



Love Your Body Week Kick-Off Soiree

The mission of the Women's & Gender Resource Center is to promote and foster gender education and equity by providing resources, sponsoring events and educational opportunities, and encouraging conversation and dialogue. Practicing an intersectional approach, the WGRC values collaboration and partnership as it works toward equity and social justice.

DEAR WGRC FRIENDS AND ALLIES—

I write to share our annual newsletter in unprecedented times, when the world is struggling with the COVID-19 pandemic, and the country is struggling with our consistent inability to address structural and institutional racism.

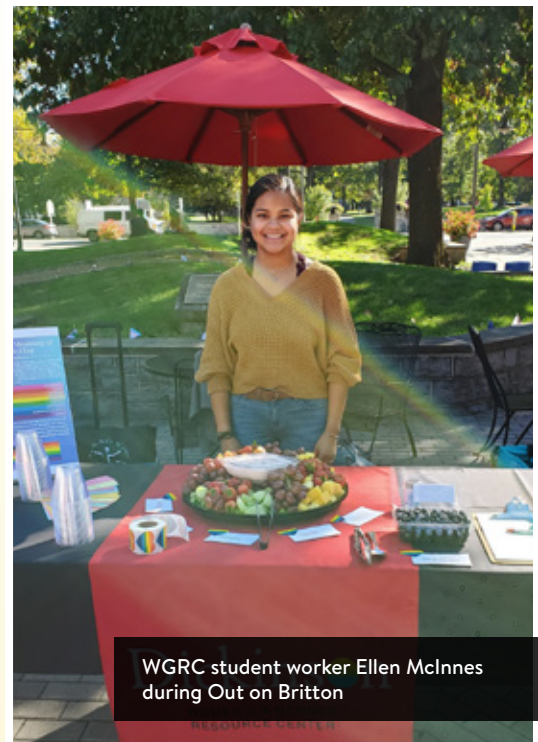
The WGRC wants to acknowledge the historical and continuing extrajudicial police violence against, and murder of, black people, indigenous people, and other people of color. We see hope in the multicultural coalitions of allies that have come together in response to protest and demand change. We will continue to work to center the voices of marginalized and minoritized peoples and communities as we strive to practice anti-racism and work toward equity and justice.

Thanks to COVID-19, the 2019-2020 academic year ended in a way that would have been impossible to imagine at the beginning of the year. Nevertheless, the WGRC continued to contribute to a lively and relevant co-curricular environment for the campus, as you'll see in the information below. This year the WGRC presented **54 events** with **40 unique co-sponsors**. Seven additional events were canceled as a result of COVID-19. Some of the highlights include our monthly Faculty Research Lunches (including a virtual one in April), cosponsored with Women's, Gender & Sexuality Studies; a talk by artist/activist Johanna Toruño for Latinx Heritage Month; and a jam-packed week of activities for Love Your Body Week, which concluded with a keynote address by Dickinson's own Professor Suman Ambwani (Psychology) on *Resisting diet culture: Pseudoscientific diet fads, anti-fat bias, and the development of disordered eating*, followed by a Let's Eat reception. Our Gender Week theme was Gender and Care, which included events that focused on caring for the Earth, caring for our bodies, caring for our spirits, and a keynote on *Gendered Doula Care: Decolonizing as Reflective Practice*, by Shaonna M. Haley, founder of InnerLight Holistic Prenatal & Birth Doula Services.

The Inclusivity in STEM planning committee, a partnership between the WGRC and Dickinson STEM faculty and students, organized several events this year. In the fall, we hosted an Inclusivity in STEM Kickoff Event, where a faculty member and a student talked about their experiences in STEM, and small group discussion followed. We also facilitated a Clarke Forum Tertulia on Artificial Intelligence and Bias. In the spring, we offered a film screening of *Code: debugging the gender gap*, followed by a facilitated discussion. Two events were cancelled when the campus shut down: a book discussion of *Invisible Women: Exposing Data Bias in a World Designed for Men*, and a Clarke Forum-organized lecture by Denise Sekaquaptewa on the *Effects of Stereotyping and Implicit Bias on Underrepresented Minorities in STEM*.

With Professor Jeff Engelhardt (Philosophy), we co-facilitated the Clarke Forum Fall Faculty Study Group on Masculinities. In addition to weekly faculty discussion of chosen readings, the Clarke Form brought to campus four speakers to support the study group. They included:

- Robyn Spencer, "Black Power, Gender and the Black Panther Party"
- Carlos Andres Gomez, "Reimagining Modern Manhood"
- Thomas Page McBee, "Am I a Real Man? Questioning Masculinity with a Beginner's Mind"
- Bryant Alexander, "Queer Intersectionalities: The Communicative Dimensions of Race, Masculinity and Sexuality"



WGRC student worker Ellen McInnes during Out on Britton



WGRC student workers Lizzy Parry, Julia Kagan, and Sophie Ackert at Love at Landis



Latina Discussion Group

The Latina Discussion Group, a monthly student-facilitated and WGRC-hosted opportunity for Latina students to share experiences and build community, was recognized by the College in several ways this year. The group itself won Student Group of the Year; Shantel Hernandez '20 was awarded the Excellence in Advancement of Diversity and Social Justice award for her contributions as a co-facilitator of LDG; and I was named Advisor of the Year for my work with the group. Following the campus closure, LDG held a number of additional virtual conversations to supplement the earlier in-person meetings.

We continued our Witness the Power campaign to highlight women's athletics and increase fan support for our women student-athletes. We feature women's athletic events on the WGRC's social media and publication platforms, as well as distributing buttons and hats with a student-designed Witness the Power logo. Witness the Power posters showcasing women student-athletes were also hung around campus. The WGRC, Women's, Gender, & Sexuality Studies, and Athletics partnered with the Carlisle Theatre to screen *Maiden*, a documentary film about the first ever all-female crew to enter the Whitbread Round the World boat race in 1989.

We supported faculty professional development throughout the year. My colleague, Vincent Stephens,

Director of the Popel Shaw Center for Race & Ethnicity, and I offered two faculty development workshops during January's Syllabus and Course Design Collaboratory: *How to Create a Welcoming Classroom* and *Facilitating Challenging Conversations*. At the end of the spring semester, I was part of the Ready for Fall academic group and worked with a dedicated team of colleagues, led by Noreen Lape, Associate Provost and Director of the Writing Program, to create a series of remote instruction support modules for faculty.

We did a lot of reading this year! I co-coordinate the annual Spring into the Semester Community Reading program and this year the book chosen was *Born a Crime* by Trevor Noah. I co-facilitated two reading groups, one in the fall which read *White Fragility* by Robin J. DiAngelo, and one in the spring which read *Healing the Heart of Democracy* by Parker J. Palmer.

It is such a privilege to do the work of diversity, equity, and inclusion in and with the vibrant Dickinson community. I am eager to continue our efforts, and I thank you for your support of the WGRC's programs and initiatives!

Donna M. Bickford, Ph.D.

Director, Women's & Gender Resource Center

Adjunct Professor of Women's, Gender & Sexuality Studies



The Women's & Gender Resource Center would like to thank the other members of the Office of Equity and Inclusivity for their collegiality, partnership, and support: Rabbi Marley Weiner at the Asbell Center for Jewish Life; Donna Hughes at the Center for Spirituality and Social Justice (now retired and off adventuring); Vincent Stephens and Christian Perry at the Popel Shaw Center for Race and Ethnicity; and Anne Stewart, who served as Interim Director of the Office of LGBTQ Services. We eagerly welcome to campus our new Director of the Office of LGBTQ Services, Todd Nordgren. We are very grateful for the administrative support of Kim Sallie, and additional

help and assistance from Lori Loudon, Carolyn Goode, and Angelica Mishra. Thanks also go to the academic departments, campus units, and student organizations who collaborated with us and supported our programs.

Our gratitude to WGRC student workers Sophie Ackert, Julia Kagan, Ellen McInnes, Lizzy Parry, and Maddy Smith. We rely on our student workers to help create, organize and staff programs and events; write blog posts; design marketing materials; and maintain our Instagram page. They infuse the work of the Center with their creativity, talent, and enthusiasm.