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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 the Director

Dear Members of Our Community,

In light of the overwhelming circumstances many of us found ourselves in by the end of the spring semester, I am incredibly proud of all that our undergraduate interns, graduate coordinators, and staff were able to accomplish to continue to provide support to the community in the face of so many challenges and sudden changes. Through this report, we will highlight all of the incredible fall semester programming we supported and the fact that we were able to shift many of our activities online after the University’s pivot to remote learning in March due to COVID-19.

We continue to fulfill the mission of the Harvard College Women’s Center 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. Our shared values around inclusion and centering intersectionality in our work are as essential now as ever in upholding our mission. Audre Lorde said that “there is no such thing as a single-issue struggle because we do not live single-issue lives.” Similarly, the work of the Women’s Center cannot be “single-issue” as the experiences of women are shaped by the whole of their intersecting identities.

Many students in our Harvard community belong to Black and Brown communities that continue to be disproportionately impacted by COVID-19. And in the wake of an abrupt transition off campus this spring that would mark a change in our collective lives forever, Breonna Taylor was murdered on March 13, George Floyd was murdered on May 25, and Tony McDade was murdered the day before Commencement on May 27 by men who were law enforcement officers. Although the murder of George Floyd caught the nation’s attention setting off protests across the country, it is clear that women and gender minorities are not immune to the violent policing that plagues our nation even though their murders are oft under-reported and overlooked.

I write this following the multiple commitment-laden statements that have been made across the University and by institutions nationally to address anti-Black racism. The staff and interns at the Harvard College Women’s Center have been reflecting on our roles in this effort as well, and identified ways we can accelerate our efforts to address racism through an intersectional lens.

This work is especially challenging as our Center is embedded in an institution that was built by, but not for, Black people, and on land that was stolen from the Massachusetts tribes. For centuries Harvard excluded the voices of all who did not identify as a white, Christian, heterosexual, upper-class, cis-gendered man. As an institution we still have a long way to go to rectify the impact of these compounding injustices internally, while striving to be a force for positive change outside of our gates. This is where we are, and from here we will work with members of the community to center, amplify, and uplift marginalized voices and needs.

The 2019-2020 academic year has passed, yet few felt a true sense of closure. As physically and emotionally draining as it was, we must acknowledge that next year is unlikely to bring us any respite. There are social injustices that can no longer go ignored, a pandemic still to overcome, and a looming presidential election. When these thoughts weigh me down I think of the wonderful community we have built at the Women’s Center - all of the current and previous students, staff, and faculty that I have had the immense privilege to work with. It is from these fond recollections that I draw much of my hope. I have witnessed the ability of our community to rally together and take care of each other in times of great need.

In the pages that follow, you can learn more about these efforts and the key programs and support we were able to provide to advance our mission in collaboration with community members. A few highlights include the Schmertzler Leadership Seminar featuring the former Vice President of Panama Isabel St. Malo de Alvarado, hosting a community-wide conversation titled “The Men They Wanted Us To Be: Toxic Masculinity in Communities of Color,” creating a trailblazing intro to Ecofeminism, the Women’s Cabinet’s meeting with the new head of University Health Services to present a report on how to provide more inclusive services, adaptation of the Gender 101 workshop over Zoom, and the receipt of the Harvard Culture Lab Innovation Fund grant to enhance our Women in STEM Mentorship Program.

Much has changed over the past six months, but the Harvard College Women’s Center remains committed to gender equity and women’s leadership. While many challenges remain for the year ahead, I am grateful for the staff, students, and partners who rise to meet them with dedication and empathy. There are many avenues for involvement in the work and joy of the Women’s Center. We invite you to be a part of our community and welcome you to invite others in as well.

In Community,
Heidi Wickersham
Director, Harvard College Women’s Center
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

This year the Education Committee welcomed an entirely new group of interns. Although Julie Chung was a returning intern, she, along with Claire Oranye, Kier Zimmermann, and Gabrielle Langkilde, were new to the Education Committee. In collaboration with Kirin Gupta, Graduate Assistant for Programming, and Micahela Mobley, Assistant Director, the Fall semester was dedicated to training interns in how to facilitate the Gender 101 workshop. Interns also worked diligently to expand the Intersectionality portion of the workshop to be threaded throughout the entire workshop.

Excited to start facilitating workshops, the Spring semester kicked off with the Women in Harvard Athletics club being the first student organization to receive the Gender 101 workshop. The Education Committee was looking at a fully booked Spring semester. Unfortunately, the semester came to an abrupt change in March as the Harvard community was instructed to move off campus in response to the growing COVID-19 pandemic.

As we all made our way to our respective homes around the world, we took a moment to grieve the impact of our “new normal”. Committed to the mission, the Education Committee worked hard to adapt the Gender 101 workshop to a virtual format. In about two weeks, the Committee had adapted the facilitation guide and the workshop. After a few practices, the Committee felt confident to facilitate the new workshop. In late April, the Committee successfully facilitated two Gender 101 workshops for the pre-orientation leaders of First-Year Outdoor Program. Participants stated that the workshop was “engaging”, that their understanding of gender expanded, and reported an increase in feeling confident in their abilities to recognize how gender plays a role in their organization.

Although this academic year was unlike anything we could have imagined, we are extremely proud of the work that this year’s Education Committee accomplished. From onboarding four interns new to the Committee, editing the facilitation guide to be more inclusive, adapting the Gender 101 workshop to virtual facilitation, and then successfully administering the workshop both in person and remotely, the Education Committee has made quite a positive impact.
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

The First-Year Representatives (“Frosh Reps”) program is designed for first-year students to help promote and raise the visibility of the Center resources and events among other first-year students, act as a liaison between the Center and other first-years, and help the Center stay connected to dialogue in the freshmen class related to issues of gender. Each year interns recruit and train Frosh Reps in the beginning of the fall semester.

During the 2019-2020 academic year, the Women’s Center recruited five outstanding Frosh Reps who met throughout the year to design events surrounding gender identity relevant on campus. This year, the Frosh Reps hosted two events including “Strawberries, Self-Care & Scrapbooking”, in the fall and “How Women Are Changing the Game” in the spring.

“Strawberries, Self-Care & Scrapbooking” welcomed over 40 students to the Women’s Center to indulge in chocolate covered fruits and engage in a panel discussion about the importance of women prioritizing self-care during college and beyond. The panel consisted of two undergraduate seniors and two Harvard professionals. Panelists shared with participants how they are able to balance their professional and personal responsibilities through an intentional practice of self-care, such as boundary setting, mediation, and joyful movement. After the discussion, everyone was invited to practice self-care by creating their own scrapbook journal.

In the Spring Semester, the Frosh Reps hosted “How Women Are Changing the Game” as part of Women’s Week celebrations. The Frosh Reps set up different stations in Ticknor Lounge in which participants could come to learn about various women in different professional fields who have broken barriers and are changing how women are able to accomplish great things.

In response to the growing COVID-19 pandemic, the shift to remote living and learning impacted the Frosh Reps ability to host more events for first-year residents. However, that did not stop the Frosh Reps from having a strong impact on Harvard’s first-year community.
The mission of the Women of Color Collective (WoCC) is to provide a space in which women of color can come together to discuss the intersections of race, gender, and culture; discuss how this intersection can be further complicated by other facets of identity; and create solidarity between women of color. Our vision is that through the Collective, women of color, whether they belong to an affinity group or not, will feel like they have a space in the Women’s Center and in the College.

This year, WoCC ambassadors deemed it incredibly important to focus the work of the Collective on creating programs in the Houses that centered self-care and healing. Being at the intersection of race and gender in a space that you are often in the minority can be a very isolating experience, and our WoCC Ambassadors wanted to create programming in which women of color can be in community with one another and leave with tangible takeaways of curating their own self-care practice. Before the close of the fall semester, the WoCC Ambassadors hosted a Paint & Sip night in Currier House. Participants were able to express themselves through painting and engage in fellowship over mocktails. A few days later the WoCC Ambassadors hosted a Spa Day in Quincy House. Participants came together over tea and cookies to learn how to make their own face masks, body scrubs, and more.

Upon arriving back to campus for the Spring semester, the WoCC Ambassadors were excited to get back to planning events and creating community in the Houses. Unfortunately, no events were able to be held before the de-densification of campus in response to the growing COVID-19 pandemic. We look forward to the upcoming academic year and continuing the important work of the Women of Color Collective!
Programming and 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

The Women’s Cabinet is a collaborative board of student leaders from women-focused student organizations throughout Harvard College. The goal of the Women’s Cabinet is to strengthen and amplify the voices of women students on campus. We work towards this goal by sharing best practices for organizational longevity, providing funding incentives for collaborative programming increasing dialogue around women’s and gender issues amongst student leaders to build bridges of understanding across areas of interest.

The 2019-2020 academic year was an impactful one for the Women’s Cabinet. This fall, Women’s Cabinet co-chairs Christie Jackson ‘21 and Sanika Mahajan ‘21 kicked the semester off with a brainstorming session about the most pressing issues on campus. They identified the need for an improvement in Harvard University Health Services (HUHS) cultural competency, training and response with sexual assault as well as treating LGBTQ clients. The Women’s Cabinet gathered data and created a report with recommendations for new Executive Director of HUHS, Dr. Giang Nguyen. Members of the Women’s Cabinet then met with Dr. Nguyen to discuss the report and how the Women’s Cabinet could help support.

In the Spring semester, the Women’s Cabinet decided to advocate for the need for more student involvement in the hiring process of the Faculty Deans. Historically, students do not have much input in the process. The Faculty Deans are tasked with creating community in the Houses. In a report released September 2019 on sexual assault at Harvard, a large number of sexual assaults on campus happen in the Houses. Being that 8 Faculty Dean positions were available, the Women’s Cabinet deemed it very important that student voices be heard during the hiring processes. Women’s Cabinet co-chairs Christie Jackson ‘21 and Sanika Mahajan ‘21 met with Dean of Harvard College Rakesh Khurana to discuss this, however was unable to continue the conversation due to the de-densification of campus.

It was also a productive year for the Ann Radcliffe Trust/Women’s Center Community Fund (ART/WCCF). The 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. The ART/WCCF is primarily funded by the Houghton Endowment, which was established by a gift from Maisie K. Houghton ‘62 and James R. Houghton ’58. The grant review process is coordinated through the Women’s Cabinet and applications are reviewed by a rotating subset of members of the Women’s Cabinet, previous ART grant recipients, and HCWC interns. 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 Grant allocated $15,000 of funding to over 20 student groups.

Overall, it was another exciting year for the Women’s Cabinet! Thank you to all of the members of Women’s Cabinet for their dedication and to their organizations for facilitating such fantastic work on campus!
In its thirteenth year, Women’s Week continues to make a significant impact on campus by fostering dialogue about women’s and gender issues. The mission of Women’s Week is to sponsor student-led events that celebrate women’s achievements, promote dialogue about women’s and gender issues, and highlight the varied and intersectional experiences of women at Harvard and beyond.

Women’s Week 2020 explored the theme “New Visions,” in which participants reflected on gender identity and gender performance outside of the binary. Through seven events organized by student groups, Women’s Week was truly a community-wide endeavor, demonstrating the shared passion of individuals, student organizations, faculty members, and administrators for empowering people to make change in their personal lives and in their communities.

The seven events from this year’s lineup featured a range of topics, including gender in modern ballroom dance culture, feminism and motherhood, international politics, and more, with formats ranging from dance lessons, intimate discussions, to various forms of artistic expression. The week opened with an event hosted by the Association of Black Harvard Women, titled “Creativity & Care in the Community”. Students stopped by the Women’s Center Lounge to decorate journals and discuss how self and community care goes hand in hand. Midway into the week, the Albanian Leadership Initiative hosted an intimate discussion with model and philanthropist, Emina Cunmulaj on her journey from living in a refugee camp to becoming a celebrated model. The week concluded with an event sponsored by our Frosh Reps titled “How Women are Changing the Game” where participants learned about amazing professional women breaking barriers in their fields.

The five days of programming included in Women’s Week was coordinated by Women Center interns, Ije Okereke ‘22 and Grey Johnson ‘22, and a 10-student steering committee with the collaboration of 7 student organizations. Throughout the week we engaged over 300 student participants, expanding the reach of the Women’s Center, uniting women on campus, and increasing awareness of women’s shared and intersectional experiences.

A special shoutout to the Design and Publication Team for their strategic advertising across social media platforms. Our Frosh Reps also did an amazing job in bringing in first-year student participation through their efforts of tabling in the first year dining hall. Women’s Week 2020 was a huge success and we look forward to what our students have in store for next year!
#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 11 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 physical certificates of appreciation in the mail.

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. The ART/WCCF is primarily funded by the Houghton Endowment, which was established by a gift from Maisie K. Houghton ’62 and James R. Houghton ’58. The grant review process is coordinated through the Women’s Cabinet and applications are reviewed by a rotating subset of members of the Women’s Cabinet, previous ART grant recipients, and HCWC interns. 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. The Harvard College Women’s Center awards an average of 35 ART/WCCF grants to student initiatives each academic year. This year there were 34 grant requests totaling $37,802. We were able to fund 31 of the requests, awarding $15,000 in funding for 19 student groups.

Group: The Harvard Ballet Company
Event: “She Is”

The Harvard Ballet Company’s Fall 2019 production of “She Is” centered on the experiences and voices of women. Inspired by personal stories of company members, the show offered a triple bill of completely original works, all choreographed by women and set to music by women composers. Through the medium of dance, this show asked audience members to reflect on what does it mean to take up space as a woman in today’s society and how the successes and difficulties of women and womanhood lives in all of us.
The Let’s Talk Series features weekly programming spearheaded by our undergraduate interns highlighting campus issues and building community.

Fall 2019 Events

Beyond the Binary: Gender as a Constellation video release 09.18.19
The premier of our short film explaining the conceptual framework of HCWC Gender 101 workshops.

Self-Love: Pleasure Physiology, Sex Toys & Masturbation 9.25.19
A self-love workshop in collaboration with the Office for Sexual Assault & Prevention and Good Vibrations.

My Identity. My STEM: Women in STEM 10.2.19
A panel discussion of the challenges and rewards of being a women in STEM.

Challenge. Motivate. Inspire. CREATE! 10.16.19
A crafting event to provide a break during midterm exams.

The Men They Wanted Us to Be: Toxic Masculinities in Communities of Color 10.23.19
A conversation in collaboration with men of color student organizations to discuss how toxic masculinity affects them.

Food & Fascinating Conversation with Dr. Bayoumi 11.6.19
Discussion of the experiences and challenges of professional women.

Laughing from the Margins 11.13.19
A comedy night around identity highlighting the experience of marginalized groups on campus.

Violence Against the Transgender Community in 2019 11.20.19
In honor of Trans Day of Remembrance, an intimate discussion of the violence the transgender community continues to face and how cisgender people can do their part to stop the violence.

Spring 2020 Events

So What’s the Appeal: Undoing the Assumptions In & About Dating Apps 02.12.20
A workshop in collaboration with CARE on how dating apps condition our experiences of certain hookups and relationships.

Food & Fascinating Conversation with Resident Dean Dr. Linda Chavers 02.19.20
Discussion of the experiences and challenges of professional women.

Two Fights in One: Unpacking Environmental Justice Beginning with Gender 02.26.20
Discussion of how climate change affects women and children.

Feminist Responses to COVID-19 04.30.20
Discussion on the various concerns and responses for a feminist, justice-based approach to current conditions.
The Men They Wanted Us to Be: Toxic Masculinities in Communities of Color was an event in collaboration with the South Asian Men Collective, Black Men Forum, Latino Men Collective, and the Asian American Brotherhood. The event took place in the Winthrop House Junior Common Room and had over 60 undergraduate students in attendance. Participants were so involved in the conversation that the discussion lasted well past the time it was supposed to end.

This discussion brought together people of color to allow for a brave conversation on how communities of color experience toxic masculinities. Students shared their experiences of how trying to live at the binary of masculinity and femininity felt constricting and contributes to the violence experienced by people with marginalized gender identities. The night concluded with participants collaborating on ways that each person could commit to unlearning toxic masculinity in their culture and work towards a culture of accountability and care.
Spring Spotlight

Two Fights in One: Unpacking Environmental Justice Beginning with Gender
February 26, 2020

This event, Two Fights in One, was an interactive workshop to teach the general premise of ecofeminism and explain how gender intersects with environmental justice. We decided to have this event because the issue seemed very topical in light of environmental justice protests on campus, the faculty’s recent petition to divest, and HCWC’s commitment to sustainability, and we wanted to further nuance the understanding of environmental justice by demonstrating how it intersects with gender. We began the workshop with a land recognition because the philosophy behind ecofeminism comes from indigenous cultures, and the exploitation of the environment goes hand in hand and begins with the exploitation of indigenous land and culture. We then transitioned to discussion norms, and following, an activity called “Our View of Nature” where we had the participants draw their understanding of what “nature” or “the environment” looks like with the assumption that they would draw plant/ocean/animal life to then complicate their understandings and say that the environment also actually consists of urban areas. We then moved to a trivia session to show real-life examples of how environmental justice intersects with gender justice, and then we facilitated a workshop on breaking down the key components of ecofeminism: the deconstruction of the patriarchy and the importance of intersectionality.

Finally, we listed how HCWC practices sustainability just to show examples of what steps can be taken to be more environmentally friendly, and we led the closing activity where participants toured the room and answering several prompts, such as “what are some ‘next steps’ we can take at the institutional level to advance ecofeminism.”

Gabrielle Langkilde ’21 & Alice Chang ’22
The 2020 Women’s Leadership Awards (WLA) Ceremony celebrated a variety of forms of women’s leadership, spanning from community-building and mentorship to critical activism and challenges. Due to the COVID-19 pandemic, WLA was adapted from a single day event into a week-long celebration of women in the community. Attendees tuned in to the Women’s Center Instagram, Facebook and website each day at noon to hear from our honorees. The week started with a reflection from one of our senior interns, Julie Chung, about how the Women’s Center has been integral to cultivating her leadership style throughout her four years at Harvard.

The next day proceeded with an announcement of all of nominees for Mentor of the Year from our Women in STEM (WiSTEM) Mentorship Program. As the WiSTEM Program continues to grow, mentors nominated by their mentees for the honor of Mentor of the Year have increased. In this year’s nominations, mentors were appreciated for their long-term and short-term career advice, careful attention to the study plans of their mentees, and everything from lending out their laptops to impromptu coffee meetups. The program honored Katie Weiner. Katie’s mentee shared the following remarks about their mentor relationship: “From helping me settle into my academic program, to offering advice on course selection and lab research, to introducing me to her contacts, to guiding me through graduate school and fellowship applications, Katie’s steadfast support and wise guidance have accompanied me throughout my undergraduate experience. Over time, in addition to being my mentor, Katie has also become my friend and role model.”

Naiya Williams was awarded the Women’s Leadership Award. She has demonstrated exceptional leadership to create a safe haven for herself and other Black students at Harvard. She served as the Vice Chair of the First-Year Black Table and Special Events Chair of the Black Students Association. As a Black woman in STEM, she found deepened purpose as a Peer Study Leader in the Chemistry department. Naiya has also amplified women in art through her work as an Editorial Board member of the Women’s Issue magazine. As a poet and spoken-word artist, she has raised her own voice about critical issues of race, gender, and intersectionality as a featured performer for The Title IX Gender Summit, National Conference of Citizenship, and several other events.

The Women’s Professional Achievement Award was awarded to Reverend Mariama White-Hammond. Reverend White-Hammond is a lifelong Boston resident and advocate for ecological and social justice, youth engagement, and Spirit organizing. She is committed to engaging the faith community, particularly the Black Church, on climate change and ecological justice. Her work with the Green Justice Coalition has created coalitions across racial lines to promote climate justice in the greater Boston area.
Ann Radcliffe Trust Lecture

During the College’s orientation for new students, the HCWC hosts the Ann Radcliffe Trust Lecture. The mission of the lecture is to expose students to a female faculty member doing innovative and exciting work that will invigorate them for what lies ahead in their time at Harvard. In doing so, we honor the legacy of Ann Radcliffe and similar pioneers of women’s education in Harvard and Radcliffe history. In September 2019, the HCWC welcomed Dr. Flavia C. Peréa, Director of the Mindich Program in Engaged Scholarship and Lecturer on Social Studies. Dr. Peréa’s talk, “We Are Better When We Think and Act Together: Engaged Inquiry and the Pursuit of Justice,” invited students to think critically about the role of academia in social justice work.

Peggy Schmertzler Leadership Seminar

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.

This year, in collaboration with Latinas Unidas, we welcomed former Vice President of Panama Isabel de Saint Malo de Alvarez for a great discussion on women in politics. Participants were able to hear about how her experience as a woman, wife, and mother has impacted her political career as well as how she has been able to leverage her gender identity to make space for other women in politics. Students stated that they felt “empowered” by this discussion, knowing that there are women like Vice President Alvarez who are leading the conversation around issues that directly affect women. Great strides have been made towards gender equality, and our students will continue to be inspired to lead the way.
WiSTEM Mentorship Program

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 ultimate goal of strengthening the pipeline of women in STEM careers. This year, our efforts to expand the reach of the program were extremely successful, with numbers increasing from 160 members in 2018-2019 up to 276 members in 2019-2020. We also saw high success in matching, with midyear survey responses showing high satisfaction with 82-86% of members reporting a “good” or “great” match across categories including academic interests, career interests, communication style, and meeting frequency. 242 members filled out the midyear survey, and of these only 6 people requested a rematch or decided to leave the program.

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 worked with the Harvard Graduate Women in Science & Engineering (HGWISE) student organization to co-host a Salary Negotiation Workshop with Stephanie Young from Riva Negotiations. HGWISE funded the speaker, while WiSTEM funded breakfast. The event was extremely popular with about 60 attendees (mainly undergraduate and graduate students) filling the room to capacity.

Our year-end Women in STEM Career Panel, co-hosted with the Office of Career Services, was also a great success, despite having to transition it to a virtual platform halfway through the planning process. We had 6 fantastic speakers and panelists and over 100 attendees (about 25 WiSTEM members, along with other undergraduate students, graduate students, postdoctoral fellows/researchers, and Harvard staff). According to a feedback survey we sent out, over 80% of attendees found the keynote address and panel to be impactful. The breakout rooms with our panelists were valued by all of the participants who completed the survey as they were able to engage in more intimate conversations with panelists.

Lastly, in the fall the Women’s Center collaborated with 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 apply for a Harvard Culture Lab Innovation Fund (CLIF) grant to purchase enhanced mentorship software. We were informed at the end of the spring semester that our proposal “SySTEMatic: Expanding the Reach of Diversity in STEM Programming through Enhanced Mentorship Tech” was selected as a 2020-21 grant recipient. This software will allow us to reduce the amount of time it takes to administer these programs to allow us to expand our reach and support more of the Harvard community.

Nicole Black, WiSTEM coordinator
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

Kier Zimmerman ’20  Fariba Mahmud ’22  Ije Okereke ’22  Toochi Uradu ’22
Julie Chung ’20  Mirielle Wright ’21  Christie Jackson ’21  Elyse Pham ’22
Grey Johnson ’22  Claire Orrange ’22  Alice Chang ’22  Gabrielle Langkilde ’21
Senior Reflection

It took me a long time before I recognized myself as a leader in Harvard’s student community. I’ve served leadership positions in the Asian American community, editorial boards of publications, and for programming and events for women of color at the Harvard College Women’s Center. Yet for most of my life, leadership had too often looked like an outspoken figures on the frontlines—someone I might call traditionally “masculine”.

As I’ve written before, the success of twentieth-century feminism has enabled young women like me to attend an integrated Harvard College and enter Harvard’s traditionally masculine spheres and spaces. Yet these same spaces often undervalue traditionally feminine traits like emotional care—an important expression of my personal identity as a woman. The Women’s Center’s emphasis on community care and emotional well-being is sometimes dismissed as “fluff.” But that care has been critical to fostering a feeling of belonging on this campus that is often overlooked in University discussions about “inclusion” or “belonging.”

Working as an intern at the Harvard College Women’s Center, I’ve learned that leadership also can take the form of community building and care. Leadership might be creating spaces where people can grow into their political identities before they can march or protest. Leadership might be following up with a friend or mentee to make sure they’re doing okay. Leadership might be showing up for other communities when they need you. Leadership is listening and emotional care—not just distant influence and power.

I’ve found that more than anywhere else on campus, the Harvard College Women’s Center recognizes and validates my leadership style and these forms of community building. -Julie Chung
Meet the HCWC Staff

**Heidi Wickersham, Director**
Responsible for the leadership of the Center, Heidi handles the strategic development, operational management, financial planning, program development, and alumni relations. Heidi also works collaboratively with Center-affiliated student groups to advise them on strengthening visibility and to assist them in the creation, implementation and evaluation of an array of programming that raises awareness of women's issues and promotes gender equity.

**Bridget Duffy, Department Administrator**
Bridget manages the financial and logistical needs of the Office of Equity, Diversity, and Inclusion, which includes the Women's Center, the Office of BGLTQ Student Life, the Office of Diversity Education and Support, and the Harvard Foundation for Intercultural and Race Relations. In addition to her financial portfolio, Bridget works to support the Ann Radcliffe Trust grant process and helps plan the annual Women's Leadership Award Ceremony.

**Micahela Mobley, Assistant Director**
Joining the team in late fall, Micahela primary responsibilities include supervision of the undergraduate interns, triaging student requests, developing, implementing, and assessing Center programming and Center-supported events pertaining to women's issues, facilitating special projects to promote the growth and development of women students. Micahela also assists in producing and editing Women's Center communications and publicity materials.

**Kirin Gupta, Graduate Program Coordinator**
Kirin supports the programming efforts of the undergraduate interns with a focus on Let's Talk programming, the training of the Education Committee interns, and intern hiring. She also leads the Gender and Sexuality Workshop at GSAS, and is a resident tutor in Winthrop House.

Kirin is a currently a PhD candidate in the Harvard History Department, with a secondary field in Women, Gender, and Sexuality.

**Nicole Black, WiSTEM Program Coordinator**
Nicole has coordinated the WiSTEM Mentorship Program since 2016, including creating applications, matching pairs, leading orientation, managing programs and panels with guest speakers, as well as conducting assessment. Nicole is also an executive board member of the Harvard Graduate Women in Science and Engineering.

Nicole is currently a Ph.D. Candidate in the Harvard John A. Paulson School of Engineering and Applied Sciences.
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

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