have grown in my knowledge of sexual violence in ways I never expected that I could, and I owe that to RECLAIM.”

RECLAIM students expressed their gained knowledge of interpersonal violence and safety on their final evaluations. They also spoke to their vision of a violence-free campus.

During the fall and spring semester, RECLAIM peer advocates provided a total of 18 educational programs, reaching an audience of more than 490 students. The reach of these programs dramatically decreased from last year when 27 programs were delivered to over 1400 students.

The educational program feedback was mostly positive. Participants noted a 64% increase in understanding of consent and nearly doubled their understanding of sexual violence and healthy relationships. The overall program was rated well and at least 82% agreed the program was “useful in their life”.

Reclaim is a peer advocacy program designed to deliver support to survivors of sexual and gender based violence as well as provide campus based advocacy and awareness.
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Paisley Scarberry, was hired as the full-time Sexual Assault Survivor Advocate & started on June 1, 2015. This position focuses on survivor advocacy and support. She served as the Interim Sexual Assault Survivor Advocate during the 2014-2015 school year and previously served as a RECLAIM peer advocate while attending UC as an undergraduate and graduate student.

This academic year, a total of 63 survivors were served by the Interim Sexual Assault Survivor Advocate. Outreach from Title IX accounted for 35 of these contacts and walk-ins accounted for 24. There were 7 phone contacts, 2 Title IX/PD accompaniments, and 2 via other forms of communication.

Last academic year, 56 survivors were served with 11 of these contacts receiving multiple or on-going services and support.

On the final evaluation for RECLAIM peer advocates, one noted survivors’ ability to overcome institutional barriers.

"Because of Reclaim and my fellow advocates, I feel confident in survivors' chance to be heard."

This year Reclaim Peer Advocates worked alongside The News Record to highlight the issue of sexual violence on college campuses. On September 18, 2014, The News Record featured the article, “Advocates and Survivors: Reclaim Peer Leaders Aim to Create Safe Environment for Sexual Assault Survivors.” With guidance from Reclaim Peer Advocate, Maria Kothman, this article addressed the prevalence of sexual and gender-based violence on campus, spoke to the importance of survivor advocacy, and highlighted resources available for student survivors seeking support.

On November 17, 2014, Reclaim Peer Advocates were featured in a second article, “Students Pledge to End Sexual Assault: It’s On Us Comes to UC,” which highlighted Reclaim’s efforts in creating a safe campus community by collaborating with administration and student organizations to promote UC’s It’s On Us Campaign.
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"Reclaim has taught me invaluable skills applicable to my future in the helping professions as a social worker – skills regarding crisis intervention and self-care, for example. These are skills I am currently implementing in my field placement..."

"Reclaim is my place at this University where I feel at home and where I have made the most memorable and lasting relationships. It is the place where I am surrounded by people who share my ideas and my deep, deep passions – I have learned that the relationships that you form with people who care so deeply about similar things are sometimes the most impactful."

"I have not just grown as an advocate for others in Reclaim, but I have realized my own personal power as well. Advocating for the basic human rights of others has been truly transformative because I have realized, accepted, and internalized my own worth and dignity."

As a cohort program, RECLAIM peer advocates are able to create a safe space and build a community where individuals feel empowered and learn with, and from, each other.

Throughout the year, Reclaim Peer Advocates stepped into leadership roles to complete individual activism projects. Raquel Boose led the advocates to complete “The I Aspire Grant” which included a written summary and 3 minute video produced by advocate Lucy Eisenhard. Advocate Talia Tuesta created the Peer Advocate Training Binder and Reflection Guide as part of a Women’s, Gender, and Sexuality Studies Graduate Internship. Reclaim Advocate Lauren Stoll coordinated a “Symposium on Campus Response to Sexual Violence”. Advocates were awarded with a certificate for their advocacy and activism during their final in-service.

With the marketing help of DAAPcares, RECLAIM peer advocates coordinated RECLAIM week from April 6-17th. The first event, a screening of the documentary *The Mask You Live In*, was co-sponsored by the InterFraternity Council & attended by 11 students; a panel discussion on masculinity followed the movie. The second event, RECLAIM Your Voice, was a performance & writing circle with 15 attendees. The following event, attended by 15 students, was a structured conversation with Title IX Coordinator, Jyl Shaffer. On Friday, RECLAIM advocates were on McMicken Commons where 69+ students signed the #ConsentCulture Pledge Board and 39 students wrote "What I Want UC Administration to Know..."
The Yearlings Scholarship is for non-traditional, undergraduate women students from the Cincinnati area.

Goal 2: Eliminate barriers for women

The Yearlings Scholarship committee, which is made up of three Student Affairs staff members, has seen a daunting task of selecting just one recipient.

Both of our Yearlings Scholarship recipients have graduated from UC. The Yearlings Scholarship committee will select a new recipient this following academic year. Scholarship is renewable as long as academic GPA is maintained.

February 11, 2015: Ifrah Aliawi, a senior Biology major/Chemistry minor, has been named the Yearlings Scholarship Recipient for Spring 2015. Aliawi is passionate about education and the opportunities it affords those who pursue it. She is looking forward to beginning a promising career in the sciences and is motivated to use her work to make a difference in the world.

UC has offered the Yearlings Scholarship for two years so far through The Yearlings, Inc. It is a non-profit, 501(c)3 organization committed to providing scholarships for non-traditional female students at NKU, Thomas More College, Gateway Community & Technical College and the University of Cincinnati. The Yearlings, Inc. also supports selected local charities through service and financial donations.

UC has charged the Women’s Center with awarding this $1,000 scholarship, which has been given out for two consecutive years now.

2013-2014 was the first year of this scholarship and saw just over 200 women applying for the $1,000 scholarship. This year saw a slight decline, with 197 applicants, due to late announcement, though need is still great.
The Women's Center applied for multiple grants throughout the year. In support of Women in Leadership & Learning, the center was awarded $3,500 by the Diversity Incentive Grant. The award was put towards a retreat and StrengthsQuest assessment tools to engage in best practices that support civic engagement, best practices of leadership development, and best practices in terms of high-impact programming and student learning.

Renewed UC Forward funding was awarded to support the Women and Activism course, cross-listed in Women's Gender, and Sexuality Studies and Organizational Leadership. Funding in the amount of $3,000 supported service learning projects with Peaslee Neighborhood Center focused on oral history and community-based feminist activism.

RECLAIM advocates developed and submitted an application to "The I Aspire Grant". The application consisted of a written summary and a 3 minute video of their work & goals. Upon not receiving the grant, Raquel Boose shared with the group:

"After reviewing this email myself and feeling rejected after all of the hard work we put into this application and video, I am in a much better place to share with you all this news in a mentality of victory rather than defeat. If I have learned one important lesson in my time in RECLAIM, it has been how to endure and persevere. As activists, we are continuously seeking and working towards change. We fight and push and try our hardest but the outcome isn’t always as we expected it to be and that’s okay. Simply put, it’s okay to not get the change we want and it's okay to "feel" failure. It is how we react to this change and how we make good out of the bad that builds our character and stamina. I don't consider this a failure one bit. I am still so proud and excited about the work we have done and I hope this momentum can continue throughout the year. Thank you for your input, your truths and your incredible dedication. Thank you for even having the faith to try. You all inspire me."
Women's History Month
During the month of March, the Women's Center celebrated Women’s History Month by holding various events and workshops.

Goal 2: Eliminate barriers for women

March 3rd kicked off Women's History Month with speaker Dr. Simona Sharoni, Professor of Gender and Women's Studies at State University of New York-Plattsburgh, who presented "Faculty Against Rape: Research on and Political Organizing Against Campus Sexual Assault." Dr. Sharoni is a feminist scholar, researcher, and activist. Her research and writing have included a comparative analysis of gender dynamics in the Israeli-Palestinian conflict and in the North of Ireland as well as a critical examination of militarization and masculinities and especially the interplay between political violence and gender-based violence. She is the author of "Gender and the Israeli-Palestinian Conflict: The Politics of Women's Resistance" and more than 50 referenced articles and book chapters. She is also one of the founders and leaders of the new organization, Faculty Against Rape. This event was attended by 14 faculty and staff and was sponsored by Charles Phelps Taft Research Center, WGSS, Taft Global Studies Research Group, Taft Human Rights Group, and UC Women's Center.

On March 4th, the Women’s Center planned a casual Open House from 2-4pm to celebrate Women’s History Month. The work of student's and staff from throughout the year was to be showcased. In addition, the upcoming events for the month would be advertised. Students, faculty, and staff were invited to stop in, see student work, and share their stories. This event was canceled due to inclement weather.

International Women's Day was March 11th and the Women's Center celebrated by hosting a special, International Women's Day-focused Soul Cafe panel discussion from 11:30am to 1:30pm at MainStreet Cinema. Attendees heard from a panel of UC community members as they discussed issues impacting international women's experience and representation.
In continuation of Women’s History Month, on March 26th, a $tart $mart Salary Negotiation Workshop Session was held. This workshop is a collaboration between the American Association of University Women and the WAGE project. $tart $mart prepares college and university women who are approaching the job market with the confidence, knowledge, and skills they need to negotiate salaries and benefits. According to AAUW research, just one year after graduation, women earn just 82 percent of what their male counterparts earn and the gender wage gap widens over the next 10 years. This year, 4 undergraduate & 39 graduate students participated in $tart $mart. The workshop was offered in partnership with the Graduate School.

$Start $mart campus workshop participants gain knowledge and skills including: how the gender wage gap affects their lives, how to develop a personal budget to determine salary needs, how to benchmark salary and benefits, and how to negotiate for their first salary out of college.

During the 2013-2014 school year, a total of 6 $tart $mart workshops were held at 3 hours each. 57 students attended for an average of 9+ per session. Of the 57 attendees, 39 were undergraduate students and 18 were graduate.

Transgender Visibility Day fell on March 30th this year. In co-sponsorship with the UC LGBTQ Center, the Women’s Center planned a showing of "Transamerica" at MainStreet Cinema. "Transamerica" tells the story of a pre-operative male-to-female transgender woman who takes an unexpected journey when she learns that she fathered a son, now a teenage runaway hustling on the streets of New York. Due to inclement weather, this event was canceled.
Staff Development & Community Contributions
Focused on the betterment of the Women’s Center and community, staff and students engage in retreats, workshops, symposiums, and services.

Goal 2: Eliminate barriers for women

Two facilitators were brought in for the winter staff retreat: graduate student Talia Tuesta and Z Nicolazzo. The purpose of the retreat was to focus on capacity building, team-development, and "re-imagining" the work, particularly to engage intersectionality, during significant organizational change. Tuesta utilized PhotoVoice as an action research methodology to open up the opportunity to reflect on personal experience in the work and to share those stories with each other. Nicolazzo built on this session by encouraging staff members to name their multiple, intersecting identities and how they are shaped by & shape the work. The staff was empowered by validating each other and finding their voice and was encouraged to think critically about how to affect change.

On April 1st, the Women's Center presented at the 7th Annual Diversity Conference. The first session was "The Use of PhotoVoice in Fostering Inclusion & Innovation in Organizational Development: UC Women's Center as a Case Study." The second, "Intro to Intersectionality: Acknowledging Our Differences," was presented by student worker, Kalilah Montgomery. "Celebrating Yesterday, Honoring Today, and Re-Imagining Tomorrow: Release of the Findings from the 2014-15 Women's Center Program Review" was also presented by staff.

The first Annual Symposium on Campus Response to Sexual and Gender Based Violence was sponsored by Greater Cincinnati Consortium of Colleges & Universities (GCCCU), Southern Ohio Consortium on Higher Education (SOCHE), and the GCCCU/SOCHE Women’s Center Committee. Lauren Stoll, 4th year RECLAIM advocate, proposed the idea for this symposium in the fall, and led the planning & implementation with other students. Eight institutions from across the region were represented at the symposium with an estimated total of 35 in attendance.

Other contributions include participating in graduate research studies on survivor experience, completing the SAFER campus assessment, sponsoring "Wiki Women" hosted by DAAP students, and researching & benchmarking definitions of consent and the emerging responses to campus gender-based violence. In compliance with new federal law, lactation services were made available to nursing students, faculty, and staff. These services were used 23 days, with a total of 41 lactation time slots.
Student Professional Development

Through the Women’s Center, students have the opportunity to receive funding for travel and attending conferences, and to receive credit through experiential learning opportunities.

Goal 2 & 3: Eliminate barriers for women // Increase student leadership & activism

Four students received funding to travel to Baltimore, MD where they attended the National Conference for College Women Student Leaders (NCCWSL). These students were Algeria Wilson, Stacey Masur, Paisley Scarberry, and Emily Imhof. The NCCWSL is hosted by the American Association of University Women and the National Association of Student Personnel Administrators and aims to close the gender gap in leadership. The NCCWSL was America’s first conference for college women and provides a transformative experience for attendees and prepares them to be the next generation of leaders.

In addition to the NCCWSL in Baltimore, students also traveled to Duke University, Ohio State University, and University of California, Berkeley. At Duke University, Katie Ratajczak and Courtney Shade attended the PACT Symposium, which included an interactive, student-facilitated bystander-intervention training. The Student Parent Symposium at Ohio State University was attended by Alex Shelton and Deana Garner. The objective of this symposium is to promote the advancement of support services in higher education for parents and families. The Campus Sexual Assault Conference at UC Berkeley was attended by Courtney Shade, Jess Byrd, and Paisley Scarberry. This conference focused on the challenges facing colleges and the sharing of best practices for improving prevention, changing culture, and moving beyond compliance.

New, formalized, credit-bearing experiential learning opportunities have been created. There have been 2 MSW graduate placements, one working with the Ohio Alliance to End Sexual Violence and the other charged with the Campus Readiness Assessment. Two WGSS graduate internships have revamped the RECLAIM training binder and developed an additional workbook. As a co-op placement, 1 DAAP student is working on the design of masculinities programming and the rebranding of the Women’s Center based on the findings of the external program review.

“My internship experience at the Women’s Center greatly impacted my development as a student, educator, and leader. As an intern and RECLAIM advocate, I was encouraged to critically examine my feminist identity, grow as an activist, and share this knowledge with my fellow RECLAIM advocates in the form of a training manual. The WC taught me how to bridge feminist theory and praxis, which complimented my graduate studies at UC. I am forever grateful to the WC for empowering me to make a difference in my UC community!”
C-Ring: 93rd year

C-Ring has recognized graduating women students for their academic excellence, service, leadership, and, since 1995, advocacy for women/girls.

Goal 3: Increase student leadership & activism

Tamika Jones, a student in both the College of Arts & Sciences and the College of Business, exemplifies what it means to be “an active global citizen bridging the gap of misunderstanding and language barriers to bring people together.” She thanked those who helped her recognize her talents and expressed her need to continue to reach back and pull other women forward to achieve their goals & dreams.

C-Ring is an award given each spring to an outstanding graduating senior woman at UC. C-Ring has evolved over the last 90+ years to become an all-university award based on several rigorous criteria. In order to be eligible for nomination, a woman must have a minimum 3.4 GPA. The nominees must demonstrate a commitment to the betterment of our campus, community and the advancement of women.

The time line for this award program is 10 months and over 500 UC senior women met the initial criteria of a 3.4 GPA. Twenty-two women from CECH, CCM, Allied Health Services, Arts & Sciences, Engineering, and Business were nominated and completed packets for the C-Ring. In the 2013-2014 school year, 22 women were also nominated.

Nominators and Letters of Support came from faculty, staff, and community partners. The C-Ring committee, who selected the 5 finalists, is made up of 21 faculty and staff members with 7 honorary members. The celebration recognized all applicants and finalists were awarded etched crystals to acknowledge their commitment.

The reception was attended by nominators, supporters, college deans, UC Provost Beverly Davenport, VP Division of Student Affairs Debra Merchant, faculty, staff, students and parents. Attendees also included last year’s C-Ring recipient Stephanie Lux and 1953 recipient Connie Kling Hanna. Amy Howton said the C-Ring Award highlights work that is often made invisible as “leadership” continues to be seen in gendered terms and that “C-Ring celebrates UC women like Tamika who are doing gender justice work to change the world, and its legacy at UC is something we should all celebrate.”
Fall Events & Conferences

During the fall, the Women’s Center hosted “I Love Female Orgasm,” ElectHer workshop, and CONNECT Conference.

Goal 3: Increase student leadership & activism

On September 17th, the Women’s Center hosted the program “I Love Female Orgasm.” This event took place in Zimmer Auditorium and was attended by over 550 students. The Female Orgasm combines sex education and women’s empowerment with a hearty dose of laughter. The program brings a playful, honest approach to this topic, packing the house on college campuses. The Female Orgasm presenters are often complimented on presenting "sexy" material in a tasteful, appropriate manner; knowing that people who are well-informed about sexual topics are more likely to make healthy decisions about the risks associated with sex. The program is inclusive of people of all genders and sexual orientations.

Elect Her - Campus Women Win is a day-long conference designed to give college women the concrete skills they need to run for student government. The event is co-hosted by the Student Government, Women in Leadership and Learning, the Women’s Center and the American Association of University Women. 35 students registered and 21 attended this workshop on November 8 at the AACRC.

CONNECT Conference is hosted annually and aims to link First-Year women to Upper-Class women in leadership roles. It encourages women to get more involved and to take on leadership on campus. It is open to first and second year women. This year, 101 registered and 27 attended.

During the 2013-2014 school year, 14 students were nominated by staff or faculty to attend the Elect Her - Campus Women Win Conference. In the same year, 107 women students registered for the CONNECT conference and 55 attended some or all of the day.
Women and Activism
The Women and Activism course provides students with the history of feminist activism and skills to affect social change by working with community organizations.

Goal 3: Increase student leadership & activism

Women and Activism is cross-listed in Women’s, Gender, and Sexuality Studies and Organizational Leadership. This year, the course was awarded renewed funding through UC Forward in support of its enhancement as a service learning course. The course serves as one of three academic requirements for the Women in Leadership and Learning (WILL) program and as such serves to bridge what students are learning in the classroom about feminist leadership and social change and their practice of those theories.

This team-taught course provides an opportunity for students to critically investigate how women influence and engage in social justice activism and to then apply those lessons to a service learning project. In addition to learning histories of feminist activism and social change, students will develop the leadership and activism skills needed to affect positive social change. Students will then translate these ideas and developing skills into real-world action with the Peaslee Neighborhood Center in Over the Rhine.

The class begins with an all-day retreat at Peaslee Neighborhood Center, where we learned about the history of Peaslee & the neighborhood, explore the power of story-telling, and to share our own personal stories as a way to build community.

This year, the service learning project was an extension of last year’s oral history project (see here: http://youtu.be/7uKvpuDxGAI). Students interviewed neighborhood organizations to learn about and document the role women have historically played in community activism in Over the Rhine. They transcribed these interviews, edited short-films, and screened these films for Peaslee and the neighborhood. The screening was attended by students, the course instructors, Peaslee and other neighborhood organizations. Such documentation builds on Peaslee’s existing oral history archive and helps to construct a positive, counter-narrative of Over-the-Rhine as a means of social change.
Women In Leadership and Learning is a multi-year learning community comprised of both academic and co-curricular experiences designed to develop a student's leadership over the course of their undergraduate collegiate experience. Students met weekly for a total of 20 meetings; overall student attendance was 90%. These meetings focused on the Social Change Model of Leadership, inclusive & feminist leadership, clarification of personal values, conflict negotiation, and WILL planning/evaluation. A restorative justice model was used during one session to address group conflict (OMBUDS). Time during meetings was also used for trainings including Safe Zone (LGBTQ Center), Intersectionality (Women's Center), StrengthsQuest Assessment (SALD).

"Participating in WILL has been the most positively profound experience I’ve had as a student at UC. The leadership skills I’ve learned and practiced through WILL have allowed me to continue giving back to the university and to others. Connecting with the Peaslee Center downtown through both the WILL retreat and the Women & Activism class was an incredible experience. Hearing and learning from community organizers has made me feel even more connected to my work and to the city of Cincinnati. It is because of Directors like Amy Howton, programs like WILL, and community partners like Peaslee that I am proud to call myself a Cincinnati Bearcat."

"By being involved in WILL, I learned that I wasn’t alone as I often feel silenced."

Thirty-five students were nominated for WILL this year, a decrease of 39% from the year before, likely due to staffing vacancies. There were 17 total nominators, down from 29 last year. The 2015-2016 incoming cohort includes 21 students, representing 19 different majors, who were selected to join the program this year. Program retention was 77%, with 21 joining the program and 16 completing the year/program; this is an increase of 10% from last year’s retention rate. Last year, retention was at 69% with 19 in the beginning and 13 by the end of the year.
WILL and ACT
WILL’s mission: To build a community of leaders, committed to social justice and activism, through co-curricular, experiential learning.

Goal 3: Increase student leadership & activism

"WILL has taught me to welcome the uncomfortable—that conversational conflict can be good and that some of the best times to learn are when you are uncomfortable. Before joining WILL, the anxiety over speaking up in groups was at times overwhelming and uncomfortable to the point that I would just deal with the frustration of saying nothing instead. Now, my goals are to never stop putting myself in uncomfortable situations, speak with genuine purpose and let myself be vulnerable. I try to practice these goals in all aspects of my life but it is most clearly demonstrated and practiced at work (advocating for coworkers who are still working to find their voice), in the classroom (arguing for a feminist approach to the social work practice), and with my field placement (finding a place where I can practice feminist leadership). This is all a learning process for me. Learning when to speak and when to listen as well as how to speak in a way that is nonthreatening yet honest is an important piece to this process, which I cherish as an immense learning and character-shaping opportunity. I applied for a job and did study abroad!"

This year, WILL students engaged four group action projects: Activists Coming Together, feminist campus event, CONNECT, and ElectHer. A group of 11 WILL students planned and coordinated ACT, a semester-long activism development program, by breaking into smaller sub-groups responsible for curriculum development, application and recruitment, and facilitation. For Women’s History Month, 5 WILL students worked together to plan a campus-wide event. Students researched possible speakers, sought funding, and ultimately decided to not schedule the originally planned event. The CONNECT Conference was coordinated by 2 WILL students with other student leaders on campus. Another 2 WILL students planned and implemented the ElectHer workshop to prepare women students to launch an election campaign. Overall, students indicated that the program "exceeded their expectation" and increased their knowledge and skills of feminist leadership by 12%. Based on the program evaluation feedback, a peer mentoring component and an additional retreat will be implemented next year.