



WAKE FOREST  
UNIVERSITY

**2023-2024**

# ANNUAL REPORT

**OFFICE OF DIVERSITY  
AND INCLUSION**

On the Road to  
Inclusive Excellence

[diversity.wfu.edu](https://diversity.wfu.edu)

# TABLE OF CONTENTS

- 04** Message from the Vice President & CDO
- 05** The Office of Diversity & Inclusion
- 06** Shared Guidance & Commitment
- 07** The ODI Team
- 08** Inclusive Excellence
- 09** The R.I.D.E. Framework
- 11** Learning Opportunities & Services
- 12** Belonging and Campus Evaluation
- 13** Commemoration of the Enslaved
- 14** Affinity Resource Groups
- 15** The Intercultural Center
- 17** The LGBTQ+ Center
- 19** The Women's Center
- 21** Additional Resources



# MESSAGE FROM THE VICE PRESIDENT & CDO

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The Office of Diversity and Inclusion (ODI) was established in 2009 under the leadership of then Provost Dr. Jill Tiefenthaler and was under the oversight of Assistant Provost Dr. Barbee Oakes. Over the course of 15 years since its inception, ODI has significantly expanded its mission, influence, and reach across Wake Forest University, the surrounding community, and various other spaces where Wake Foresters live, learn, and work. As the ODI Team prepares for the start of its 16th year as an integral part of Wake Forest, it is an opportune moment to revisit and reflect on the accomplishments of its 15th year at Wake Forest.

This report represents a significant milestone for ODI, marking the first comprehensive summary of our achievements and opportunities in over a decade. And though I know the programs we offer, the practices we elevate, and the policies we influence are seen and appreciated by many students, staff, and faculty, it is time that we facilitate a broader understanding of what ODI does and who ODI is. Therefore, commencing this summer, this report will initiate ODI's annual practice of providing a reflective overview of our activities and contributions.

The pursuit of Inclusive Excellence is an ongoing and formidable endeavor. It is a journey that is most effectively undertaken in collaboration with colleagues and contributors. This report seeks to capture the extensive reach of what ODI has done in AY 23-24 to create, sustain, and promote belonging and inclusion, let alone outline how dozens of units and thousands of students, staff, and faculty have contributed to the pursuit of Inclusive Excellence. I am grateful to be at a University that is committed to ensuring all Wake Foresters have full access to all that Wake Forest has to offer.

Sincerely,

A handwritten signature in cursive script that reads "José A. Villalba".

José A. Villalba, Ph.D.  
Vice President and Chief Diversity Officer



# THE OFFICE OF DIVERSITY & INCLUSION

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Wake Forest believes in providing a diverse learning community to develop the whole person – intellectually, morally, spiritually, and physically. Our motto, *Pro Humanitate*, and our mission for academic excellence guide the university’s intellectual and co-curricular pursuits. The heightened awareness and acceptance of difference underscores our commitment to shape informed leaders ready to serve all of humanity.

Inclusion fosters engagement. When inclusion is practiced, faculty, staff, and students demonstrate engagement by promoting the university, supporting the mission, and committing to do their best. We aspire to maintain an inclusive campus by celebrating various identities, infusing inclusive excellence into our faculty initiatives, offering curricula that are reflective of a global society, and developing cultural education programs that equip our constituents with skills and knowledge to build global citizenry.

It is imperative to provide students with an example of the world they will be called upon to lead. Our students should understand how respecting others, embracing diversity, and valuing difference are keys to influencing individuals, groups, organizations, and systems that are *unlike* their own. The commitment to diversity and inclusion also ensures Wake Forest remains relevant in a rapidly changing global society.

## **Core Beliefs:**

The Office of Diversity and Inclusion believes that every member of our campus community should feel valued. In order for this to occur...

- All students, staff, and faculty must be recognized for their infinite dignity;
- All students, staff, and faculty should be able to live, learn, work, teach, and grow in equitable environments and spaces;
- All students, staff, and faculty should feel that their contributions, identity, and goals are affirmed; and
- All students, staff, and faculty should aspire to be part of accountability, education, and growth systems that contribute to the creation and sustainability of an inclusive community.

# SHARED GUIDANCE & COMMITMENT

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We have a leadership infrastructure comprised of students, faculty, staff, and administrators that informs institutional policies and organizational structures around diversity and inclusion. We work collaboratively to create a campus culture that transforms the driving assumptions underlying our policies, the allocation of resources, and the synthesis of institutional practices to assure our increasingly diverse population experience a sense of belonging and inclusion.

## LEADERSHIP

### Campus Memorialization Steering Committee | CMSC

The Campus Memorialization Steering Committee was appointed by President Wenthe in April 2023 to provide direction and expertise to the memorial project effort to remember enslaved individuals with connections to Wake Forest. The CMSC is co-chaired by Provost Michele Gillespie and José Villalba. The University has selected the architectural and design firm, Baskervill, to guide a community-engaged design process with direction from the steering committee.

### Network for Inclusive Leadership and Engagement | NILE

The primary charge of NILE is to provide counsel, feedback, and insight to the Vice President for Diversity and Inclusion and CDO, related to campus efforts that address and promote diversity, inclusion, and equity. These efforts focus on offering programs, influencing policy, and elevating practices aimed at increasing Wake Forest's mission towards fostering a more inclusive community.

### Slavery, Race and Memory Project | SRMP

During the 2016-2017 academic year, the Provost's Office convened a group to examine Wake Forest's history, particularly with respect to correcting historical inaccuracies and acknowledging the University's dealings with slavery and its legacies. The "Slavery, Race and Memory Project," under the Administration of the Office of the Provost and the Office of Diversity and Inclusion, guides the research, preservation, and communication of an accurate depiction of the University's relationship to slavery and its implications across Wake Forest's history.

### University Diversity, Equity and Inclusion Council | UDEIC

This council is advisory to President Wenthe and charged with supporting Wake Forest's continual and ongoing commitment to each member of our community. The purpose of UDEIC is to assess and provide input on the University's progress toward fostering and sustaining inclusivity and belonging. UDEIC is also positioned to advise President Wenthe on emerging situations and to serve as an essential conduit for the campus community.

# THE OFFICE OF DIVERSITY & INCLUSION TEAM

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The Office of Diversity and Inclusion (ODI) is a small team, but a strategic and intentional one. Our ability to work within each of our units, across our own areas, and beyond our spaces into academic and administrative places, ensures that diversity, equity, and inclusion efforts support the mission of the institution. We count on and appreciate the collaborative efforts from academic deans, department chairs, faculty, and students, in addition to the contributions of senior cabinet members, their leadership teams, and staff members throughout our institution. Still, we would be remiss not to highlight the members of our team and the areas wherein they offer leadership and counsel. - *José A. Villalba*

## ODI

José A. Villalba | Vice President and Chief Diversity Officer  
Malika Roman Isler ('99) | Associate Vice President for Inclusive Excellence  
TaShaun L. Elliott | Director of Finance and Business Operations  
Nicole Brocato | Senior Assessment and Analytics Scientist  
Camry Wilborn Mercer | Associate Director for Inclusive Excellence  
Eliese Ashline | Administrative Assistant

## INTERCULTURAL CENTER

Monique Gore | Director  
Jalen Shell | Assistant Director  
Odaly Rivas | Assistant Director  
Courtney Milhouse | Administrative Assistant

## LGBTQ+ Center

Kayla Lisenby-Denson ('21) | Director  
Antayzha Wiseman | Assistant Director  
Em Cheramie | Program Coordinator

## Women's Center

Shelley Sizemore ('06, '09) | Director  
Hannah Rehm | Assistant Director  
Zobia Ahktar | Program Coordinator

# THANKS FOR YOUR SUPPORT!

Help us remain innovative and courageous in Wake Forests' commitment to develop an inclusive campus community of learners where cultural intelligence and fluency in intercultural communication remain integral components of all intellectual and co-curricular pursuits.



# INCLUSIVE EXCELLENCE

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Inclusive Excellence (IE) refers to how an institution has intentionally, coherently, and collaboratively invested in the development and use of resources to maximize learning and institutional engagement across the full range of its members.

In addition, we embrace two assumptions that undergird Wake Forest University's commitment to Inclusive Excellence: (1) People can intentionally learn, build, and cultivate inclusive practices and policies; and (2) Institutions have a responsibility to facilitate and practice inclusion and provide opportunities for learning, growth, and demonstration of behaviors that are consistent with inclusion.

ODI focuses specifically on advancing Inclusive Excellence for individuals, departments, organizations, and the institution at large, by grounding its work across these four pillars.



**Services & Resources** include the direct assistance and means that the Office of Diversity and Inclusion provides to individuals, groups, and departments within the Wake Forest University community for the purpose of advancing the goal of Inclusive Excellence.

**Organizational Accountability** includes the processes, systems, and communication to support demonstrated responsibility to and for Inclusive Excellence.

**Translational Leadership** includes the research, development and use of guidance and collaborative bodies to support operationalization of Inclusive Excellence in programs, policies, and practice.

**Community Building** includes the processes and spaces to support collective engagement, reflective identity, and belonging within the Wake Forest University community.





# THE R.I.D.E. FRAMEWORK

ODI’s scope of work continues to be guided by the [R.I.D.E. Framework](#), Wake Forest University’s framework for Inclusive Excellence (IE). ODI develops, implements, and assesses tools, resources, training and education, and consultative models that advance Inclusive Excellence among Wake Forest University students, faculty and staff.

## R.I.D.E. Framework



## INCLUSIVE EXCELLENCE FOR LEADERS WORKSHOPS

This 90-minute workshop is intended as a follow-up to our “Getting Ready to R.I.D.E.” [video](#) and is offered to both students, faculty, and staff who are leaders within their respective units or charged with leading the R.I.D.E. planning process.

In this workshop, participants learn how to facilitate the R.I.D.E. Action Planning process with their teams. This process ultimately leads to the creation of a departmental or organizational R.I.D.E. Plan.

## BY THE NUMBERS

### FACULTY/STAFF LEADERS WORKSHOP

- Total Trained: 56**
- Faculty: 9 (17%)
  - Staff: 46 (83%)
  - Depts. Represented: 27

### STUDENT LEADERS WORKSHOP

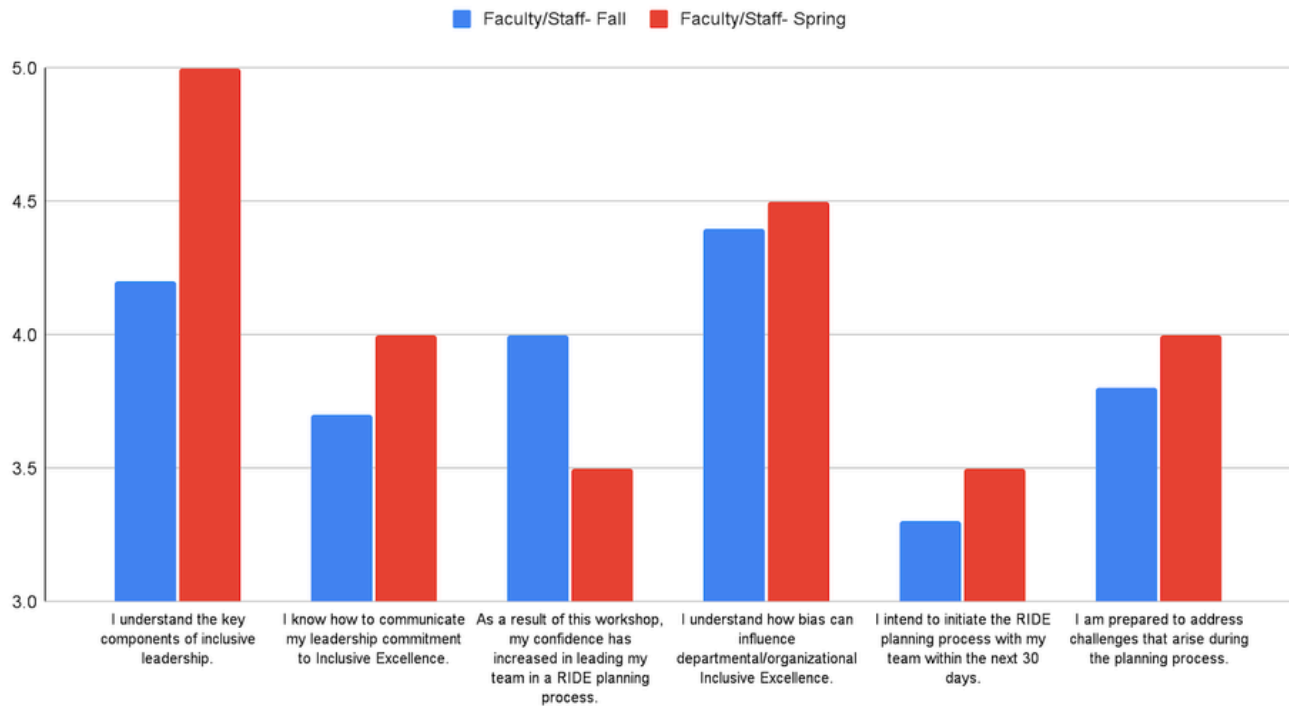
- Total Trained: 80**
- Student Orgs Represented: 59

## WHAT THEY’RE SAYING...

*“I really appreciated the candid discussions and opportunities to share what works for other departments.”*

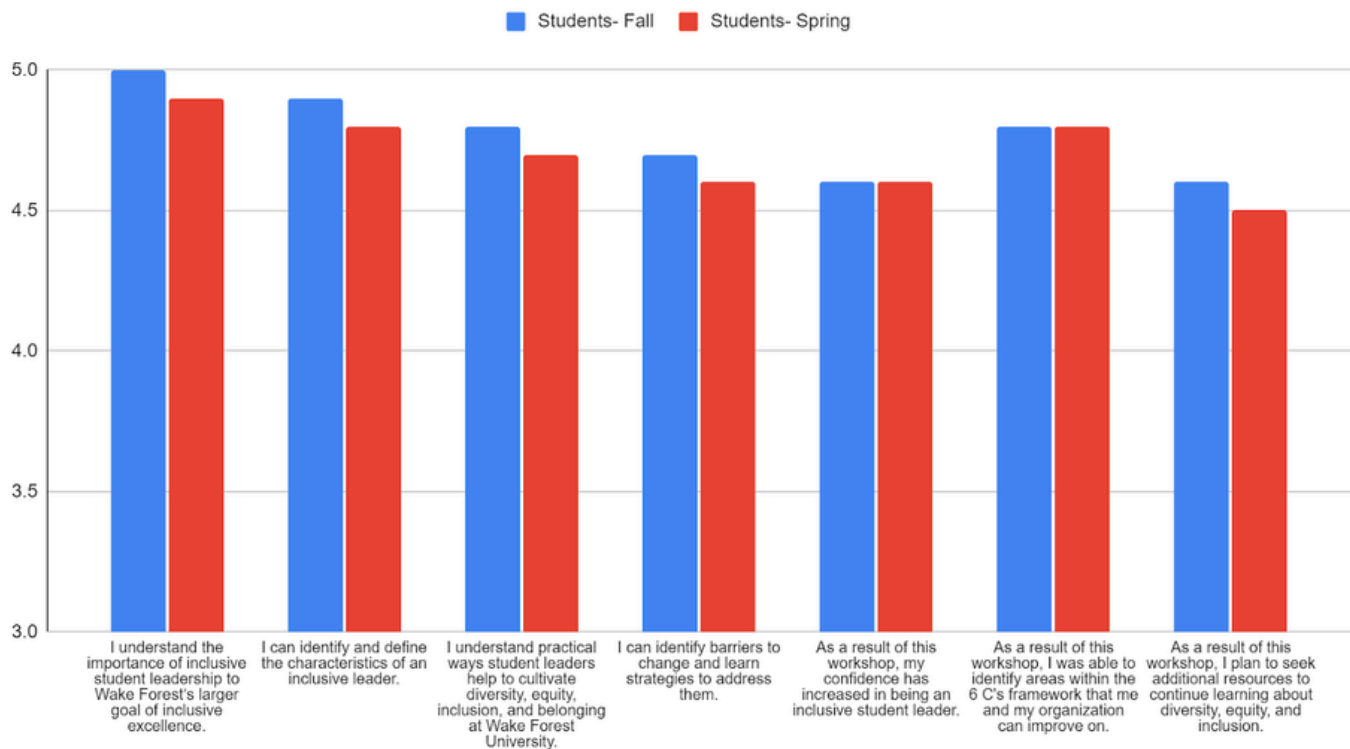
*“Most useful information as staff is clarity of what is in place and direction towards Inclusive Excellence of WFU. That it is beyond concepts but a clear pathway with tools and steps on how to implement this, how this can be embedded in the Vision and Culture and the way we operate.”*

## Faculty/Staff Inclusive Excellence for Leaders Post Workshop Survey



*\*We used a Likert scale from 1-5, 1 being strongly disagree to 5 being strongly agree, to the statements listed above. Faculty/Staff n=26 (81% response rate)*

## Student Inclusive Excellence for Leaders Post Workshop Survey



# LEARNING OPPORTUNITIES & SERVICES

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The ODI [website](#) is devoted to highlighting the sorts of [educational offerings](#) ODI offers to elevate inclusive excellence for our community. A summary of the contents of these opportunities, plus registration links (when available), are also presented to facilitate access to these engagements. Finally, there's a mechanism for requesting educational offerings that are not currently offered by ODI.

ODI also offers [services](#) to guide and enhance diversity, equity, and inclusion work at Wake. Over the past several years, ODI has developed or co-developed assessment options to offer members of our community ways to measure their successes and opportunities toward realizing inclusion, diversity, and equity.

## **R.I.D.E. CORE CERTIFICATE SERIES**

The Realizing Inclusion, Diversity, and Equity (R.I.D.E.) Core Certificate program is a comprehensive initiative aimed at students, faculty, and staff focusing on the principles of diversity, equity, and inclusion. It consists of six workshops that provide participants with a strong educational foundation of the R.I.D.E. framework.

Upon completion, individuals earn the certificate, signifying their acquisition of the necessary knowledge, skills, and empathy to navigate diverse environments, advocate for equity, and promote inclusive practices. This empowerment enables participants to play an active role in fostering a more inclusive community within the university and beyond, reflecting Wake Forest University's dedication to Inclusive Excellence.

The core workshops include:

- Foundations of Diversity, Equity, and Inclusion
- Identity Threads: Unraveling Socialization, Privilege, and Oppression
- From Unconscious Bias to Conscious Inclusion
- Cultural Fluency: Navigating Inclusive Communication
- From Allyship to Advocate: Using Your Voice to Create Change
- Be the Change: Creating Sustainable Inclusive Environments on Campus



The program successfully engaged 47 faculty and staff members and 35 students through its Foundations of DEI workshop in the spring semester of 2024.

# BELONGING AND CAMPUS EVALUATION

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As part of our commitment to institutional assessment and actions that demonstrate inclusive excellence, Wake Forest University partnered with Rankin Climate to administer the Belonging and Inclusion Climate Evaluation Project during 2023-2024. This effort was a university-wide commitment, resulting in an overall response rate of 43% across the institution.

The Belonging and Inclusion Campus Evaluation Project's primary goal is to collect and analyze campus climate data to more accurately and intentionally inform policy, practice, and decision-making strategies. The assessment process and outcomes will support a diverse, inclusive, and equitable learning community that facilitates belonging for all of Wake Forest.

The Project includes 3 components: (1) Archival review of existing data, (2) Multi-level assessment of key indicators based upon the R.I.D.E. Framework, and (3) Interpretive, intersectional reporting.

## **Executive Steering Committee:**

- Saylor Breckenridge | Faculty Senate Vice President and Associate Professor of Sociology
- Dedee DeLongpre Johnston | Vice President for Human Resources and Sustainability
- Brett Eaton | Vice President of Communications and Chief Communications Officer
- Phil Handwerk | Assistant Provost, Office of Institutional Research
- Ashleigh Brock | Chief of Staff, Office of the President
- Shea Kidd Brown | Vice President for Campus Life

## **Office of Diversity and Inclusion:**

- José Villalba | Vice President for Diversity and Inclusion and Chief Diversity Officer
- Malika Roman Isler | Associate Vice President for Inclusive Excellence
- Nicole Brocato | Senior Assessment and Analytics Scientist

# COMMEMORATION OF THE ENSLAVED

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On April 30, 2024, Wake Forest University community members gathered at Wait Chapel to commemorate the enslaved individuals who worked for or were sold to benefit the institution that would become Wake Forest University.

During the event, faculty, students, and alumni read aloud the names of those enslaved individuals.

Originally called the Reading of the Names Ceremony and now referred to as the Commemoration of the Enslaved, the event was started by students and faculty in Wake Forest's Department of Sociology and School of Divinity, who on May 7, 2019, gathered for the first time on the steps of Wait Chapel to remember the enslaved.

The event is now annually sponsored by the Office of Diversity and Inclusion under the leadership of TaShaun L. Elliott and with collaboration from campus partners. The [Slavery, Race, and Memory Project](#) guides the research, preservation, and communication of an accurate depiction of the University's relationship to slavery and its implications across Wake Forest's history and the history of the United States.

You can access the recording of the event as well as footage from previous years [here](#).

 WAKE FOREST UNIVERSITY  
OFFICE OF DIVERSITY AND INCLUSION

**Remember With Us:  
Commemoration of the Enslaved**

Isaac, Jim, Lucy, Caroline, Pompie, Nancy, Harriet — and child, Joseph, Harry, Ann and — two children, & Thomas.

**April 30, 2024**  
4:30 - 5:00 p.m.

**Steps of Wait Chapel**  
(rain location: inside the Chapel)

Members of the university community will remember and honor the enslaved individuals who worked for or were sold to benefit the university.



# AFFINITY RESOURCE GROUPS

**Affinity Resource Groups (ARGs)** support current faculty and staff in actively and intentionally cultivating an inclusive community and culture at Wake Forest University. The collective goals of ARGs are to:

- Serve as a catalyst for change that provides diverse representation and experiential knowledge, facilitates dialogue, and represents the experiences of underrepresented communities to support the mission of the institution.
- Provide professional development, mentoring, and networking opportunities.
- Offer social and community engagement via programming and volunteerism.
- Collaborate across ARGs and campus stakeholders to act as thought partners, harness knowledge, and share resources to foster intersectional awareness.
- Contribute to current, inclusive faculty and staff recruitment and retention efforts.
- Partner with and support opportunities (e.g., academic departments or Campus Life offices) that enhance students' lives.

## 23-24 AFFINITY GROUPS & FACILITATORS

- Asian Pacific Islander Desi American - Yasuko Takata Rallings and Cherie Fu
- Black Men - Dwight Lewis and Marcus Sanderlin
- Disability - Elena Clark and Eudora Struble
- Early Career Professionals - Aidan Walter and Neicy Meyers
- International - Kelia Hubbard, Alessandra Von Berg, and Elenora Haag
- Jewish - Gail Bretan and Megan Regan
- Latinx - Karen Vargas, Marisa Hernandez
- Middle Eastern and South Asian - Naijla Faizi, Zobia Akhtar, Natalya Lewitt, and M. Raisur Rahman
- Parent and Caregivers - Kathleen Stimely and Michelle Ford
- Wake Forest Queer - Nyles Suer and Kylie Holloway
- Women - Erica Still
- Women of Color - Raven Scott, Christina Atkins, and Artanzia Yates

12

Affinity  
Resource  
Groups

136

Meetings and  
Events

1,271

Participants



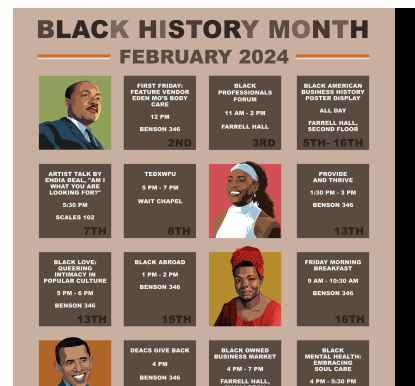
# THE INTERCULTURAL CENTER

The Intercultural Center is dedicated to shaping a vibrant and inclusive campus culture by fostering intercultural knowledge, competency, and leadership. We are steadfast in our commitment to enhancing the experiences of both domestic and international underrepresented groups.

Through a rich array of co-curricular programming, comprehensive student support and engagement, and targeted identity development initiatives, we provide numerous opportunities for holistic learning and growth. Our efforts are aimed at empowering **all** students, staff, and faculty, to thrive and lead in an increasingly diverse and interconnected world.

This year, we intentionally focused on building solid relationships with local small business owners. These collaborations were essential to some of our most successful events, merging entrepreneurship, and student engagement. Highlighted events included Vietnamese LGBTQ+ business owner, Dai Tran, who shared his experiences as a business owner with a chemistry degree. We also featured a 9-year-old African-American girl who started her own skincare line.

In addition to these events, more graduate students and students in the professional schools utilized the Intercultural Center space. This increase is due to collaboration with the LGBTQ+ and Women's Centers, as well as graduate and professional school colleagues. Our graduate student outreach events were so successful that we saw a 33% increase in attendance between fall and spring events (from 60 in the fall to 80 in the spring). Through these efforts, we are making strides to connect across our campus and into the community.



## SIGNATURE PROGRAMS & INITIATIVES

**Heritage Month Programming** occurs throughout the academic year. The IC leads Asian Heritage Month, Black History Month, Latinx Heritage Month, and Native American Heritage Month to celebrate, educate, and honor members of these identities. Each month brings together campus partners, student organizations, and community members to create a calendar of events ranging from intergroup dialogues, keynote speakers, social events, films, and much more.

**ROOTS First-Year Initiative** is designed to assist Wake Forest students in their transition to college, while considering the experiences of students of color. The goal is to equip participating first-year students with the necessary tools to succeed at Wake such as peer mentorship, exposure to campus resources, and social events geared toward increasing their sense of belonging.

**World Cultural Fest** is hosted yearly. Student and community organizations showcase artistic expressions from worldwide cultures. Over 350 people attend annually, immersing themselves in a unique cultural experience on campus.

### highlights

- Hosted two graduate student outreach events, engaging over 140 new students across various graduate programs. This was a collaborative effort with the LGBTQ+ and Women's Centers.
- Organized an average of 30+ culturally centered events each semester, focusing on intersectional exchanges around identity and culture.
- The Eure/McPherson Fund financially supported more than twenty students, and we offered textbook assistance to over two dozen first-generation students in collaboration with First in the Forest.
- In collaboration with the Black Student Alliance, the School of Business, and AWFUBA, the IC hosted the Annual Black Professionals Forum, which included students and alumni.



Heritage Month Programming



Intercultural Center Resources



Lift Every Voice Fund



MLK 'Building the Dream' award winners



# THE LGBTQ+ CENTER

The LGBTQ+ Center strives to decrease inequity and increase a sense of belonging for people of all genders and sexualities at Wake Forest. We serve our entire campus community of undergraduate students and students in the professional schools, faculty, staff, and alumni through our five focus areas: education, advocacy, support, community building, and personal and professional development.

The LGBTQ+ Center offers a number of ongoing programs and educational opportunities, as well as special events, throughout the year, and we maintain a lounge space lovingly referred to as a rainbow-filled second campus home for many in the Benson University Center.

The 2023-2024 academic year began with both hope and challenge in August as the LGBTQ+ Center team onboarded a new Program Coordinator and welcomed new (and returning) students to a campus community where they could thrive, find community, and experience affirmation, while mourning the untimely passing of one of our recent dedicated alumni and inaugural LGBTQ Scholarship recipients, Omar Benjamin.

However challenging the start, the year was full of successes, like the launch of a Qwake, a new leadership development program offered over the course of fall 2023 that centered queer identity in the context of leadership, and the cultivation of a cohort of thirteen undergraduate Change Agents, who participated in the Creating Change conference and experienced the transformative power of navigating the space in community with their peers. The LGBTQ+ Center closed the year by hosting Wake Forest University's eleventh annual Lavender Graduation ceremony where twenty-one graduating students were honored and celebrated in community with fellow students, faculty, staff, alumni, and loved ones.

**Q-Wake**  
LGBTQ+ Mentorship & Leadership Program

Q-Wake is a biweekly LGBTQ+ leadership and mentorship program that aims to foster a more inclusive campus environment by providing participants with valuable skills, knowledge, and support to become effective advocates for marginalized communities. Q-Wake invites all current Wake Forest University students to participate and engage in an enriching journey towards creating a more equitable and accepting campus community.

**Fall 2023 Dates**  
Sept. 5 @ 6pm  
Sept. 19 @ 6pm  
Oct. 3 @ 6pm  
Oct. 17 @ 6pm  
Nov. 7 @ 6pm  
Nov. 21 @ 6pm  
in the LGBTQ+ Center  
Benson 311

**RAINBOW RENDEZVOUS**

Rainbow Rendezvous is a bi-weekly community-building event where folks can join together in the LGBTQ+ Center for snacks, conversation, and exciting activities led by our student staff.

**FALL 2023 DATES**  
SEPT. 11  
SEPT. 22  
OCT. 10  
OCT. 25  
NOV. 10  
NOV. 30

THE LGBTQ+ CENTER PRESENTS  
**The Queer Health Series**

The Queer Health Series is an initiative dedicated to delving into various dimensions of LGBTQ+ health and wellness. Tailored for students, faculty, and staff, this series aims to create an inclusive space for learning and dialogue on important topics within the LGBTQ+ community. The sessions will follow a lunch-and-learn format, creating a casual and interactive setting for participants to engage with the topics presented. Each session will feature guest facilitators who bring expertise and diverse perspectives to enrich the discussions.

February 28  
March 20  
April 10  
12 pm - 1 pm

Let's learn about:

- Binding & Gender Affirming Care
- Safer Sex
- Kink and Consent
- Dating and Healthy Relationships

THE LGBTQ+ CENTER PRESENTS:  
MAY 1, 2024

**LAVENDER GRADUATION**

CELEBRATING LGBTQ+ AND ALLY GRADUATES  
May 1 | The Magnolia Room, Reynolda Hall  
Doors open at 5pm | Ceremony starts at 5:30pm

## SIGNATURE PROGRAMS & INITIATIVES

**D.E.A.C. Allies** is the central platform for education and skill building offered by the LGBTQ+ Center. The D.E.A.C. Allies approach centers LGBTQ+ voices across intersections of identity and focuses on the facilitation of narrative sharing, the generation and acquisition of knowledge, and the development of practical skills for participants.

**Queer History Month** reflects upon and encourages learning from the past while also uplifting the idea that we are constantly creating our own histories as individuals, collectives, and communities.


**Lavendar Graduation** celebrates the achievements of our outstanding LGBTQ+ and ally graduating students. Lavendar Graduation is a unique ceremony held annually to honor the struggles many LGBTQ+ students face in accessing and achieving their education. It does not replace traditional commencement activities, but is a special time to come together in a community of celebration as well as honor our Lavender Graduates. LGBTQ+ and ally students graduating from their undergraduate, graduate or professional programs are invited to participate.



### highlights

- The Center hosted or co-hosted 120 programs with over 2,500 participants.
- 30 programs or events held in recognition and celebration of Queer History Month in October (our 6th time curating a slate of programs and events for Queer History Month during October for our campus community).
- Throughout the year, we engaged in collaborative endeavors with 29 departments, units, offices, and organizations. - many of whom we collaborated with on multiple occasions.
- \$35,133.55 was raised in donations for our Emergency and Student Experience Funds in FY2024.

 Inclusive features available for WFU business cards

 Lavendar Graduation (2024)

 OGB: Remembering Omar Benjamin ('20)

 Queer History Month (2023)

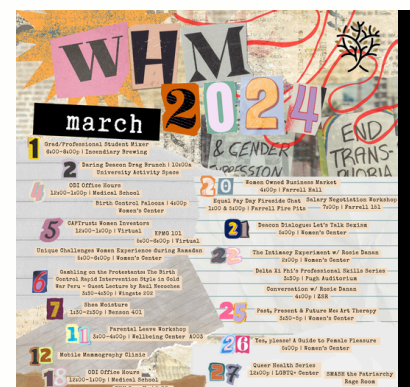
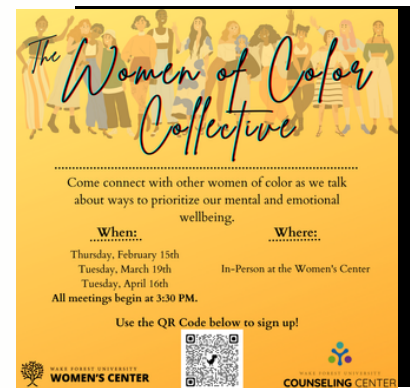
# THE WOMEN'S CENTER

The Women's Center supports women at Wake Forest and advocates for gender equity. We are dedicated to building community for women and any individuals in our campus community for whom woman is a meaningful identifier or lived experience. We foster spaces to reflect on individual and collective experiences and identities; develop programming related to women's and gender issues; support professional and leadership development; and identify and advocate for policies to improve gender climate and inclusive practices at Wake Forest.

This school year, the Women's Center welcomed a new full-time Program Coordinator, Zobia Akhtar. The addition of this role to our team has allowed us to expand support for student programming and leadership development, particularly for graduate students and students in professional schools.

The Women's Center worked collaboratively with campus partners to expand resources on campus in two key areas: childcare and menstrual products. Our advocacy for increased childcare resources for faculty, staff, and students resulted in three new resources. In the Fall, the University announced the development of a 120-space early childcare center, responding to a pressing need for families at Wake Forest. In addition to supporting this ongoing work, the Women's Center worked to launch the WFU Childcare Network with support from the Parents & Caregivers ARG, as well as a support space for new parents (online and in-person).

We also scaled the Menstrual Access Project with support from Student Government. Assistant Director Hannah Rehm broadened the reach of this initiative, which provides free menstrual products across campuses, taking it from three locations in 2022-2023 to over 40 in 2023-2024 (and plans to further expand in 2024-2025). These examples highlight the relationship between the feminist leadership that grounds our programming and the feminist leadership that we embody.



## SIGNATURE PROGRAMS & INITIATIVES

**Deacon Doulas** are trained, volunteer birth companions who provide continuous physical and emotional support to laboring patients at Atrium Health Wake Forest Baptist Birth Center, at no cost to the patient themselves. As a program, we focus on serving medicaid-insured, uninsured, and teen patients since these individuals are often unable to afford private doula care.

**LEAVES** is a cohort model of students who unpack the intersections of feminism and gender equity on campus and in the broader community. We aim to develop student leaders through program development and assessment, as well as providing opportunities for community organizing and advocacy!

**Women's History Month** is a time to celebrate and reflect on the often overlooked contributions of women in our society. The Women's Center works daily to raise awareness on women's stories and experiences through programming and online presence, and we hope this month offered our community the opportunity to learn more and grow awareness on not only women's contributions, but also the issues that lie ahead.



### highlights

- We endowed the **Lu Leake Fund** through a crowdfunded campaign where we met 130% of our goal and engaged 119 new donors.
- Leadership of *Consent Con* RFP process and review resulted in 17 individual panels and workshops, ensuring diverse speaker and ideological representation.
- 33 trained volunteer doulas through **Deacon Doulas**.
- Distributed 100 free pregnancy tests and 4,037 free menstrual products.
- 28 programs with 25 partners for Women's History Month.



LEAVES



Lu Leake Fund



Women of Color Collective



Women's History Month  
(2024)

# ADDITIONAL RESOURCES LAUNCHED IN AY 23-24

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## **Diversity Status Reports | DSRs**

These annual [reports](#) provide an overview of student and employee demographics and a cursory view of key year-to-year trends over the last five years. All of this information is derived from the Wake Forest Fact Book. The purpose of these reports, however, is to provide individuals with easy access to this particular information.

## **Inclusive Leadership Development Program | ILDP**

The Inclusive Leadership Development Program (ILDP), a collaborative initiative between the Professional Development Center (PDC) and ODI, will commence in August 2024. Out of 27 applicants, 20 individuals have been selected to participate in this nine-month program. Designed for university leaders, including senior staff and tenured faculty, the program aims to foster personal awareness and inclusive leadership skills essential for navigating the complexities of a university environment. Learn more [here](#).

## **Strategic Framework: Goals and Progress**

The Office of Diversity and Inclusion has worked with the Office of the President to align our work to the Strategic Framework adopted in Academic Year 23-24.

This linked [resource](#) draws direct connections between ODI's programming and practice efforts, to our Institution's commitment to learning, inquiry, and partnerships. Though the identified efforts are not exhaustive of ODI's fulsome commitment to Wake Forest and its stakeholders, they serve as reminders to our Office – and a model to our community – of how to work towards the collective impact of ensuring that all Wake Foresters have full access to all that Wake Forest has to offer.

## **Women and Minority Owned Business Spend | WMOB**

The Office of Diversity and Inclusion has diligently tracked the allocation of our operating budgets to support women and minority-owned businesses. Together, ODI and our centers have collectively allocated approximately 9.5% of our combined operating budgets to this endeavor. We are steadfast in our commitment to enhancing this allocation in the forthcoming academic year.



WAKE FOREST  
UNIVERSITY