

HARVARD COLLEGE WOMEN'S
CENTER

ANNUAL
REPORT

2020-2021

CHALLENGE. MOTIVATE. INSPIRE.

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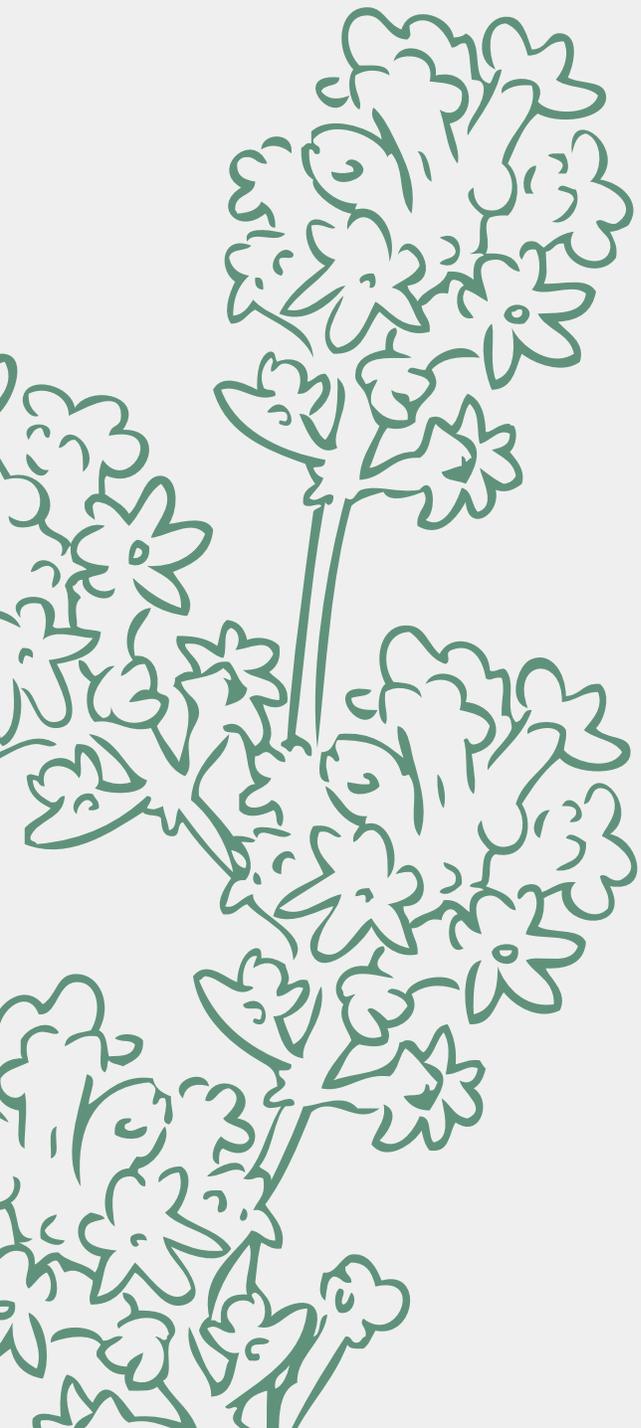
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MISSION

The mission of the Harvard College Women's Center is to promote gender equity by raising awareness of women's and gender issues, developing women's leadership, and celebrating women who challenge, motivate, and inspire. In alignment with these goals, we centralize resources and offer student-focused programming to strengthen individuals and student organizations. The Women's Center is committed to creating a welcoming and inclusive environment for all students that encourages dialogue and diversity

Letter from Director

Dear Community Members

I am writing to wish you well in what has been a remarkable year for all. Much has changed, however, the Harvard College Women's Center remains committed to gender equity and women's leadership, and I am delighted to share what our center accomplished over the past year. In the following pages, you will find reporting of our activities during the 2020–2021 academic year, including our approach to remote engagement during the pandemic. Considering all of the adaptations we were making, 2020-2021 was a good year for deep reflection on our purpose, mission, and vision, and to re-evaluate our approach to this work. As a result, we have changed how we structure our work and honed our transformational leadership development framework to more clearly connect leadership to gender and power.

Despite all the challenges, the Women's Center team, including 9 undergraduate interns, 2 graduate assistants, and 2 FTEs managed to deliver high-quality programming in alignment with our mission and AY21 goals while balancing the needs of our team members. In streamlining our events, we fulfilled our goal of providing programming that centered community, promoted inclusion and belonging, and helped students manage social isolation during remote engagement. From our "Post-election Poetry Reflection" to the theme of "Holding Community" during Women's Week, we heard from community members (interns, frosh reps, WoCC ambassadors, Women's Week Steering Committee, WiSTEM mentees) in post-program evaluations and word of mouth that our programming did indeed promote community.

In our public commitment to fighting anti-Black racism over the summer of 2020, we identified 10 areas the Women's Center would focus on. Since then, we have continued ongoing efforts and made progress in each of the ten areas outlined, from continued support of our Women of Color Collective, to strengthening the intersectional focus of our Gender 101 workshop (among many others). Furthermore, we identified specific needs around addressing harm and strengthening inclusive community. As such, we are excited to announce that the Women's Center is part of a collaborative awarded a Culture Lab Innovation Fund grant to introduce restorative justice philosophy and practices to various DSO communities as we gear up to come back to campus in the fall of 2021.

While we are excited at the prospect for a return to campus, I am grateful to all of the community members who made last year as successful as it was. Together we continued our work to promote gender equity and ensure that all students are able to thrive in their time at Harvard. I am especially grateful for the service and friendship of Bridget Duffy, who started out in her role as administrative coordinator at the Women's Center over a decade ago. It is with bittersweet emotions that I wish Bridget congratulations on her promotion to Assistant Director for Finance and Administration of the Equity, Diversity, and Inclusion unit. While her office will be relocated to University Hall, she will always be a part of the Women's Center and we are thankful that she will continue to support our work in her new role.

In community,



Heidi L. Wickersham



Campus Education

The mission of the Education Committee at the Harvard College Women's Center is to offer critical tools and frameworks to engage in the long-term and continuous work of reconceptualizing gender beyond the binary. We strive to alleviate the burden of education and representation placed on marginalized gender identities and create spaces for gender diversity through our Gender 101 Workshops and other educational services provided to the Harvard community.

Gender 101 Workshops

I really enjoyed working for the Education Committee! I definitely felt nervous at first because I had to learn the Gender 101 Workshop, but after practicing consistently I felt more confident in helping lead the workshop. Though learning the workshop and Zoom tech was difficult in the beginning, the feedback and affirmations I received from Mickey, Kirin, and Gabby were beyond helpful.

One of my favorite workshops to lead was the one for Radcliffe for their Emerging Leaders Program. Although there were difficult circumstances before and during the workshop, the engagement, reactions, and feedback from the High School Students was really heartwarming and I was very happy that they enjoyed the workshop as much as I enjoyed co-leading it. It felt great that we consistently received good feedback from our participants from other sessions as well. Although those comments were very affirming, on the feedback of our second to last workshop, somebody mentioned that it was still very much centered around the idea of a gender binary and that genderqueer voices seemed like an afterthought. I really appreciated that comment because that is more work that could be done on our end to revisit the structure and content of the workshop.

Being on the Education Committee was a learning experience for me and I loved every minute of it, for the work I did and for the people I was able to work with!

-Joselyn Vera '21

Community Outreach

The purpose of the Community Outreach Committee is to create opportunities within the Houses and Yard to promote social connections for students. Community Outreach interns are responsible for supporting and empowering students to advance the mission of the Center in creating social connections in their communities. Community Outreach interns expand the presence of the Center in the Yard and the Houses through the First-Year Representative Program, the Women of Color Collective, and intern hiring. This committee coordinates other activities for student engagement, including holding open houses during first-year and junior parents' weekends, hosting a table at Orientation and the annual Student Activities Fair.

First-Year Representatives

This past year working with the Frosh reps has been extremely rewarding albeit difficult both in recruitment itself and also in the connection of the Frosh reps felt to the Women's Center. Being in a virtual format, it was difficult to connect the frosh reps to the physical Women's Center, its community, and its interns. However, at the end of the fall, when we had a social with the frosh reps and WoCC ambassadors at the end of the year, it helped in making the Women's Center feel more like a community. Despite this challenge in building community, the frosh reps were able to put on some successful events. In the fall, we were able to plan an event that aimed at getting other first years to get to know one another. The Frosh reps were passionate, organized and dedicated to the work. Our event *Late Night LadyBird* was a space where first-years could come and be in community with one another, meet other frosh reps, and enjoy a good movie with each other.

In the spring, we were able to plan another event that was a part of Women's Week. This event was centered around practicing self-care. Going into the second semester, the frosh reps indicated that they were already exhausted and fatigued from the year. From conversations we had amongst one another and conversations they had with other first-years, we thought it best to have an event that was centered around healing and self-care. This event allowed people to relax and be in community with one another as they listened to poetry. While the frosh reps this year were able to implement more programming than in past years, planning a fall event, a women's week event, Visitas, and frosh dates, the attendance and participation of first-years was quite low. This might have been because of the virtual year though. Overall, the Frosh reps did great work in adapting to the virtual climate and meeting the needs of first-years.

-Fariba Mahmud '22

Women of Color Collective



This past year working with the Women of Color Collective (WoCC) has been extremely rewarding. In the fall, despite only having two ambassadors, we were still able to put on an event that met the needs of the WOC community at Harvard. Our two ambassadors were passionate, organized and dedicated to the work of the Women of Color Collective. Our event, *Reset to Revolutionize*, was a space where women of color could receive advice from Liyah Brown about self-care as an activist and share experiences and advice with one another.

In the spring, we gained four new ambassadors and retained the two others we had from the fall. That's a great feat from years before! I think that next year in the application, we should include a question asking where they heard about the WoCC program to strategize our recruitment efforts. I know that we were more intentional in the spring about reaching out to student organizations, and perhaps gaining 4 new ambassadors was a testament to this. Similarly to the spring, our ambassadors were committed, creative and collaborative! We put on two events - *Food for Thought: Women of Color in Academia* and the *Girlfriends Sleepover*. The first event was a panel discussion featuring Professors Dr. Malavika Reddy, Dr. Gloria Ayee, Dr. Sparsha Saha with a Q&A portion afterwards. Despite having a shorter period of time publicizing the event, we had great attendance of around 30 students. The second event was a screening of the show *Girlfriends* along with some discussion about self-care. We had over 50 attendees and people were engaged in the breakout session activities. All in all, we had a very successful spring semester and year in general!

-Chelsea Offiaeli '22 & Mirielle Wright '21





Programming & Events

The Programming and Events committee increases student leader representation in matters related to their experience and enhance dialogue and collaboration between the Women's Center and students. Interns are responsible for collaborating with student organizations to facilitate planning, publicity, and implementation of programming and initiatives to raise awareness of women's issues through development and implementation of a communications strategy, Women's Week, Women's Cabinet, and Ann Radcliffe Trust (ART) Grant process.

Women's Cabinet

It has been an honor to be Women's Cabinet Chair for the 2019-2020 and 2020-2021 school years. I am inspired by all of the student leaders I had the privilege of being in community with during my years as Chair. From presenting a report to the Executive Director of Harvard University Health Services, funding dynamic student events with the ART Grant, to highlighting leaders I admire on Instagram Live, I am proud of my contribution to the legacy of the Women's Cabinet. I did not take the responsibility lightly. Every day I committed myself to learning and refining my skills so I may put forward my best work in the role. I brainstormed new ways to engage with undergraduate students, and learned how to navigate the diversity of opinions within the Cabinet. There were days when the work was frustrating and challenging, but those days were often the most fulfilling, for it came with curiosity, growth, and lessons that I will carry with me even after graduation. I am eternally grateful for the support of the staff and my Programming & Events Committee. They encouraged me during those challenging moments and celebrated with me during my successes. Even though the pandemic changed the direction of the Cabinet and all of our lives unexpectedly, I am filled with gratitude for what we were still able to accomplish during these difficult times. I am excited to see where the Women's Cabinet is going in the future, for I know it is in very good hands!

-Christie Jackson '21





Women's Week 2021

Holding Community

Though the format and challenges of Women's Week this year were unprecedented due to remote learning, it was nonetheless a successful week and an exciting group of events. There were a total of 15 events, focused on everything from Black feminism to South Asian motherhood to women in poker. Ije and I created a targeted pubbing list at the beginning of the fall semester that we used to successfully solicit event applications for Women's Week. All events that applied in the fall, except for one, saw their projects through to fruition and many orgs started working on their events well in advance of the spring semester. We had two steercom meetings in preparation for Women's Week in the fall semester and in lieu of a third meeting in the spring semester, I communicated with orgs over email, phone, and through individual meetings with those that needed extra support. It was undoubtedly more difficult to do team-building activities and foster a sense of community between clubs virtually but we included ice breakers and fun activities in each steercom meeting nonetheless.

Initially, I was worried when my co-chair decided to take a leave of absence during the Spring Semester and thought I would have to organize my first Women's Week without a co-chair and simultaneously adapt it to a virtual format but thankfully Christie, Tooichi, and Mickey jumped in to help and could not have been more supportive. The teamwork that went into planning Women's Week in the spring semester was key to the success of this week. The P&E Committee came together and worked hard to pull it off and I am incredibly grateful to my committee members for their flexibility, creativity, and collaboration.

Overall, not only was feedback from event participants positive, but feedback for the Women's Center from the event organizers themselves was positive as well. On a scale of 1 to 5, all participating organizations but one gave the Women's Center a 5 for clear guidelines and expectations as well as for timely communication. 11 organizations gave the Women's Center a 5 for support in adapting to virtual events while 2 orgs ranked this as a 4; 10 organizations gave the Women's Center a 5 for general support and 3 organizations gave this a 4. The component that seemed to need some improvement was making the steercom meetings more helpful, with orgs rating this between a 3 and a 5. However, this is possibly due to the virtual nature of steercom meetings this year and will likely be better when they can be held in person again. At large, organizers thought it was well-organized, that there was constant and clear communication, and that clubs received support they needed from HCWC staff. The ways in which they thought the Women's Center could have improved mostly revolved around giving orgs a clearer understanding of the budgetary/financial side of things (another component that was complicated due to remote learning) as well as more support with publicizing.

Women's Week 2021

Holding Community

The events themselves ranged in their number of attendees, with most events falling within the 15 to 40 person range. The mean number of attendees per event was 23 people and the median number of attendees was 20. Multiple organizers reflected on the rich and fascinating conversations that took place during their events and the lessons they took away from it. Another wrote, "After the success of piloting our "WiM at the Table" series during Women's Week, we hope to be able to continue to offer events like these! Participating in Women's Week definitely helped our organization mature in our event-planning process and help us expand and build on our ideas through the funding and support of the Women's Center. The funding process especially gave us more means to be able to give back to our community, and we are grateful for the opportunity to be able to serve the student body and our membership in these invaluable ways. Our board members took away many useful experiences as well and have grown as leaders as a result."

Being a Women's Week co-chair this year was an exciting experience that pushed me to grow as a leader and sharpen my communication, organizational skills, and learn the ins and outs of putting together a week's worth of events, from the budgetary/financial side of things to graphic design. The lessons I learned from this experience are invaluable and ones that I believe will help me immensely not only as an intern at the Women's Center but in the classroom, off-campus, and in my life.

-Sawyer Taylor-Arnold '23

WOMEN'S WEEK 2021
MARCH 1-5
<http://tiny.cc/ww2021>

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY (Bonus!)
6-7 pm: Embodying the Self: An Intersectional Dialogue on Body Image (AAWA) 8-9 pm: Women in the Woods: Voices for Outdoor Inclusivity (Harvard Outing & Mountaineering Clubs)	7-8 pm: Black Feminism: A Discussion (BSA) 8 pm: A Reflection on South Asian Motherhood (SAA)	3-4 pm: Black Womxn Deans at the Forefront of DIB Work (HCWC) 5 pm: Coffee Chat with WiM (Women in Medicine) 7 pm: Self-Care and Crafting with SAWC 7-9 pm: Maria Ho: Building a Community for Women in Poker (Harvard Poker Club)	5 pm: Femmes Can Be Them: Exploring Nonbinary Femininity (Secret Court 100 & QSA) 6-7 pm: Tough Love: A Conversation Around Immigrant Parenting and Language Barriers (Khmer Student Association) 8 pm: Women in Religious Leadership (FRESI & Harvard Hillel) 9 pm: Caring for Ourselves and Our Stories (HCWC Frosh Reps)	5 pm: Coffee Chat with WiM (Women in Medicine) 6-7 pm: Navigating a Career as a Black Woman in STEM (HSBSE & HBPS)	8 pm: Holding Faith Communities for Women and People of All Genders (FRESI & Harvard Hillel)

The Ann Radcliffe Trust Grants

The Ann Radcliffe Trust/Women's Center Community Fund (ART/WCCF) was created in the pioneering, independent spirit of Ann Radcliffe, who, in 1643, established the first scholarship fund for Harvard College and for whom Radcliffe College was named two-and-a-half centuries later. Grant applications are reviewed by a rotating subset of members of the Women's Cabinet led by the co-chairs, along with 2-3 HCWC interns and representatives from awardee student organizations. Grants are awarded to student groups to fund projects that support the visibility of women, encourage dialogue about gender, and promote women's leadership at Harvard College. This year, the ART/WCCF grants supported a diverse range of student-run events and programming, including Latinas Unidas' Latina Empowerment and Development (LEAD) Conference, Women Rise in Bangladesh by the Bengali Association of Students at Harvard, the Harvard Ballet Company's virtual performance *Reimaginings*, and other virtual theater and dance productions and online community engagement opportunities. When on campus, the Harvard College Women's Center awards an average of 35 ART/WCCF grants to student initiatives each academic year. For 2020-2021, a totally remote year, we received fewer funding requests and were able to fund 100% of the requests we received, awarding 11 grants totaling more than \$5,000.

#WCW & Appreciations

Our Woman Crush Wednesday (#WCW) campaign continued this year, celebrating women at Harvard and beyond who challenge, motivate, and inspire. We highlighted the work of 18 amazing women on our social media this academic year who were nominated by students. These public shout outs are another way for the Women's Center to appreciate the work of others, in addition to our weekly "appreciations." As a staff we nominate individuals, student groups and offices that we think are doing great work in solidarity with our mission and send them certificates of appreciation.



Let's

Talk

Let's Talk Series

The Let's Talk Series features programming spearheaded by our undergraduate interns highlighting campus issues and building community.

2020-2021 Events

Happy Hour for the Heart 9.30.2020

An evening of self-care, reflection, and guided meditation in collaboration with the Center for Wellness and Health Promotion.

Bloodchild by Octavia E. Butler 10.26.2020

A celebration of Octavia E. Butler and her Hugo Award Winning short story, *Bloodchild*.

Voterraiums 11.2.2020

A game night in anticipation of the Presidential election.

Post Election Poetry Reflection 11.5.2020

A night of poetry reading and art showcase where attendees reflected on their feelings in the wake of the presidential election

We're Speaking: Intersectional Representation in Politics 2.16.2021

A discussion on intersectional representation in politics with the recent inauguration of the first Black and South Asian woman, Vice President Kamala Harris.

Harvard College Women's Center Presents:

VOTERRARIUMS

The November Let's Talk

Monday, November 2nd | 8-9 pm ET

RSVP at tinyurl.com/voterrariums

Join us the day before the U.S. presidential election to discuss the intersections of voting, gender, and race while building beautiful terrariums and playing online games with each other. The first 15 people to RSVP will receive a free Terrarium kit to build at the event! We will also give all those who RSVP a clue for a matching game that will be played during the event! Can't wait to see you all there!



RSVP DEADLINE:
OCT. 16TH AT 11:59PM

Questions? Email hcwc@fas.harvard.edu



Fall Spotlight

We began our Let's Talk Event with some music from the Community Playlist as we waited for people to hop onto the Zoom call. After a good amount of people hopped onto the call, we matched everyone and put them into their pre-assigned breakout rooms. There they talked about the clue they received and the importance of the figure in relation to voting. This was tough as some people did not come to the event, so some people were missing their partners. After a few minutes, we had everyone return back to the main room. There, we started our discussion and terrarium building (for those who had their terrarium kits). We began by introducing some discussion norms and inviting people to add to the list. Then, we started the discussion. We asked questions like why voting was important to them, what their worries were for the election, what is giving people hope, how the government engages with young voters, etc.

The discussion was so deep and impactful. People shared their concerns and their hopes of the election. One participant discussed why they think the government should pay more attention to young voters. Another shared how the voter turnout this year was giving them some hope and another participant reminded us that there is still so much work that needs to be done after the election, no matter which way it goes. It was so nice to be part of a space to talk and reflect together. Everyone in the call participated in the discussion and critically answered the questions. After the discussion, Ije opened two breakout rooms again. In these breakout rooms we played codenames, and scribbl.io. Before the event, we had made a feminist codenames and came up with some terms that could be used in a scribbl.io game. In one room, they attempted to play the feminist codenames, but it was difficult because there was a lot of overlap in the voting related terms. The other room, because of fewer people, decided to play a normal round of scribbl.io. After playing together for 15 minutes, we all returned back to the main session where we gave some closing messages before the end of the event. Overall, the event was a success. We were able to create a space where people could come together and talk about the election before it ended. People really opened up on the call, and it was nice to be a part of the discussion.

I think some important things to note for the future is how to accommodate people who RSVP'd but did not show up to the event. The activity planned for the Breakout Rooms was a matching game that was dependent on everyone showing up, so I would also suggest having activities prepared but not assigning roles or tasks for participants until they have all showed up. I think the event was an overall success. I think having an event around the election was important and sending out terrariums to attendees was a nice addition.

-Chelsea Offiaeli '22, Ijeoma Okereke '22, and Fariba Mahmud '22



Spring Spotlight

**WE'RE
SPEAKING**

**INTERSECTIONAL
REPRESENTATION
IN POLITICS**

TUESDAY, FEB. 16TH AT 7-8 PM ET
RSVP at tinyurl.com/werespeaking

Join the Harvard College Women's Center the day after president's day for a discussion on intersectional representation in politics with the recent inauguration of the first Black and South Asian woman, Vice President Kamala Harris in office. The first 10 people to RSVP AND attend the event will receive a VP Kamala Harris mug. The others will receive a small VP Kamala Harris sticker. All are welcome to attend.

Harvard College Women Center

The event began with Chelsea playing the HCWC Community playlist as people joined the call. Fariba also messaged people confirming that they would receive a mug. Once a good amount of people were on the call, we started the event by introducing ourselves, the reps from sponsoring orgs, and the topic of discussion. Additionally, we also had people acknowledge the land that they were calling from. After introducing the event, all attendees played a Kahoot with different questions on Intersection Representation as a warm-up. Afterwards, we sent all attendees a hand out with discussion norms, more information on the Kahoot questions, definitions, and the links to the Jam board and the merch order form (so we could collect everyone's addresses). We discussed all of these at length with our event attendees. We then asked them to use the Jamboard to write their definition of representation. Throughout the event, people could use the Jamboard to express their thoughts and questions.

We used these definitions to start our discussion. First, we had our soft panel speak. Our panelists spoke on how while they were excited to see an identity they hold represented in politics, they also knew they had to remain critical of the policies and actions that this person supported and enacted. The discussion covered different topics including what it meant to idolize political figures, what people's reactions were to VP Kamala Harris becoming the first woman of color Vice President, political figures people looked up to or challenged, and the role people thought they played in politics. Throughout this discussion, event attendees spoke by unmuting themselves directly or by using the Jamboard. Additionally, Fariba also used the Jamboard to record common thoughts and sentiments shared. People throughout the event were very engaged. Most attendees kept their cameras on and unmuting themselves when speaking.

The event ended with the acknowledgement that a lot of these questions can not be completely answered and resolved in one hour but that we hope that this discussion served as a starting point to further analysis and discussion in everyone's daily lives. We ended the event asking everyone to leave their last thoughts and feedback and to make sure to fill out the form to receive their merchandise. Overall, the event was a great success. People were really happy with the discussion and the materials provided.

-Chelsea Offiaeli '22, Christie Jackson '21, and Fariba Mahmud '22

Leadership & Development

Women's Leadership Awards

For this year's Women's Leadership Awards (WLA), our biggest consideration was student engagement. Knowing that students were feeling burnt out and Zoom fatigued, we decided to make WLA an asynchronous affair. For our professional awardee, we chose Jamesa Bailey because of her significant and impactful advocacy work with Planned Parenthood. Regarding the WiSTEM Mentor of the Year, the staff chose Hannah Smith because of her strong relationship with her mentee and the amount of time that she has dedicated to the mentorship program. Our Student Award Recipient was Chiamaka Obilo, chosen for her leadership as the Phillips Brooks House Association president and as a leader in the Black Harvard community. Josy was the intern responsible for corresponding with Jamesa, Mirielle for Chiamaka, and Toochi for Hannah. We all decided to collect different video and written components from each awardee and the content was posted and displayed on our YouTube, Instagram, Facebook, Website, and Newsletter. Under the guidance of Kirin Gupta, we as interns had an easy time designing, collecting, editing, and posting all of the materials. In terms of our engagement, we had a total of 174 views through YouTube, 470 views and 244 likes through Instagram, and reached over 600 accounts on Facebook. WLA was an immensely successful event and it was rewarding to be a part of the coordination team this year. During an objectively overwhelming and tumultuous time for our community members, it was important to us to highlight leaders in our community that challenge, motivate, and inspire us all.

-Mirielle Wright '21, Joselyn Vera '21, Toochi Uradu '22

Peggy Schmertzler Leadership Seminar

Schmertzler Seminar 2021

TERISA SIAGATONU
Poet of Personal Experience

HCWC

TERISA

SIAGATONU

Join the Women's Center and award-winning poet Terisa Siagatonu for the 2021 Schmertzler Leadership Seminar

April 29th at 7pm

<https://tinyurl.com/HCWCYT>

Interested in writing your own poetry? Come to Terisa's workshop on the power of storytelling and personal narrative on April 27th at 8pm

RSVP:

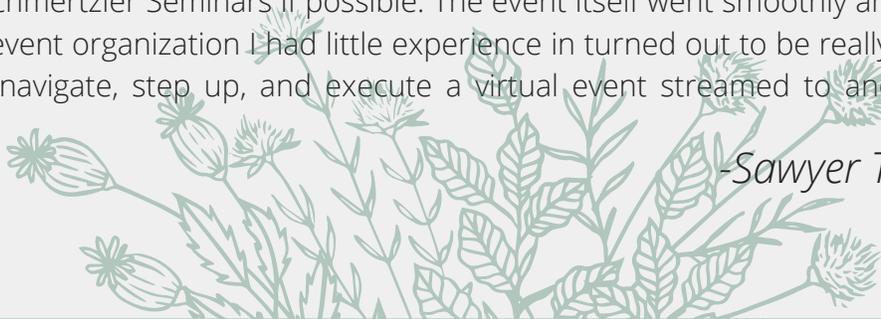
<https://tinyurl.com/SLL2021>



Through the generosity of the classmates, colleagues, and friends of Peggy Schmertzler, a Leadership Lecture Fund was established in her name in 2015 to support lectures that inspire women to become effective leaders. Schmertzler worked diligently as the founding chair of the Committee for the Equality of Women at Harvard, an organization established in 1988 to address issues negatively affecting women at Harvard College and had a profound impact in our community.

Organizing the annual Schmertzler Leadership Seminar and accompanying workshop allowed me to become more comfortable with the technology and logistics side of organizing an event as it gave me greater insight into the kinds of annual events that the Women's Center hosts. This year, we invited award-winning poet and educator Terisa Siagatonu to talk about the power of storytelling and personal narrative in activism work. I had a terrific time working with Gabby on this project and am so thankful for all of her hard work that made this event come together. Prior to the seminar, we organized a small workshop with Terisa. While it only had a handful of participants, it was one of the most engaged and intimate settings I've been in over Zoom, due both to Terisa's ability to make everyone feel at ease and the participants' willingness to participate fully and be vulnerable. After the workshop, one participant said, "This workshop was so amazing!! I loved this so much <3 Might've been the best zoom call I've been in!!"- a sentiment that was shared by the handful of other participants in the call. Having the workshop in conjunction with the seminar gave students the chance to get to know and work with Terisa in an intimate setting which I think was a really powerful experience for those who attended and something that should be continued in some capacity at future Schmertzler Seminars if possible. The event itself went smoothly and on a personal level, taking on a side of event organization I had little experience in turned out to be really rewarding and I now have the ability to navigate, step up, and execute a virtual event streamed to another platform in the future.

-Sawyer Taylor-Arnold '23



CO-SPONSORS:

GIRL DECODED

WITH RANA EL KALIOUBY, PHD

AUTHOR OF GIRL DECODED: A SCIENTIST'S QUEST TO RECLAIM OUR HUMANITY BY BRINGING EMOTIONAL INTELLIGENCE TO TECHNOLOGY

HARVARD Kennedy School
WOMEN AND PUBLIC POLICY PROGRAM

HARVARD WIT+
WOMEN IN TECHNOLOGY + ALLIES

TUES. 4/13
5PM EST

First 30 people to RSVP and attend will receive a FREE copy of *Girl Decoded*. RSVP Here:
<https://tinyurl.com/GirlDecodedEvent>

SMART COOKIES Innovators speak their passion
Presented by the Harvard College Women's Center



To supplement the WiSTEM Mentorship Program, the Women's Center sponsors and coordinates the Smart Cookies series which are conversations with innovative women leaders open to the entire Harvard Community. These events hold space for STEM-related conversations and are geared towards diversifying undergraduate women's approach to their STEM concentrations. At these events we welcome accomplished Women in STEM who have been innovators in their fields to share their best practices, how they overcame challenges, and what pushed them to re-think success for women in STEM professions.

This year we partnered with the Harvard Women in Computer Science (WiCS), Harvard Kennedy School's Women and Public Policy Program, and Harvard Women in Technology +Allies to engage Dr. Rana el-Kaliouby. A pioneer in emotion artificial intelligence, Rana el-Kaliouby, Ph.D., is the Co-Founder and CEO of Affectiva, and author of the newly released book *Girl Decoded: A Scientist's Quest to Reclaim Our Humanity by Bringing Emotional Intelligence to Technology*. She is a passionate advocate for humanizing technology, ethics in artificial intelligence and diversity. Dr. Rana has been recognized on Fortune's 40 Under 40 list and as one of Forbes' Top 50 Women in Tech. Moderated by WiCS Co-president Carolyn Ge, Dr. Rana engaged us in a "fireside chat" about her book and the importance of championing for diversity and inclusion in the workplace. This virtual event drew in 30 participants and attendees were able to receive a free copy of *Girl Decoded*.



Women In STEM Mentorship Program

2021 Virtual Career Panel

NEXT-GEN & THE NATURAL WORLD : EXPLORING STEM CAREERS & ENVIRONMENTAL JUSTICE

APRIL WICKERSHAM

April Wickersham is a part of the Nuclear Operations team supporting the Nuclear Science Division at the Pacific Northwest National Laboratory (PNNL). The Nuclear Science Division provides solutions to some of the world's most complex environmental and radiological challenges. Prior to joining PNNL, Wickersham spent 12 years in the 300 Area at the Stanford Site decommissioning and stabilizing nuclear facilities. During her career, she moved from a Field Engineering position supporting operations and demolition to the Building Manager of a Cat. II Nuclear Facility managing a high-profile clean-up operation. Wickersham holds a B.A. in Civil Engineering from Carroll College located in Helena, Montana.



CARO PARK

A native of Whippany, New Jersey, I received my undergraduate at Harvard, where I studied the effects of maternal nutrition on fetal development at the Cowan Laboratory of the Harvard Stem Cell Institute. An avid traveler, I've also worked on various humanitarian projects throughout Southeast Asia and southern Africa. Upon graduation, I received the Fulbright Anne Wesley Scholarship that supported my move to Melbourne, where I began my research on the intersection of climate change and public health, specifically focusing on how vulnerable populations respond to climate-influenced food insecurity. I am now back at Harvard and continuing my research in planetary health—or the study of how we shape the health of the world, and how the world shapes the health of us.



CHERYL CALAUSTRO

From humble beginnings as a zookeeper, Cheryl is an independent conservation biologist with 25 years of program administration experience in the field of environmental education. Natural resource protection, endangered species recovery and community development have been the focus of her work in the Pacific, Central America, the Caribbean and the U.S. Within Micronesia, she established relationships with a broad range of stakeholders to garner local community support for conservation projects by increasing knowledge to improve attitudes and change behaviors to combat threats they face in their environment. By designing and implementing targeted communication strategies, she has helped communities and marginalized groups obtain tangible, effective, sustainable results by incorporating local knowledge and solutions into contemporary media. Working with entities that include the US Fish & Wildlife Service, National Audubon Society, Rare and the UN, she has supported a variety of social marketing programs that addressed daily operational needs to sustain community outreach and education programs.



YAYUAN LIU

Yayuan Liu earned her Ph.D. in 2019 from Stanford University in the department of Materials Science and Engineering, supported by the Stanford Graduate Fellowship. During her graduate study, she pioneered a series of machine design methodologies to tackle the challenges of lithium metal anodes for next-generation batteries, and fundamentally correlated the physicochemical properties of the electrode-electrolyte interface with lithium deposition behavior using advanced characterization techniques. Yayuan is currently a Postdoctoral Associate in the department of Chemical Engineering at the Massachusetts Institute of Technology. She is developing redox active sorbents and stimuli-responsive gas gating membranes for electrochemically-mediated carbon dioxide separation. Yayuan has received multiple awards for her research, including the ACS Division of Inorganic Chemistry Young Investigator Award, the MRS Graduate Student Gold Award, and Forbes 30 under 30 in science. Yayuan is also passionate about science communication and is a MIT Chemical Engineering Communication Lab Fellow.



YVETTE GONZALEZ

Yvette is a Bioastronautics Researcher, Spaceflight Technician, and Human Resilience expert (Humanitarian). With over 22 years of International Development, Humanitarian, & Disaster Response experience rebuilding communities in active war, conflict, natural disasters, and epidemiological outbreaks, she now focuses on space technologies that are solving some of Earth's challenges. She carries out her research and is the Executive Vice President of Strategic Partnership at the International Institute for Aeronautical Science (IIAS). Yvette is of Native American and Mexican heritage and is a member of the American Indian Science and Engineering Society (AISES) as well as International Astronautical Federation (IAF), the Lunar Exploratory Analysis Group (LEAG), and Women in International Security (WIS). While she currently pursues her Applied Astronautics Certificate at the IIAS, she holds an MPH in Forced Migration and the Epidemiology of HIV/AIDS from Columbia University, BA from St. Mary's University, and Deuxieme & Troisieme Degrees from the Université des Sciences Humaines in Strasbourg, France.



The Women in Science, Technology, Engineering, and Mathematics (WiSTEM) Mentorship Program matches undergraduate women studying STEM fields with graduate students earning advanced degrees in those fields at Harvard University. These yearlong relationships support students in exploring different academic paths, career possibilities, and graduate programs with the goal of strengthening the pipeline of women in STEM careers. This year, our collaborative pilot of the Chronus platform to enhance our program capacity and participant experience exceeded expectations and we have successfully advocated for funding to continue the pilot an additional year. In 2020-2021, the WiSTEM program experience continued participation growth, with numbers increasing from 276 members in 2019-2020 to 385 mentors and mentees combined.

In addition to connecting individuals and promoting mentorship, the WiSTEM program is at the forefront of building a community for women across Harvard. The program features a variety of events and community-building activities to enhance participants' experience, including gatherings with faculty members. We collaborated with the two other mentorship programs at Harvard dedicated to supporting marginalized genders in STEM fields, the Harvard University Women in Technology+ (a staff resource group) and Harvard Graduate Women in Science and Engineering, to create a community-wide kickoff for our mentorship programs and introduce participants to the new platform. During this event, we hosted faculty guest-speakers and held a workshop for mentors on allyship around race and gender in STEM.

Our year-end Women in STEM Career Panel, co-hosted with the Office of Career Services, was also a great success, despite the high levels of Zoom fatigue students and staff were experiencing by the end of the spring semester. The event kicked off with introductory remarks from the Women's Center intern Gabrielle "Gabby" Lankilde, reflecting on her own experiences as a Samoan woman who struggled to find a place in STEM at Harvard, and the need for diversity in STEM to address environmental concerns. After her introduction, we had 6 amazing panelists whose work all focused on the environment and over 25 attendees spanning multiple time zones and hailing from all over the globe dialing in from as far as the UK, Germany, and New Zealand! Following the panel discussion, the participants were divided into breakout rooms with panelists and staff to engage in more intimate conversations.

Internship Program

Working at the Women's Center is an opportunity for Harvard College undergraduates to garner the professional skills for advancement in the workplace while promoting gender equity in their campus community. This internship empowers students to raise awareness of women's and gender issues through weekly events and committee work. The committees are broken into campus education, community outreach, and programming and events. These programs include the annual Women's Week events, managing Women's Cabinet, coordinating volunteer Women of Color Collective Ambassadors and Frosh Reps, as well as the design and implementation of Gender 101 workshops to campus student groups and offices. Interns are given opportunities to influence their campus community and highlight ideas that are important to them and the community and through their efforts the Women's Center is able to continuously produce mission-driven work.

Meet our Interns



Gabrielle Langkilde '21



Sawyer Taylor-Arnold '23



Fariba Mahmud '22



Chelsea Offiaeli '22



Joselyn Vera '21



Tooichi Uradu '22



Mirielle Wright '21



Christie Jackson '21



Ije Okereke '22

Senior Reflections

When I first saw the colorful email advertising the Women's Center internship during my First-Year at Harvard, my intuition told me to apply, even though I was nervous and apprehensive, insecure in my own abilities. I pushed past my uncertainty, and my intuition led me to one of the best experiences at Harvard.

The warm and welcoming staff and interns have guided me to become a greater person and leader. Through hugs and laughter, I found a place at Harvard where I belonged, without having to change who I am to fit in. I began to rise to the occasion, meeting challenges with curiosity and growth. I found my voice and spoke up for what I believed in. I have grown from a quiet, unsure First-Year to a confident young woman that stands in my leadership and purpose. And as I move onto the next journey, I know I have found mentors and friends that I will gladly take with me.

- Christie Jackson

Interning at the Women's Center has deeply changed how I view work and leadership and has given me new standards for the type of environment I want to help create in future work opportunities. Before the school year had started, I was apprehensive about how the work would be formatted virtually because Zoom was beginning to feel difficult and draining. But after our very first training, I remember feeling as if the five hour training had been one hour- I wasn't drained but instead reenergized. My biggest takeaway has been that creating a successfully caring and accommodating environment requires active work, whether through the form of having one on one check-ins or through how meetings are structured. There was an understanding that all my peers cared for the work that we were doing *and* because we also cared for each other, we did not need to hesitate to reach out for help if we needed it.

Rather than being afraid to ask for help or being afraid of making a mistake, I felt confident that I would have the support I needed to do my work. I am very grateful for having been provided the opportunity to work for the Women's Center and I hope to continue to bring that energy, care, and joy that we embodied with me in my personal and professional life.

- Joselyn "Josy" Vera

My first year at Harvard, one of my close friends and mentor Gabby Thorne worked as a HCWC intern. She would frequently invite my friends and I to come to Women's Center events, or to do work in the lounge during night shifts. I loved the feeling of the center, and from the beginning felt that it was different from any other campus job. Three years later, I'm so happy that I applied. Working at the Women's Center has undoubtedly been one of the most rewarding experiences of my time here. I have grown so much as a team member, a leader, and a person. I was met with many challenges, such as my first semester managing the Frosh Reps program by myself. During those times, Women's Center staff members were incredibly supportive and understanding, guiding me and being a resource whenever I needed help. This experience has also allowed me to plan events and programming that I felt were needed on campus. Through the WoCC program and Let's Talk events, I worked alongside other interns and students to create events such as the *What Are You Gonna Do with That?*, *Power to the People*, *Women of Color in Academia*, *The Art of Self Love*, and so many more. This internship gave me the opportunity to be creative, execute plans, and to continually strive to be better. With each year here, I became more and more confident in my abilities to plan and manage projects. I also became more confident in my own voice and the value of the insight I could bring. No other space on campus has given me the ability to grow in the way HCWC has. In addition, I was awarded opportunities I wouldn't have been able to participate in otherwise, such as serving on a committee of students to interview applicants for the D&I Dean position. This internship gave me so much, and I'm so thankful to have been able to be a part of it for the past three years.

- Mirielle Wright

Meet the HCWC Staff



Heidi Wickersham
Director



Micahela Mobley
Assistant Director



Kirin Gupta
Graduate Program
Coordinator



Bridget Duffy
Assistant Director of
Finance & Administration,
Diversity & Belonging



Oluwatosin Alliyu
WiSWTEM Program
Coordinator



Creating Community

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Please make checks out to "Harvard College." We will send you a gift acknowledgment promptly and inform the Harvard Alumni Association of your generous support.

Support Our Work

Your support allows the Women's Center to carry out our mission and to enrich students' experiences at Harvard. Nearly 60% of the Women's Center's annual budget comes from the support of alumni and friends in the form of endowed funds or individual gifts. Three gift funds enable our work: The Fund to Support the Harvard College Women's Center supports current-year operations. This fund is used to augment educational programs and events, to sustain our two mentoring programs, and to support student internships, in addition to other needs. The Ann Radcliffe Trust supports student projects and student organizations that promote women's leadership on campus, raise women's visibility, and address the significance of gender in society. The Women in Science, Technology, Engineering, and Math (WiSTEM) Mentor Program Fund supports the programming, outreach, communications and materials of the WiSTEM Mentor Program.

Opportunities to support the Harvard College Women's Center

- \$50.....Covers the cost of keeping the Women's Center open for student use for one night
- \$100.....Supports one small discussion-based event in the Women's Center lounge
- \$250.....Supports one large panel discussion or film screening event on campus
- \$500.....Funds one leadership training or skill-building workshop for undergraduate students
- \$1,000.....Covers the kick-off event for participants in our Women in STEM Mentorship Program
- \$2,000.....Supports one undergraduate student internship at the HCWC for one year
- \$5,000.....Covers the cost of our annual Women's Week celebration in March
- \$7,500.....Supports the Women's Leadership Awards Dinner and Celebration
- \$10,000.....Funds one full year of student-led programming at the HCWC
- \$15,000.....Covers 100% of student grant requests we receive for one academic year

To make a donation to the Harvard College Women's Center, visit us online: <http://hcwc.fas.harvard.edu/support> or, fill out the slip below, cut it out, and mail it to us.

I want to support the important work of the Harvard College Women's Center.

Enclosed is my contribution of \$_____. Please apply my donation to the following fund:

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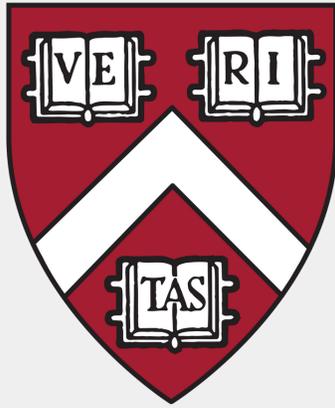
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