

THE GAYLE R. DAVIS CENTER FOR WOMEN AND GENDER EQUITY



Annual Report

DIVISION OF ENROLLMENT
AND DEVELOPMENT
2020-2021

EXECUTIVE SUMMARY

The 20/21 academic year proved to be one of historic mile markers cataloging loss of epic proportions for thousands of college going students across the US. In the midst of a national pandemic, students grappled with the loss of loved ones, jobs, social interactions and time with faculty. For some this loss was intensified by nationally televised racial tension and an ongoing need to secure housing, clothing and food i.e. their basic needs.

This basic needs gap gave way to new opportunities for the CWGE to showcase passion, ingenuity and program impact.

With limited hours and socially distant space the Center was quite but the support for our students remained.

CWGE staff were able to feed students, advocate on behalf of survivors, facilitate conversation stimulating thought about erroneous US history and offer a hand in establishing a well received GVSU digital footprint.

The past 15 months can only be summarized with one word... creativity. Thinking creatively about how CWGE shows up and supports some of our most vulnerable students was the goal and team CWGE not only survived but we thrived in the midst of it all.

CENTER FOR WOMEN & GENDER EQUITY

MISSION & VALUES

To create meaningful learning about gender and advocate for gender justice through the education, engagement and empowerment of students and the greater GVSU community.

Focus Areas:

Inclusivity
Collaboration
Advocacy
Activism
Student Centered
Celebration
Learning
Mentorship
System Change

EXECUTIVE SUMMARY

HIGHLIGHTS

Points of pride

- **EqualiTEA***
- **Girls of Color Summit***
- **Fostering Laker Success Endowment**
- **Spread the Love (PB&J campaign)**
- **Men and Masculinity Conference***
- **Talkback Tuesdays***
- **Social Justice Book club kick off***

***denotes programs presented virtually**

EXECUTIVE SUMMARY

Points of pause

- **Covid-19 health concerns**
- **Zoom fatigue**
- **Technical difficulties**
- **Limited staffing (within Division)**
- **No CWGE Asst. Director**
- **Financial limitations**
- **Reorganization of unit**

BARRIERS

REFLECTING ON ENROLLMENT DEVELOPMENT PRIORITIES

SERVICE/IMPACT IN THE MIDST OF COVID

**We trained 73.27% of the first year 2020
class- 4040 total**
**We trained 50.29% of all incoming 2020
students- 5078 total**

Ways in which the CWGE served students:

- **Locating food for students**
- **Writing letters of support**
- **Providing transportation and support during court**
- **Securing scholarship funds**
- **Providing clothing from clothing closet**
- **Creating opportunities for peer/peer support**
- **Securing free menstrual products for student access in various bathrooms**
- **Acting as Basic Needs Taskforce**
- **Providing temporary childcare**
- **Offering space for confidential conversations**

REFLECTING ON ENROLLMENT DEVELOPMENT PRIORITIES

A large circular graphic with a blue center and a reddish-brown outer ring. The text "Unit Review" is centered in the blue area in a white, bold, sans-serif font.

**Unit
Review**

FOSTERING LAKER SUCCESS



PROGRAM HIGHLIGHTS:

- **CHINSKY ENDOWMENT FUND ESTABLISHED**
- **5 FLS PARTICIPANTS GRADUATED**
- **FLS COACH SERVED ON THE GVSU PRESIDENTIAL PARTNERS IN ACTION AGAINST RACISM**

FLS is a high touch program that meets with students on a weekly basis, we address students basic needs and develop SMART goals for them to achieve graduation from the university.

Expected Performance Outcomes (based on grant)

- 90% of youth served have an identified mentor for a minimum six months
- 95% of youth served are still enrolled in post-secondary education six months after service begins
- Min of 90% of youth shall rate their participation in the program as satisfactory.
- 90% of youth served have an open bank account and have maintained this account for at least six consecutive months.
- 100% of youth served are in a safe, appropriate, and affordable housing.

REPLENISH



STUDENT IMPACT:

**TOTAL NUMBER OF
VISITS DURING
THE 20/21 AY: 257**

MISSION: TO REPLENISH AND RESORTRE STUDENS FOR ACADEMIC SUCCESS

In the midst of a campus closure, Replenish was fast acting and making sure bags of prepacked food was prepared for students to come and retrieve or have it delivered to them

It was no surprise that usage was significantly down when compared to years past, specifically in the midst of a global pandemic and statewide shut down.

In a traditional academic year Replenish impacts approximately 1000 students annually.

While usage numbers are dramatically different two other areas remain the same:

Female /women identified users access the resource more than any other gender

African American students were a close second to majority students when looking at access based on race/ethnic identity

Reflections:

- Associate Director (Replenish leadership) was asked to serve on a campus food group, acting as a voice and representing students that may face food insecurity.
- The Replenish budget is stable, although donations did slow down during the past 15 months.
- Making decisions about hours of operation during campus closure, summer and fall restart often lead to healthy discussions about impact (i.e. retention).

Opportunities for growth (that have retention implications):

- New location/partnership with GVSU Library will allow for increased impact.
- Since donations were down it will be important to revitalize donor base.
- Clothing closet space adjacent to Replenish will give room to clothing closet.
- New partners looking to host food drives.
- A pending connection the kibble connection will

VICTIM ADVOCACY



STUDENT IMPACT

**20/21 TOTAL: WORKED
WITH 34 STUDENTS**

Victim Advocacy Services Summary

Victim advocacy services are delivered utilizing trauma-informed care and services continue to be tailored to unique student needs and pursuing the best course of action for the individual student's healing journey. Victim advocate services will always center the student's needs and demand justice for the survivor. Gender-based violence is not exclusive to one particular group - it is experienced by people of all genders, racial identities, sexual orientations, abilities, ages, education levels, and socioeconomic statuses. The COVID-19 pandemic has showcased that even when the world has shut down, violence is still happening. There will always be a need for victim advocacy and for advocate services to be easily accessible for all.

VIOLENCE PREVENTION



STUDENT IMPACT

20/21 TOTAL:
EDUCATED 2,094
12% OF CAMPUS
COMMUNITY

Violence prevention program summaries

All violence prevention programs are designed to center the voices and experiences of victim/survivors and are created to be trauma-informed and promote a culture of healing and support. Our programming also emphasizes the importance of a culture that believes people when they experience harm and to think beyond a carceral approach to violence prevention. Having programming that centers these values is supported by data showing that the vast majority of incoming college students have already experienced some form of gender-based violence.

Data guiding violence prevention

Gender-based violence in childhood

- 1 in 4 girls will be sexually abused before they turn 18 years old
- 1 in 6 boys will be sexually abused before they turn 18 years old
- 6 in 10 black women will be sexually assaulted before age 18
- High school
- 1 in 10 high school students have been purposefully hit, slapped or hurt by a girlfriend or boyfriend

Gender-based violence in college and beyond

- 1 in 5 women will be sexually assaulted in their lifetime
- 1 in 10 men will be sexually assaulted in their lifetime
- Men are more likely to be victimized by gender-based violence than they are to commit it or to be falsely accused for it.
- 1 in 2 trans people in their lifetime will be sexually assaulted
- 1 in 2 indigenous women will be sexually assaulted in their lifetime
- 8 in 10 women with a disability will be sexually abused in their lifetime
- 6 in 10 men with a disability will be sexually abused in their lifetime
- 1 in 6 (16%) college women have been sexually abused in a dating relationship

Conclusion

This data is shown to reinforce why healing, support, and resources are crucial to integrate into programs for incoming students. Students are entering campus with unhealed trauma, and this impacts their daily life and their overall college experience. In order to retain victim/survivors,

which is a vast majority of our student population, it is vital to provide meaningful programming to create a campus that does not tolerate harm and is committed to long-term culture change.

Having leaders, staff, faculty, coaches, and others in power positions receive this education is also necessary for culture change to occur.

Thus, it is a moral imperative that the programming delivered to the Laker community honors the data outlined above by focusing on victim/survivor support, dispersal of resources, and intersectional gender-based violence training that unpacks power and privilege.

PROGRAM REVIEW



Pronounced: knee-r-ruh

**A Swahili word that means
“one of high purpose”**

For nearly 15 years, the NIARA group has convened students and faculty/staff women of color to encourage a sense of community culture, togetherness and educational support where needed. NIARA has been a lifeline for many students and faculty/staff alike when navigating the treacherous waters of a Predominately White Institution (PWI).

Following a dramatic transition with NIARA no longer being included in the Laker Connections program under the GVSU Division of Inclusion and Equity, NIARA nearly came to an end in the midst of this past year during the COVID-19 global pandemic. Nonetheless the group persisted.

A look at the numbers:

Number of students listed in EAB as NIARA AY 20/21
participants: 28

Number of students slated to return to GVSU in Fall
2021: 22

Number of Faculty / Staff of Color participating AY 20/21
6

Number of meetings held during AY 20/21: 5

Topics covered during AY 20/21:

*Back to school

Life in quarantine

Election outcomes

Relationships

*Summer lunch

Participation range: >8

*in person meetings

Reflections:

- Students and faculty/staff cling to the theme (notion) behind NIARA and believe in the power of what it can do for student success.
- Working independently outside of Laker Connections reduces some paperwork mandates, but doesn't reduce the student impact.
- This remains a high priority and personal area of satisfaction.
- Budget constraints will not offer any disruption because there was savings due to COVID-19 and campus closure.
- The Girls of Color Summit will be held this semester and there will be an opportunity to have NIARA participants involved.
- Incentives (food and/or prizes) are always welcomed and great motivation for participation, though not required for student commitment.

Opportunities for growth:

- Continue to look for ways to broaden the student and fac/staff participation so that other women of color (specifically Latinx and Indigenous identified people) engage more regularly.
- NIARA, specifically curated for "women" remains a space that opens discussion around the perceived notion of identify and how widely "women" is defined.
- In the coming year, it will be helpful to acknowledge students that consistently participate.

REFLECTING ON ENROLLMENT DEVELOPMENT PRIORITIES



Staffing

STAFFING



PERSONNEL CHANGES

- Assistant Director position vacant
- Hired Victim Advocate
- Violence Prevention and Education Coordinator adjunct contract renewed for 14 months

-
- FLS Coach hired for DEI Presidential Initiative
 - Associate Director co-chaired Black Graduation
 - Violence Prevention staff presented to more than 50% of incoming students



STAFF CAMPUS & COMMUNITY INVOLVEMENT



STAFF SUCCESS

-
- FLS Coach supported the start of FLS endowment and scholarship fund
 - Director published book chapter w/Demeter Press, released 2022
 - Associate Director curated partnership with financial support for GOCS
 - Violence Prevention Coordinator presented in Futures without Violence National Conference on Health and Domestic Violence
-

ANNUAL REPORT

PATHWAY EFFORTS

- Lakeshore Manhood Collective
- MDHHS Michigan Teen Conference
- Michigan State University
- Girls of Color Summit

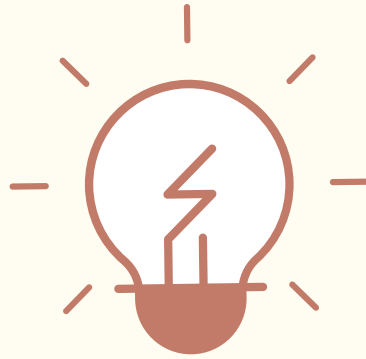
LOCAL, STATE AND NATIONAL INVOLVEMENT

- National Association of Social Workers
- Higher Education Consortium for Fostering Success Michigan
- The Firecracker Foundation Advocacy Committee
- Campus Advocacy & Prevention Professionals Association (CAPPA)
- Lakeshore Alliance Against Domestic Violence (LAADSV)

CAMPUS/COMMUNITY COLLABORATIONS

- GVSU Athletics
- GVSU Counseling Center
- GVSU Campus Dining
- GVSU Student Life
- GVSU Basic Needs Taskforce
- GVSU Greek Life
- GVSU Marching Band
- Safe Haven Misitries
- Books and Mortar
- Black Faculty /Staff Association
- Grand Rapids Rhoer Club
- Resilience: Advocates for Ending Violence
- Calvin College

ANNUAL REPORT



Looking Ahead

TEAM CWGE IS READY FOR

In person activities (reestablishing campus normalcy)

Celebrating 20 years of service

Hiring an Assistant Director

Expanding services to the downtown campus

**Being an agent of change advocating for GVSU's most
vulnerable populations**

Strategically enhancing our recruitment and retention efforts