

Strengths

The staff includes the Director, Coordinator, a Graduate Assistant, work-study students and volunteers.

The Women's Center was open fall 2003 generally from 9-5 p.m., five days a week and Monday and Tuesday until 7 p.m. During the Spring 2004 semester the Center was open 9-5 Monday and Friday and 9-8, Tuesday through Thursday.

The location in Old Main 124, 126 and 126A is excellent.

The personnel of the center functioned together in a harmonious way, creating a warm, friendly environment

The Feminist Majority Leadership Alliance (FMLA) continued to be active and involved in numerous programs on campus, engaging in recruitment for the April 25 March for Women's Lives, panel discussions and political awareness activities. Production of the *Vagina Monologues* was very successful. There was an increase in membership.

Many people on and off campus contacted the Center for a variety of reasons and services.

Past budget problems were largely resolved thanks to the excellent work of the Coordinator. Working with other departments of the University helped with funding.

The visibility of the Center is good. An effort was made to publicize activities through the Public Relations Office, the *Keystone*, the *Brief*, local newspapers, the "blue screen," Bear Essentials and online (KU web page). The Women's Center web page continues to be updated.

Weaknesses

Weekend programming needs to be considered.

The lack of space for meetings and storage continues to present problems.

The staff of the center needs to continue to advocate diversity

Leadership in student groups fluctuates. The *Vagina Monologues* was a huge undertaking, as were the March and panel discussions. Group cohesion is sometimes difficult.

Some campus constituents are unaware of the Center's existence.

Due to budget reductions, fiscal resources are still very limited. The SAP system is difficult to work with.

Strengths

The Center continues to distribute free Safety Whistles.

Contacts are made with State System Universities through formal and informal networks. Four Kutztown University members attended the Women's Consortium conference at East Stroudsburg in October '03.

The Center worked with faculty, Public Safety, University Counseling Services, the Health and Wellness Center, Connections, Public Relations, the Multicultural Affairs Office, Athletics, Student Affairs and Student Life, Student Government, and the Office of Human Diversity to present programs of mutual interest. Working with academic departments has been very effective.

The communication between the Center and the local community agencies (colleges, Berks Women in Crisis, Berks AIDS Network, Kutztown Junior High, Lutheran Center, Christopher House, Berks Commission on the Status of Women, Opportunity House, Friend, Inc. and Berks County Community Foundation) is good. The Center also works with Planned Parenthood, PFLAG, and the Allentown Women's Center.

An Allies Program to support Lesbian, Gay, Biaffectionate, Transgendered and Questioning students held regular sessions. It is now a recognized student group and has received funding. This group was exceedingly effective due to dedicated student leadership and faculty and community support. They utilized OM123, in anticipation of the establishment of a GLBTQ Resource Center at OM 2 as promised by President Cevallos.

Weaknesses

Weaknesses

Overall community homophobia still exists. Improved campus visibility, acceptance, and support of different lifestyles are still needed. Allies needs support to continue to function effectively. The GLBTQ center space is too small to be used as a meeting place, which will curtail its use as a true student center.

Targets/Projects

Include greater diversity in the Women's Center by increasing diverse individual's participation.

Attend national and regional conferences for Women's Centers.

Expand the Advisory Board to include additional members from the local community.

Monitor the progress of women in all aspects of community life: faculty, managers, staff and students. Women athletes are of particular concern.

Initiate contacts with local colleges and universities with regard to gender issues.

Enhance rapport with University Counseling Services, Student Affairs and Campus Life, Residence Life, Health and Wellness Center and Public Safety.

Strategies for Achievement

Sponsor programs of interest to these groups. Hire non-white and male staff. Work with the Director of Multicultural Services and Multicultural Center on issues of mutual concern. Seek funding for these activities.

Maintain connections with organizations that sponsor conferences. Stay connected with on-line list serves for Women's Centers. Coordinator attended the National Women's Studies Conference June 17 – 20, 2004 in Milwaukee, Wisconsin.

Seek input regarding appropriate community support people.

Teach "American Woman in Sport" (PED111), Fall 2004. Hold reception for new women faculty. Continue to facilitate Kutztown University's involvement in the Women's Consortium's Summer Leadership Institute for Women Faculty.

Host a mini conference/meeting at Kutztown University of interested persons. Attend meetings of Lehigh Valley Association of Independent Colleges. Continue to contact these people and to work with them on projects of mutual interest.

Include people from these agencies on the Advisory Board.

Review of Previous Targets /Projects

Communications with local colleges/universities.

Professional Development

Women athletes are of particular concern.

Enhance women faculty professional development.

“Take Our Daughters and Sons To Work Day”

Male participation.

Attend national and regional conferences for Women’s Centers.

Results

Little progress was made.

Coordinator attended the National Women’s Studies Conference June 17 – 20, 2004 in Milwaukee, Wisconsin. Director and Coordinator attended the ESU Consortium meeting in October. The Director attended the executive committee in April. A student attended a May meeting at SUNY New Paltz on Gender.

In February, a celebration of National Girls and Women in Sports Day was held in conjunction with the KU Athletic division, the Health, Physical Education and Dance department and young women from the Kutztown Junior High. The program included sports leadership exercises for women and a question and answer segment with KU women athletes about combining athletics and academics. The response was excellent.

Held reception for new women faculty in September 2003. Facilitated the selection of three women to attend the Women’s Consortium Faculty Leadership Institute to be held August 2004.

The day was a success. Careful planning produced an outstanding day.

Men come to the center for programs and general information. Several men participated in FMLA and Allies groups.

Attended Women’s Consortium Conference at East Stroudsburg University in October. Coordinator attended the National Women’s Studies Conference June 17 – 20, 2004 in Milwaukee, Wisconsin.

Review of Previous Targets /Projects

Results

Supporting women's efforts in campus life

Mutual sponsorship of programs with academic departments, intercollegiate athletics, and residence life was achieved. Attended meetings of the Commission on the Status of Women, Women's Consortium and the Office of Human Diversity. Worked with the English, Fine Arts and Art Education and Crafts departments to bring speakers/artists to campus.

Working with diverse groups.

Minority attendance in the Center continues to increase and has been documented. Center staff tried to create an awareness of the new Multicultural Center, through co-sponsorship of programs, using the Multicultural Center for Yoga and assisting with advertising their events. Coordinator participated in the new women's group in the Multicultural Center. She also facilitated programs for three student groups at the Multicultural Center: SALSA, College Leadership Development Project and the Mu Sigma Upsilon sorority. Worked with recreation department to provide the Yoga program. Initiated a meditation series of four sessions with very little success.

Visitation Days Participation

The Center participated in all (7) visitation days.

Connections participation

Attended all Connections programs (12) for new students and distributed information about the Center.

Key Accomplishments of the Current Academic Year

During the Fall 2003 semester, the Women's Center and Christopher House co sponsored a weekly program, *Women of Scripture* on Wednesday evenings at the Christopher House.

October was **Domestic Violence Awareness month**. A day long Domestic Violence Awareness Day on October 2, 2003 featured the Berks Women in Crisis' "Clothesline Project" and "Silent Witness" displays. A mid-morning coffee house, *Dating Violence: It is Your Business* brought the domestic violence issue to the college level through a panel discussion by students and faculty and an interactive presentation by representatives of Berks women In Crisis. An evening program, "**Shatter the Silence of Domestic Violence**" looked at of domestic violence through performance, poetry and description." The Center collected food, toiletries, paper goods and other items for the Berks Women in Crisis Shelter in Reading, Pa during the month of October. The entire campus community provided over 25 grocery bags full of items.

October was also **Breast Cancer Awareness Month**. The center provided an information table outside the Center. Both Breast Cancer and Domestic Violence awareness ribbons were distributed.

Love Your Body Day, October 15, 2003 is a program organized by the National Organization for Women (NOW) to draw attention to ads and images of women that are offensive, dangerous and disrespectful to women and open discussion about their effects on women. This year's observation of **Love Your Body Day** included a daylong awareness and information table in the SUB lobby by FMLA and a program by Jennifer Weiner, author of *Good In Bed* and *In Her Shoes*.

FMLA celebrated *National Young Women's Day of Action: Protecting and honoring reproductive freedom* at KU on October 24.

On November 13, 2003 the Women's Center and FMLA sponsored an activist's rally and luncheon featuring **Ellie Smeal**, president of the Feminist Majority Foundation, to create awareness about the April 25, 2004 March for Women's Lives in Washington, DC. KU students, faculty, staff and community members attended the Rally and luncheon.

In celebration of National Girls & Women in Sports Day, "Play Fair" on February 4, 2004, Assistant Track & Field Coach, Emily Pelc challenged and informed Kutztown Area Junior High School women athletes. An opportunity to discuss college sports and academics with Kutztown University women athletes followed the athletic events.

On February 5, 6 & 7, 2004 FMLA presented a student production of Eve Ensler's "**Vagina Monologues.**" The proceeds of \$3,600 dedicated to issues surrounding domestic violence, were divided equally between Berks Women of Crisis and Planned Parenthood of North Eastern Pennsylvania and the Murdered and Missing Women of Juarez Mexico.

Womyn's Herstory Month: Women Inspiring Hope & Possibility programming highlighted women and their accomplishments and talents. On March 1, at *Choosing Center: Mid-level Women Administrators in Higher Education Leadership*, Doreen Tobin

presented the results of research that contributed to knowledge about women's leadership by examining mid level women administrators in higher education and identifying their leadership meanings and agency in the choice of location, style, roles, and spheres of leadership influence. On March 4, in *Unexpected Journeys: Women Surrealist Artists*, Janet Kaplan, author of *Remedios Varo: Unexpected Journeys* provided examples of women's surrealist artist's paintings, drawings and mixed media art works and discussed their use of surrealism. On March 23 poet and teacher, Dr. Gretna Wilkinson presented *Shh I'm thinking*, poetry workshop at 11 a.m. in Unity Room of the Multicultural Center and a reading at 7 p.m. in Alumnae Auditorium, Student Union Building. Dr. Wilkinson's programs were coordinated by the Women's Center and funded by a Diverse Scholars Grant provided through Multicultural Services and the Pennsylvania State System of Higher Education Social Equity Office. They were also offered as part of the Kutztown University 50th Anniversary Celebration of Brown vs. Board. *Adversity or Opportunity: Women's Global Views* on March 31 featured a discussion of women's leadership and its impact on society by a panel of women representing different continents of the world

The **2004 Women's Herstory Month Twilight Series**, held every Wednesday in March included *A Celebration of Women's Words; In Defense of Veiling: Reflections on a Sojourn in Turkey; Making: Women, Art and Process; and The Nature of Stress in a Woman's Life and Tools for Addressing It*.

The Women's Center Director is participating with the **Berks County Community Foundation**, which received a grant in April 2002 from the National Lesbian and Gay Community Funding Partnership. The grant will be used to address LGBT issues in Berks County. The Director invited an Allies member to be part of the task force.

Co-sponsored with the English Department, Provost, and Allies, *Where Stories Come From: A reading and talk by fiction writer Leslee Becker* on April 13.

On, April 15, 2003 the Women's Center collaborated with Berks Women In Crisis to present **Sexual Assault Awareness Day** at KU. BWIC created a new awareness exhibit, *The Shoe Project*. On exhibit all day in the lobby of Old Main, *The Shoe Project* featured a variety of shoes symbolizing victims of sexual assault and their stories. An 11 a.m. Coffee House for students discussed *Sexual Violence: It is Your Business*. The **14th Annual Take Back the Night Rally and March: A protest against violence** was held in the evening. The program included the distribution of funds from the Vagina Monologues, speakers from Planned Parenthood, Berks Women In Crisis and Public Safety, plus a march around campus and downtown.

The Women's Center sponsored *Take Our Daughters and Sons to Work Day: Today's Vision, Tomorrow's Reality* on April 22, 2003. Professors opened their classes to children visiting the campus. The 11 a.m. sessions focused on career choices. The Women's Center and Provost provided lunch for the children.

On April 25 approximately 55 members of the FMLA and other students, as well as faculty, staff and community traveled by bus to the *March for Women's Lives* in Washington, DC. Organized by the Feminist Majority Foundation, National Organization for Women, NARAL Pro-Choice, Planned Parenthood Federation of America and others, the March was attended by over 1.5 million people. FMLA had a registered delegation and marched with an official banner, designed to simulate the banners used by early

suffragettes. Funding for students was provided by FMLA and supplemented by a student government special request for funds. Attendees came back energized and encouraged by the diverse attendance and formation of plans to impact the November election.

The Women's Center provided a **Women's History** display at the Kutztown University History Conference on the evening of April 28 in the Student Union Building Multipurpose Room.

During the Spring 2004 semester the FMLA organized three panel discussions: *Why produce the Vagina Monologues?*; *Gay Marriage*; and *Reproductive Rights*. All were well attended by the campus community and encouraged active discussion. Panel members included students, faculty and community members.

General Activities

- Staff meetings were held every Wednesday at 1:30 p.m.
- Participation in Moving-In Day, August 23, 2003, and all Connections market place programs for new students and their families during the year.
- Participation in all Visitation Days for prospective students.
- Participation in Involvement Fair on September 9, 2003.
- Participation in the Healthy Lifestyles Expo on October 28 organized by the campus Health & Wellness Center.
- Participation in Human Diversity Day on November 4, 2003.
- Participation in World Aids Day and Day Without Art on December 1, 2003.
- *Keystone* articles on Women's Center activities appeared frequently.
- Women's Center Advisory Board met twice a semester.
- Director and Coordinator participated in the search and screen process for a new Women's Center Director.
- Residence Hall programs were held on safe sex, empowerment and diverse relationships.
- Director and Coordinator attended monthly staff meetings of the Office of Human Diversity.
- Referred students with health concerns to the Health and Wellness Center.
- Coordinator worked with individuals from the Health Center, PACE, Housing, Public Safety and Public Relations to develop a Red Zone Rape Awareness poster and monthly "Potty Papers" for the residence hall rest rooms.
- The Feminist Majority Leadership Alliance (FMLA) met weekly.
- Continuation of Allies program. Meetings were held on a regular basis. The group submitted a proposal for an LGBT Resource Center. University President Javier Cevallos provided a location for a Center, Old Main 2. However, the Center has not opened.

- Director and Coordinator were members of the Commission on the Status of Women and Pennsylvania State System of Higher Education Women's Consortium. Both attended the combined conference in fall 2003 at East Stroudsburg University.
- Joined with the Commission on the Status of Women and Public Safety to fund the purchase of whistles for the Student Safety Whistle Campaign. The Commission funded the one time artwork costs to have the Women's Center logo stamped on the whistles. The Center Coordinator researched the project, developed required flyers, coupons and releases, and organized distribution through the Women's Center. This is a very successful way to introduce students, faculty and staff to the Center and its resources.
- At the end of each semester a collection of unwanted items from the campus community was made. Women's Center Board Members, Dina Hayduk and John Studentroth and student volunteers organized, sorted and distributed the items to Opportunity House and Friend, Inc.
- The Center is a caring space. Referrals regarding domestic violence, rape, relationships, gender issues and personal concerns are made with a confidential and culturally aware perspective. Staff members accompany or refer students to Kutztown University's Public Safety, University Counseling Services and/or Health & Wellness Center, as well as Berks Women in Crisis, Planned Parenthood and other local social agencies. Special attention is paid to the realization that many of the students are the first in their family to attend college. This population needs encouragement and reassurance that they can set and accomplish their goals.
- The bulletin board in the hall outside the Women's Center is changed regularly to reflect events, news and health and safety issues. Topics covered include: Disability Awareness Month, Women's History Month, Black History Month, Women in Sports, AIDS, alcoholism and violence, breast cancer, lupus, rape awareness, stress, student safety, domestic violence, Women's Studies and Triota, Take Back the Night, elections, relationship issues and the April 25 March for Women's Lives.
- Information about eating disorders was displayed outside the Women's Center during Eating Disorder Awareness Week in March.
- A Womyn's Herstory Month display was in the Student Union Building during the Month of March 2004.
- Contracted with students from the Campus Graphics Workshop to design and print special event posters: one for Love Your Body Day and two for Womyn's History Month.
- The resource library is catalogued and color-coded to create a more easily usable resource center. Library resources have been increased to include eating disorders and related topics; web page lists, magazines and books relating to women's and gay and lesbian issues have also been added. Books are now available about African American, Hispanic, Asian, Jewish, Christian and Lesbian women. Fiction and non-fiction holdings reflect a variety of viewpoints and perspectives.

- The Women's Center provides a meeting location, support and special funding for student groups, including the Feminist Majority Leadership Alliance (FMLA), Students Organizing Against Rape (SOAR), and Allies (a support, referral, educational and advocacy network for gay, lesbian, bisexual, transgendered and heterosexual students, faculty and staff). All groups participate in outreach activities and social awareness programs each semester. A continuous effort is made to increase understanding and awareness in a non-threatening way. This year's performance of the *Vagina Monologues* directly addressed the needs of women from a multicultural perspective.
- Students want to be heard. They need to feel someone cares about their concerns. At the Women's Center their ideas are valued. The students with staff guidance and encouragement accomplish many initiatives that they develop themselves. A Board member and licensed clinical psychologist, Dr. Constance P. Dent supervises the Coordinator in discussions with students as the need may arise.
- Women's Center sponsored a free Yoga Group for students, faculty and staff on Mondays at 4:45 p.m. during the 2003-2004 academic year. This was in collaboration with KU Recreation Services, which provided additional weekly sessions. Initiated a meditation series of four sessions with very little success.
- During early morning of finals week of the fall semester, the Women's Center and Uptown Espresso Bar provided free bagels, coffee, tea and other snacks to students, faculty and staff.
- Graduate Assistant continues to collect cell phones at the Women's Center for reprogramming and distribution to shelters for 911 calls.
- An Ecofeminist Recycling Center was set up outside of the Women's Center.
- Held an information session both semesters for graduate students in Student Affairs.
- Funded a student's attendance at a Gender Conference.

WOMEN'S CENTER
2003-2004
DR. ANN T. GUNDRY, DIRECTOR
MS. GRACE M. HILL, COORDINATOR