

WOMEN'S RESOURCE CENTER

2004  CELEBRATING 2014
years

*Supporting, Educating, &
Celebrating Women for Ten Years*



Hearing from the WRC Staff



It seems hard to believe that ten years have passed since the University of Houston Women's Resource Center (WRC) became a reality in 2004. In the interim countless students have been served and over 500 programs have been delivered. As the WRC celebrates its first decade, we pause to reflect on our roots and envision our future.

The WRC has come a long way from starting in a cubicle in the Advancement Department to moving to the University Center Satellite then to the University Center and most recently to a brand new and state-of-the-art space in the Student Center North. Not only have we moved physically, we have also hopped, skipped, and jumped on the organizational chart to finally land under the Division of Student Affairs and Enrollment Services. Our new place on the organization chart brings us many new opportunities to learn, grow, and collaborate. Along the way we have added a full-time program coordinator position to join our part-time director. Of course, we could not do the work we do without the wonderful efforts of our volunteers and campus and community partners.

The WRC serves students, staff, and faculty and is charged with advocating, educating, and providing support services for the advancement of gender equity on campus with the ultimate goal of ensuring student safety and success. We have been providing services and delivering programs for ten years and have become an invaluable part of the university campus community. Our programming has enriched the life of this vibrant, diverse campus and we are excited to have been part of the exciting march to gaining Tier One status.

This report is a chance for us to showcase our achievements and highlight the many people who have contributed to the success of our bustling center. Together we have accomplished so much since the Women's Resource Center opened --- and this report gives us a chance to tell our story.

– The University of Houston
Women's Resource Center Staff

Honoring our History

The Women's Resource Center opened on Tuesday, March 9, 2004 as a result of the recommendations of the University Commission on Women (UCW). In September 1999, President Arthur K. Smith appointed 24 UH-affiliated women to the Presidential Commission on the Status of Women for a two-year period to address the issues and concerns of women on the University of Houston campus. The Commission was deemed necessary after a high profile gender harassment lawsuit led the university to examine the lack of women in higher administration positions and the workplace climate for women on campus. The Commission was later expanded to additional members, including men. The Commission undertook a campus-wide survey and developed a report with numerous recommendations to the current president. One of the recommendations was for a university supported Women's Resource Center and it opened its doors in 2004.

Maren's Statement

I started working at the WRC in a cubicle. Susan was my employer and my only task was to create a database that had resources available to women. After a couple of months, we were told that a space had been created in the Satellite building. It was very exciting to think that we would be able to create an area that was accessible for everyone on campus. I was also happy that we would finally be able to meet with people face to face.

I loved meeting with other students who were passionate about women's issues. I also loved planning our programs. We had some amazing speakers come to the WRC to discuss a variety of topics and I always felt like I learned something new. The program that stands out the most was on sexual assault. With the cooperation of the Houston Area Women's Center, we did a display of the "jeans for justice" and planted a red flag for each sexual assault that was reported in the Houston Area that year.

We had amazing speakers all week from the Houston Area Women's Center. We also made the cover story in the Daily Cougar. I was told that the photo on the cover was the first photo printed in color to highlight the red flags. Then I had a young female student come into the resource center and share her story about sexual assault. She had been date-raped and was in the middle of the trial. She said she was at the point of giving up and then she came to campus and saw the flags. She said it gave the courage to continue forward and also she realized she was not alone in her fight. She wrote her story and it was also printed in the Daily Cougar.

My hope is that the WRC offers a place of refuge for whoever needs it and that it provides a place for open, respectful and honest communication. A place where diversity can be admired and finding our similarities can help bring us closer together.



Susan's Statement

Although the UH Women's Resource Center was conceived by a committee, its birth and early years were highly entrepreneurial. The President's Commission on the Status of Women saw the need for a permanent organization on campus that would help female students, faculty and staff find the support and resources they needed to overcome obstacles and achieve their goals. Such a Woman's Resource Center would coordinate with other programs on campus as well as provide unique services. I was charged with creating the center and then hired Maren Swope, a Social Work graduate student, as my assistant. We first compiled a database of university, community, and national resources that anyone could search using, at first, the WRC computers. Then we designed (with a lot of help) a website that made the database searchable from any computer. To expand the WRC's reach, we sought out partners on campus and in the community. Using this network, the WRC was able to increase the number of lactation facilities on campus (including having one with a breast pump right in the WRC); help new graduates prepare for job interviews through workshops and obtain appropriate clothing; encourage everyone to get healthy and fit with sessions on diet, exercise, and medical issues; and address issues of sexuality, mental health, domestic/date violence, self-defense, and much, much more. The WRC's partners were campus offices including – but definitely not limited to – Career

Services, Health Center, Counseling and Psychological Services, Wellness; UH Police, Veteran's Services, Center for Students with disAbilities; all the colleges and administrative divisions; and community organizations such as Dress for Success and Weight Watchers at Work. There were movies (usually with a relevant theme) and celebrations and prizes, too.

The WRC also worked with people on an individual basis. Sometimes the WRC was just a place where a troubled person – female or male; student, faculty or staff – could find a sympathetic ear. If more professional help was required, we would refer people to other offices on campus or to community organizations like the Houston Area Women's Center. Likewise, campus organizations referred people to the WRC. At other times, the WRC was a quiet place for individuals to study, practice speaking English or even take a nap.

Being involved in the establishment of the Women's Resource Center was a fulfilling way to end my career at UH. When I was young, I was frequently told "girls don't do that" – by family, teachers, and others who were important to me. As a consequence, I did not follow my dreams. I told my daughters they could do anything and go anywhere. The WRC gave me the opportunity to help, I hope, many women overcome hurdles large or small.



Staying True to WRC's Mission, Goals and Values

Our Goals

To provide a comfortable place where UH students, staff, and faculty can seek information on a variety of topics, obtain confidential referrals to appropriate campus and community resources, and discuss issues of concern;

To educate the University of Houston community on topics that concern women with a special focus on violence against women due to gender, sexual identity, race, or disability;

To identify and research issues that affect University of Houston women;

To serve as a liaison between women on campus and the administration, often by working with the University Commission on Women; and

To celebrate the achievements of University of Houston women by featuring a UH female faculty, staff or student each month on our web site in the "Spotlight" feature. "Spotlight" feature.

Values

The work of the Women's Resource Center is an outward demonstration of our values. In all aspects of our work from programming to providing services to students to collaborating with others to educating the campus community, we strive to put these values into practice and make them visible.

Our Mission

To advocate, educate, and provide support services for the advancement of gender equity on campus to ensure student safety and success



We value

**Female
Empowerment
and Gender Equity**

Integrity

**Treating each
person with
dignity and
respect**

**Diversity and
being culturally
competent**

**Safety through
Violence
Prevention,
education,
and services**

**Valuing
diversity and
being culturally
competent**

**Facilitating
student success**

**Empathy and
Confidentiality**

**Outstanding
customer
service**

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Interracial Dating

Birth Control

Female Condoms

Abortion

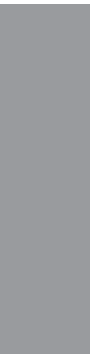
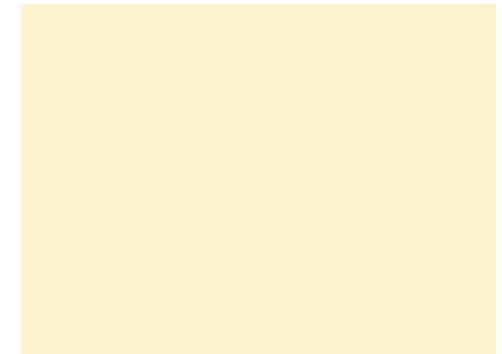
Awareness and Prevention

Sexual assault

Health sexuality

Media Images

Human Trafficking



Programming is the lifeblood of the WRC and over our ten years of existence we have delivered over 500 programs. Programs and audiences are diverse and multi-faceted, covering a range of topics where the intersections of race, gender, sexual identity and class meet. Weekly programming has included Cougar Conversations and Gender Talk, where gendered topics of the day are discussed. A few of the topics addressed include disordered eating, self-harm, interracial dating, religion, cultural celebrations, violence, sexting, sexual education, alternative menstrual products and many, many more. Students, staff and faculty have an opportunity to talk about important issues of the day in a safe environment for learning and growth. We have done serious program on violence awareness and prevention and fun programs including doing a range of crafts.

Our most outlandish program was Viva la Vulva where we celebrated women's bodies, educated women about their bodies, and made a vulva craft, too. Not all the learning occurs in classrooms. One year for Breast Cancer Awareness Month we had a bra-decorating contest. We honor Women's History Month in March, Domestic Violence Awareness and Prevention month in October along with Breast Cancer Awareness month and April as Sexual Assault Awareness and Prevention month. We have programs for Love your Body Day, Stress Free Finals week, Women and Girls HIV Prevention Day, and many more. We honor the unique cultural and religious heritage of our students by setting up table displays to educate and inform about Diwali, Ramadan, Kwanza, Dia de los Muertos, Hanukkah, Lunar New Year, Transgender Remembrance Day, and LGBT Pride.

Relationship Violence

Salary Negotiation

Sexting

Body Acceptance

STI Prevention

Sexual Assault in the Military

Violence Prevention

Fixing your Car

Hook up culture

Remembering

Super Special Events and Speakers

NO!

Save the Date!

Thursday, April 10, 7pm
University of Houston
Cotton Performance Hall

Free Admission and Parking
Reservations: Call 281-293-1234 or visit www.uh.edu/no!

Join us for an extraordinary evening of music, art, and activism. The NO! series is a collaboration between the University of Houston and the NO! Foundation. The NO! series is a collaboration between the University of Houston and the NO! Foundation. The NO! series is a collaboration between the University of Houston and the NO! Foundation.

HIP-HOP: Beyond Beats & Rhymes

Hip-hop is a man's game...

...but does it have to be? A new documentary "Hip-hop Soul" takes an in-depth look at masculinity and race in hip-hop, where creative genius collides with misogyny, violence and homophobia, exposing the complex intersections of culture and commerce.



UNIVERSITY of HOUSTON
WOMEN'S RESOURCE CENTER

The Women's Gender, and Sexuality Studies Program at the University of Houston in collaboration with the Cynthia Woods Mitchell Center for the Arts, the Women's Resource Center, and the LGBT Resource Center Presents:

"I AM THE ONE I ALWAYS WANTED TO MARRY"
A One-Woman Performance by Michéle Genet

Location: Dudley Recital Hall, Fine Arts Building (3rd floor, room 325), University of Houston, 4800 Calhoun Rd, Houston, TX 77004

Doors: 7:00 pm
Time: 7:30 pm
Date: April 12, 2012
Place: Ccone Hall, University of Houston
All ages, free admission



UNIVERSITY of HOUSTON
WOMEN'S RESOURCE CENTER

SARA MARGUS
author of **GIRLS TO THE FRONT**

Book reading/signing and Q&A

Doors: 7:00 pm
Time: 7:30 pm
Date: April 12, 2012
Place: Ccone Hall, University of Houston
All ages, free admission

Sara Margus's *Girls to the Front* is not only a historical recount of the revolutionary 1960s counterculture Riot Grrrl movement, which birthed the DIY feminist punk scene, but also a rallying inspiration for a new generation of empowered rebel girls to drop on guitars and rock it to the Max.

—Natalie Fox

UNIVERSITY OF HOUSTON'S VETERANS SERVICES, WOMEN'S RESOURCE CENTER, AND STUDENT FEMINIST ORGANIZATION PRESENTS:

THE INVISIBLE WAR

WEDNESDAY, MARCH 6, 2013
Breakfast Bar 8:00 - 9:00a Film Screening 9:00 - 10:45a Panel Discussion 10:45 - 12:00p

UNIVERSITY CENTER
Houston Room 251

Parking available at the HILTON @ UNIVERSITY OF HOUSTON
4800 Calhoun Rd, HOUSTON, TX 77004

INFO | RSVP
M2Hutchinson@UH.EDU
LNBradberry@UH.EDU

2.5 CEUs offered by the Graduate College of Social Work
(\$10 Administrative Fee)

UNIVERSITY of HOUSTON **UNIVERSITY of HOUSTON**
VETERANS SERVICES WOMEN'S RESOURCE CENTER

"SHOCKING" "HAUNTING" "A MUST-SEE"

THURSDAY, MARCH 13
1:00 - 3:00 PM
UC PACIFIC ROOM

porn culture
A SOCIAL CRITIQUE

ARE YOU BUYING IN AND SELLING OUT?

WOMEN'S RESOURCE CENTER



Every year or two the Women's Resource Center goes all out and sponsors a special program, often with nationally recognized speakers to come and share their knowledge with the University of Houston campus community. Sometimes they are authors, sometimes they are educators and sometimes activists. The WRC has been fortunate to host filmmaker Byron Hurt, with his critical analysis of hip hop through the lens of race, gender, and sexuality in his film *Hip Hop: Beyond Beats and Rhymes*. We were also pleased to invite Aishah Shahidah Simmons, an award-winning African-American feminist lesbian independent documentary filmmaker, television and radio producer, published

writer, international lecturer, and activist. She screened her film, *No! A Rape Documentary*, an award-winning, internationally-acclaimed, groundbreaking documentary explores the international reality of rape and other forms of sexual assault through the first person testimonies, scholarship, spirituality, activism and cultural work of African-Americans. *NO!* also explores how rape is used as a weapon of homophobia. Dr. Robert Jensen, a University of Texas journalism professor, spoke to the campus community about the harms of pornography. University of Houston social work professor, Dr. Brené Brown, came to the WRC to talk about her first book and went on to have

her books become a staple on the New York Times best-seller list. Author Sara Marcus spoke about her new book, *Sara Marcus's Girls to the Front: The True Story of the Riot Grrrl Revoluion* is not only a historical account of the revolutionary 90s counterculture Riot Grrrl movement, which birthed the DIY feminist punk scene, but also a rousing inspiration for a new generation of empowered rebel girls to strap on guitars. These exciting speakers educated, entertained, inspired, and challenged us in many ways.

Working and Playing Well with Others

Our Collaborations Programming partners



Campus Partners

Equal Opportunity Services

M.D. Anderson Libraries

Student Orientation

Wellness

Counseling and
Psychological Services

University Career Services

Center for Fraternity and
Sorority Leadership

Veterans Services

Women, Gender &
Sexuality Studies

University Commission
on Women

Health Center

Student Learning and
Residential Life

Student Feminist
Organization

PanHellenic Council

LGBT Resource Center

Community Partners

Houston Area Women's Center

Ft. Bend Women's Center

Bridge Over Troubled Water

Dress for Success Houston

Houston Rescue & Restore

WHEW!

San Jacinto Council Girl Scouts

The Women's Home

BIRTH

Houston Police Department

Girls Rock Camp Houston

Planned Parenthood

Jewish Community Center

Student Feminist Organization





student program board

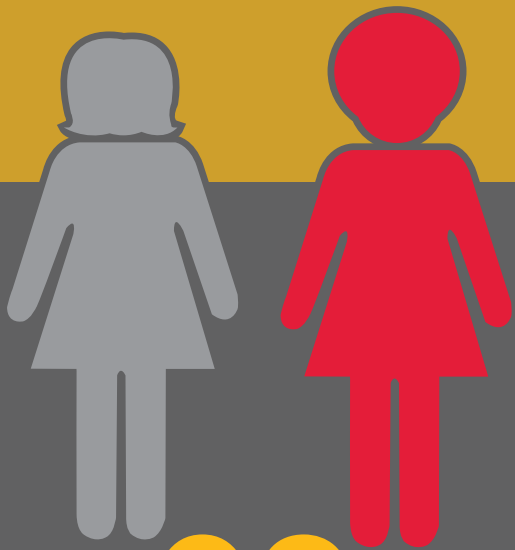


The WRC could not do what we do without the wonderful collaborative efforts of our on campus and off campus partners. We really enjoy working with these partners on a variety of events. We love to table at their events and have them participate in ours. The annual Take Back the Night March is a rich collaboration of multiple UH departments. We both give and receive referrals to many campus departments and programs. The WRC is proud to partner with the Equal Opportunity Services department and the Department of Public Safety with the goal of increased safety for all of our students. Each summer the WRC partners with MD Anderson librarians to present the annual Summer Book Club. The WRC partners daily with our space mates, the LGBT Resource Center as we seek to better serve student and provide a safe, comfortable space for them to gather

and learn. Another valuable collaboration is the with the Women's, Gender, and Sexuality Studies program where we co-sponsor and present the \$Start \$mart program, which teaches graduating seniors how to negotiate for their first salaries upon graduation. We are stronger, more organized, more creative and more effective when we work together.

The WRC has also enjoyed working with multiple off campus collaborations. Houston is fortunate to have a wealth of nonprofit organizations that assist women in need. We frequently refer women to the Houston Area Women's Center (HAWC) for sexual assault support groups or emergency shelter. Several organizations have been the recipients of funds raised from our annual production of The Vagina Monologues including HAWC; The Women's Home, provid-

ing women in crisis the opportunity to rebuild their lives through its unique long-term residential rehabilitation program; Houston Rescue and Restore, raising awareness about human trafficking; and Daya, serving South Asian women subjected to intimate partner violence. The partnerships have served not only to benefit UH students, but also connect them to community resources. The University of Houston is also gaining stature and prominence in the community and outside groups want to reach and involve our students in their good works and educational opportunities. The WRC also has served as a field placement site for interns from the Graduate College of Social work and the College of Education Higher Education Administration program. We are pleased to be part of their educational journeys.



02

STAFF
MEMBERS

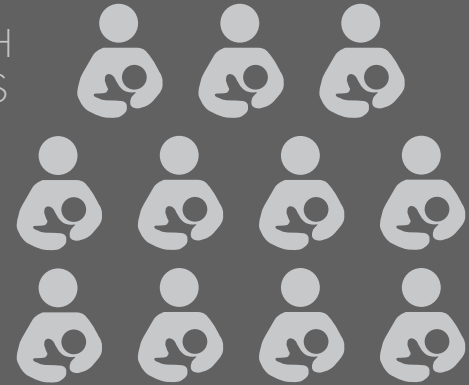


37

SUITS FOR LOW
INCOME, JOB READY
STUDENTS THROUGH
DRESS FOR SUCCESS

11

LACTATION
ROOMS



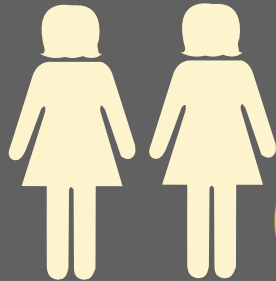
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CUPS DISTRIBUTED TO
FRATERNITY MEMBERS



65

VOLUNTEERS



02

INTERNS

09

SPECIAL
EVENTS

400+

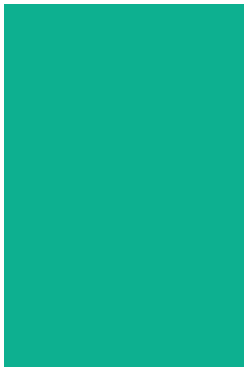
PROGRAMS



VAGINA MONOLOGUES PRODUCTIONS, OVER
\$5,000 RAISED FOR LOCAL NONPROFITS

BY THE
NUMBERS

Spotlight featuring UH faculty, staff and students – **120**



Prioritizing

Safety



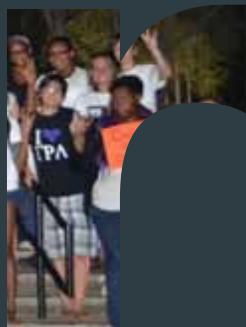
In achieving Tier One status, the University of Houston makes student success the foundation on which we build. However, students cannot be successful if they are not safe. A primary goal of the WRC is to serve student survivors of violence and also work to prevent such violence from occurring in the first place. Our program A Question of Consent works with young men to define sexual consent and learn how to ask for it. We provide information and support to students in the aftermath of sexual assault and intimate partner violence. The WRC has been an important voice in providing feedback for changing campus

policy to make them more receptive to victims of crime. We also provide important programming for the campus community such as the annual Take Back the Night march and The Vagina Monologues.

The WRC hosts a range of services including monitoring and increasing the number of mother's rooms or lactation spaces on campus. The WRC serves as a referral source for the Dress for Success Houston (DFSH) program, which provides a business suit, pearls, shoes, and a purse to low-income, job ready students. We have even conducted a couple of Save Our Suits

(SOS) drives to gather suits to donate to DFS and their clients. We provide students with free feminine hygiene products, Advil, Band-Aids, condoms and feminine hygiene products. The WRC participates in many service projects in order to assist groups in need and also to model for students the important of life-long service and giving. We have collected phones to give to battered women shelters so their clients have a phone to call for help if needed. We have collected socks and blankets for the annual Staff Council drive, and diapers and formula for area shelters.







With our small staff, the WRC could not do what we do without the wonderful work of our volunteers. Over the years we have been fortunate to have a number of faithful volunteers who distribute flyers, staff tables, and work our events. Our volunteers are a diverse group, women and a few men, American and international students, and all races/ethnicities, religions, and genders. Our volunteers provide a friendly face and welcome greeting to WRC visitors. They staff tables and help educate the campus community about the WRC. They support our many events. Their volunteer years are a wonderful exchange of the work they provide the WRC and the new skills, knowledge, and experience that we provide them. It is a bittersweet moment when our volunteers graduate; they will be missed, but we are so pleased to see them go out into the world with their hard-earned degree and warm memories of the WRC.

Appreciating our **Volunteers**





Moving & moving forward

In our ten years of existence, not only has the WRC moved forward in time and grown as a center, we have also moved physically across the campus and the organizational chart. The WRC was first located in a single small cubicle space in the Advancement department and then moved into the University Center Satellite in February of 2004 for the grand opening. In January 2010 due to their space constraints The Daily Cougar staff moved into the space occupied by the WRC and the WRC moved into the second floor of the University Center. In May

2010 the newly created Lesbian, Gay, Bisexual and Transgender (LGBT) Resource Center joined the WRC to share space and mission to serve students and form communities. WRC staff embraced their new colleague, LGBTRC director Lorraine Schroeder. The WRC staff and students weathered fire alarms, leaky ceilings, and extremes of hot and cold as the University Center was under renovation. In December 2013 the WRC moved into a beautiful new space in the Student Center North, where our space doubled and the view improved

with the addition of windows. The WRC is pleased to welcome student into this beautiful new space that students made possible with their votes and their dollars.

Not only did the WRC move from one physical location to another, the Center moved across the organizational chart as well. The WRC started under Advancement in 2004, under the supervision of Wendy Adair. In 2008 Wendy left the university and the WRC moved under the College of Liberal Arts and Social Sci-

ences and the Women's, Gender, & Sexuality Studies program under the supervision of program director Dr. Elizabeth Gregory. In January 2011 the WRC moved under the direction of Dr. Elwyn Lee, the vice-president of Community Relations & Institutional Access. In June 2013 the WRC moved to a new box on the organizational chart under the Division of Student Affairs & Enrollment Services (DSAES). Dr. William Munson, Dean of Students, is the new direct report.



**Community Relations & Institutional
Advancement to Student
Affairs & Enrollment Services**

**College of Liberal Arts & Social
Sciences under Women's, Gender,
& Sexuality Studies**



Dr. William Munson



Our Future



A look into our ten years past also calls for a glimpse into the years to come. The WRC staff is not content to rest of their achievements, but is always looking for ways to improve and expand services and resources. We are continually learning how to better serve our diverse student body and keep true to our commitment to work at the intersections of multiple identities, such as gender, race, class, and sexual identity. It can be a challenge to put this theory into practice, but we strive every day.

Now that we are settled into our new, beautiful, and more visible space, we have plans to expand services and programs. Two major projects are developing a leadership program

and also hiring a new, dedicated staff member to implement a Survivor Services and Violence Prevention project that would focus on sexual assault intervention and education. Our ambitious plans call for additional resources. We hope to begin raising external funds to support our mission and new programming. In the coming year we will be calling on UH students, staff, faculty, and alumni as well as those in the Greater Houston community to support these efforts. Donations can be made through the UH online giving site at: <https://giving.uh.edu/> and specify the Women's Resource Center. All contributions are greatly appreciated.

In Closing

We are so pleased to have been a vibrant part of the University of Houston for the past ten years. Those ten years have been busy and productive, and at times, exhausting. We have many accomplishments to feature and successes to highlight. We make a difference every day in the lives of women and the campus community we serve. We are pleased to be part of the college experience of many students, whether through outreach, education, or supportive services. We are pleased to contribute to student retention and success. Of course, we could not have accomplished all that we have without the generous assistance and contributions of UH students, staff, and faculty, and administration that helped us not only grow, but thrive. Thank you to our many volunteers as well as campus and community collaborators. We are so grateful for their work and support. Our first decade has been vibrant; we look forward to the decades to come.

WOMEN'S RESOURCE CENTER



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