The Feminist Colloquium:
Uniting the Duke and UNC-Chapel Hill Women’s Movements through Advocacy and Leadership
Kenan-Biddle Partnership Grant Application
October 11th, 2013

Proposed By:
Ruby E. Reed, undergraduate student, Duke University
McCall Hollie, undergraduate student, Duke University
Hoang My Nguyen, undergraduate student, University of North Carolina

With Guidance and Support from Faculty mentors:
Ada Gregory, Director, Duke University Women’s Center
Christi Hurt, Director, Carolina Women’s Center
Executive Summary

Within the past few years, Duke and UNC-Chapel Hill campuses experienced significant activism and interest in women’s rights issues. Activists succeeded in putting women’s rights at the forefront of university policy and demonstrated the significant amount of student interest in the subject. However, despite the universities’ mutual goals and proximity, students find little traction when it comes to linking the women’s rights movements on the two campuses. A substantial opportunity exists for positive collaboration and synergy between the Women’s Centers and women’s rights campaigns on both campuses.

Both Women’s Centers work to create effective engagement opportunities for feminist leaders. Duke University touts well-known and attended activist organizations and programs, such as Develle Dish, the Women’s Collective and FemCamp. Carolina boasts Siren Magazine, a Committee on Gender Equity and an anti-sex trafficking program. Both schools offer popular trainings that aim to prevent gender violence, promote women’s leadership, host numerous awareness weeks, and sponsor alternative break trips. Further collaboration between the two centers recently kicked off through the Moxie Project, a program focused on applied learning experiences in women’s leadership and public policy, that began at Duke and was adopted by UNC this year. This first collaboration in recent history is an exciting step and opens up a new set of possibilities for cross-campus activism at the universities.

In the hopes of capitalizing on cross-campus energy and opportunities for empowerment, we, students committed to and working towards women’s empowerment on both Duke and Carolina’s campuses, propose a joint program to bring together feminist leaders at both schools to work towards common goals. The program will seek to build a cross-campus community of feminist activists.

To achieve this goal, we propose a multi-faceted program to bring activists together under one organization. We believe first and foremost it is important to get energized, passionate individuals together to learn and share ideas. Therefore, we propose a joint leadership conference, to be attended by self-identified feminists from each school. As a part of the retreat, students will plan an activist campaign that bridges both campuses and a publication that will be disseminated at both schools. Furthermore, we propose monthly dinners, in which we will provide participants an opportunity to meet with women faculty, high-profile feminists visiting the campuses, and feminist rights advocates on campus. This program will result in a highly cohesive group spanning both campuses working towards common goals more effectively than they would individually.

Proposed activities and expected products

- A selective leadership retreat for feminist and womanist students on both campuses will kick off the project. Students who are interested in women’s issues and committed to making a positive impact on their campus will be recruited to engage in this day and a half long program. Faculty, staff and students from each university will facilitate retreat sessions, and, in subsequent years, former participants will lead workshops and panel discussions. The
program content will focus on community organizing and engagement, avenues for social activism and what it means to be a feminist in college and beyond. It will also aim to create lasting bonds between the members of the group, so as to encourage continued collaboration. The retreat participants will also seek to answer a key question: How can we, as individuals on separate campuses, work together to promote women’s empowerment? The goal of the retreat will be to answer to this question with a specific action plan, and, with the help of facilitators from both schools, the group will create and organize a public activism campaign that spans both campuses as the main product of the retreat.

- Participants will create a joint publication following the leadership retreat. This publication will include a submission – art, writing, cartoon, etc. – from each member of the program. Students will be advised to create submissions that either reflect upon the leadership retreat or discuss a women’s issue that is particularly important to them. These publications will then be disseminated on both campuses. This publication, although serving some marketing needs, will primarily aim to promote awareness of women’s issues on campus and of social activism surrounding such issues.

- Finally, the program will connect participants with inspiring faculty, staff and visitors by creating a monthly gathering modeled after the Duke Colloquium Fellows, an organization known by participants and faculty alike for its ability to connect students with influential people. We propose monthly Feminist Colloquia, where feminist faculty, staff and visitors will be invited to speak with participants in the program. These dinners should work to not only bring participants together to socialize and share ideas, but also to inspire the participants and encourage them in their careers and leadership activities. These dinners will build student-faculty relationships and important networking skills as well as provide role-modeling and mentoring opportunities for women on both campuses.

Programmatic Benefits

This project has two complimentary goals: the promotion of feminist leaders and the promotion of social activism on both campuses.

The Promotion of Feminist Leaders
The program provides both explicit and implicit benefits for feminist leaders. The conference has an explicit goal of leadership promotion, and students will come together to learn and practice leadership skills, how to incorporate feminism into action and how to effectively engage communities. They will also be given opportunities to take leadership roles in the creation of the campaign and the publication. However, much of the benefit of the program is less explicitly stated. Students will work together to create the cross-campus activism campaign and the publication, which will strengthen their ability to work as a collaborative team – a crucial leadership skill. Furthermore, in future retreats, participants will have the chance to practice leadership skills by facilitating the retreat and guiding new participants through the process of creating their own campaign.
The colloquia will also provide an opportunity for leadership development. Students will engage with powerful, feminist role models, which will enable them to develop their professional communication skills as well as gain inspiration and ideas from these leaders. Furthermore, through these conversations with individuals who are more advanced in their careers, participants may expand their professional network. In fact, in future years, the program will serve as a professional network in and of itself, helping to support participants in their college lives and future careers.

The Promotion of Social Activism
The most direct benefit of this joint partnership to the Duke and UNC campuses is the potential for collaboration on social justice activism. This program will bring students from both schools together to discuss incredibly important on-campus and global issues, allowing talented and driven individuals to devise ways to address such issues and work towards new solutions. These efforts will lead to the creation of innovative and effective women’s empowerment campaigns, but also potentially streamline current organizations on campus and lead to even further partnership. A number of potentially complementary organizations and programs on Duke and UNC’s campuses – Develle Dish and Siren Magazine, PACT training and HAVEN training, Gender Week and Feminist Week, and so on – could all benefit from collective planning, goal setting, evaluation and idea exchange. As students from both campuses come together and discuss how these programs may work together to mutually improve, more effective and efficient women’s programming on both campuses will no doubt result.

Qualifications of Involved Individuals

Ruby Reed, also known as Lillie, is a Duke University senior receiving a double major in psychology and global health with a biology minor. Lillie is a current intern at the Duke University Women’s Center, focusing her work on gender equity and leadership. In particular, within her work at the Women’s Center, Lillie has committed to creating synergistic connections between the Duke and UNC women’s movements. Lillie is also experienced in budget management, community management and program administration, through her experience as the director of Project BUILD, a 135-person, approximately $35,000 program that engages the Duke community in the Durham community through service projects. She has also co-founded a student initiative called Peer For You, and has in the process grown knowledgeable about the processes involved in creating, branding and marketing new student organizations. Lillie also has experience in writing and publishing content, and she has worked as a staff member on Develle Dish, Duke’s women’s blog. A North Carolina native, Lillie is excited to engage with UNC students on an issue that she is passionate about and to be able to contribute her budget management, marketing, community organizing and program administration skills to this project.

McCall Hollie is a Duke University sophomore and a prospective public policy and women’s studies double major. McCall is also a current intern with the Duke Women’s Center, and is focusing her work on social culture, particularly in reducing sexism and increasing acceptance and openness within the Duke University social scene. McCall has worked in various women’s organizations across disciplines and issues, and has ample experience in getting others energized and involved in women’s rights issues. In 2011, she created and taught a curriculum on self-
empowerment and healthy relationships to the Gashora Girls Academy in Kigali, Rwanda. She also extended this curriculum to her high school, where she was the president of the Respect Club, which worked to educate high school students on healthy relationships and abusive behaviors and to mentor middle school students on healthy relationship behaviors. McCall has extensive experience in community organizing. She served as a member of the Teen Council and Peer Advocacy Coordinating Team at Planned Parenthood of the Great Northwest, mobilizing adolescents and young adults to advocate for Planned Parenthood and to know their rights. In her work with Planned Parenthood, McCall also worked with United States senators to advocate for the maintenance of Planned Parenthood funding. McCall is excited to donate her skills in curriculum development and community organizing to this project.

Hoang My Nguyen, also known as Ping, is a UNC-Chapel Hill senior majoring in women’s and gender studies with a chemistry minor. Ping is the founder and co-editor in chief of Siren, a womyn’s empowerment magazine on UNC’s campus. The publication addresses the challenges of inequality globally and nationally, as well as specifically within the UNC-Chapel Hill community. In his work with Siren, Ping has developed skills in creating and managing a new program, as well as skills in the creation of published media. Ping has also worked consistently with the UNC Women’s and Gender Studies Department, Office of Multicultural Diversity, and the Carolina Women’s Center. Ping has also been involved in a number of campaigns for LGBTQ rights, and has worked to promote gender-neutral language and housing on UNC’s campus. Ping is excited to utilize his writing and media management skills on this project and to have the opportunity to create and foster new bonds with the Duke community.

Ada Gregory is the Director of the Duke University Women’s Center. Gregory moved to Higher Education in 2006 serving as an Assistant Director at the Kenan Institute for Ethics where she provided administrative support to the institute and led interdisciplinary programmatic efforts inside and outside the university:

- Managed an empirical evaluation of a middle school character education curriculum, Middle School Visions, deployed in Winston-Salem schools.
- Managed lectures, workshops and other events, including the Changing Institutional Cultures Lecture Series, KIE’s film series, and the Debating Moral Education workshop that engaged faculty and students in various departments to explore themes from interdisciplinary perspective.
- Provided guidance to the Ethics Undergraduate Certificate program for student recruitment and retention, faculty engagement and evaluation plans.
- Worked with faculty and consultants to assess and explore ethics and leadership cultures in for-profit and non-profit organizations in the Triangle as well as departments across the university from the Pratt School of Engineering to Duke Athletics.

In her role at the Women's Center, Gregory continued her commitment to interdisciplinary work across departmental and institutional boundaries by:

- Developing Project Change, a pre-orientation program with the Kenan Institute for Ethics, which works with faculty, local community leaders and non-profit organizations to explore social change efforts in the Durham community.
- Co-created the Moxie Project, a grant-seeded civic engagement program in NYC, combining curricular, co-curricular and applied learning experiences to explore intersections of theory and practice in women’s rights work; sustained through a
partnership with eight NYC non-profit organizations, DukeEngage and Women’s Studies. UNC Women's Center recently adopted the model to introduce a local version for UNC students; future efforts will look at how the programs may be combined or have more cross-program events or dialogue

- Chaired the Task Force on Gender & the Undergraduate Experience for the Office of Undergraduate Education; this interdisciplinary group of faculty, staff and students met over the course of a year to prepare a summary of university research and suggest recommendations for action by the Undergraduate Education Committee of the Board of Trustees
- Currently serve as a member of the UNC Interdisciplinary Work Group exploring the social ecology, politics, language and realities of rape.

Christiane Hurt is the Director of the UNC Women’s Center. Christiane has worked for the Equal Opportunity/ADA Office as a Title IX coordinator, during which time she helped develop and enhance policies, systems and responses related to Title IX across campus for staff, faculty, and students. This work involved collaborating with multiple partners, such as the Office of the Dean of Students, Department of Public Safety, the University Counsel, Student Affairs, the Interpersonal Violence Prevention Team, and Human Resources. As director of the Carolina Women’s Center, Christiane has worked to provide leadership and oversight to the pan-university center focused on gender equity for students, faculty, and staff. She also advocates for wide range of gender-equity related issues, including violence prevention, parenting/family support, gender and diversity issues, and equal access across the institution. Her work involves assessing campus needs and developing innovative programming to meet those needs. She also collaborated with a number of campus and community partners, including the LGBTQ Center, the American Indian Center, the Stone Center for Black Culture and History, the Women’s and Gender Studies Department, and others. She has also worked with Duke University to adapt the Moxie Project for UNC, and supported the first Moxie cohort in the summer of 2013.

CVs and Resumes
(See appendices)
## Budget

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Ruby Elizabeth Reed ("Lillie")
206 Oregon Street, Apartment J • Durham, NC 27705 • lillie.reed@gmail.com (252) 717-0752

Education & Honors
Duke University, Class of 2014
Bachelor of Science in Psychology, Bachelor of Arts in Global Health, Minor in Biology, GPA: 3.907
- Benjamin N. Duke Scholarship (4-year full scholarship) 2010-present
- Dean’s List Fall 2010, Fall 2011-Spring 2013

Junius H. Rose High School, Greenville, N.C., Class of 2010
- 1st in class of 372, National AP Scholar, SAT: 2370

Work and Research Experience
Duke University Women’s Center, Gender Equity and Leadership Intern Fall 2013-Spring 2014
Working on social media promotion, accessibility, gender violence prevention efforts, community organizing, and advocating to put women’s studies on the required Duke University curriculum.

Bass Connections Project, Research Assistant Spring 2013-present
Conducting research for an interdisciplinary project studying the roots of interpersonal violence in the Durham Latino community. Currently creating a community-based intervention to prevent violence.

Durham Crisis Response Center, Spanish and English Language Advocate, Hospital Responder Fall 2012-present
Field crisis line calls and provide in-hospital advocacy for Spanish-speaking survivors of domestic violence and rape.

Sangath, intern Summer 2013
Worked with a mental health NGO in Goa, India. Fundraised, managed social media, and worked on projects to train lay community members to deliver mental health care interventions. Currently writing a systematic review on the long-term effects of untreated alcoholism for the organization.

Francis Marion University Center for the Child and Psychology Department, Research Assistant Summer 2011
Proctored a research study on the factors inside vehicles that cause more fuel-efficient driving. Completed a personal research project studying how personality traits correlate with risky behaviors in college students.

Troy Johnson Intergenerational Daycare, Intern Summer 2011
Worked with children aged 2 to 11, mostly with children aged 2-4 and those with developmental disabilities.

Extracurriculars
Project BUILD, Director, Administrative Team Member, Crew Leader 2010-present
Planned, coordinated, and administered an 8-day, ~$35,000, 135-person service-based program that engages incoming Duke freshmen and upperclassmen in service projects at approximately 50 sites around the Durham area.

Duke Chronicle, Columnist, Primary Editor 2012-present
Write and edit bi-weekly and weekly op-ed humor columns for Duke’s independent student newspaper.

Develle Dish, staff writer and editor, event planner 2011-present
Write columns on gender issues and assist in planning yearly events for this on-campus women’s organization. Have helped plan events to promote feminism and to raise awareness for eating disorders, gender violence, and other issues.

Duke Write(H)eers, writer, founding member 2012-present
An organization for women writers at Duke University to learn how to articulate feminist ideals in their writing and to understand how to pursue careers in writing.

Peer For You, Co-President, co-founder, Peer Responder 2012-present
An online community created to promote mental wellness and provide peer support on Duke’s campus. Administrate the program and act as a Peer Responder, providing counsel and guidance to fellow students.

Volunteer Experience
Girl Scouts of the USA, Teen Advisory Board founding member, troop assistant 2002-present
Helped run troop meetings, set up and supervise events, arts & crafts education. Planned the first-annual “Girl Scout Round Up”, which organized more than 250 people in the Pitt County area in order to foster community and service.

Duke Manna Project, Project Leader 2012-2013
Helped plan and lead a preventive health project in Quito, Ecuador.

Boys and Girls Club, Volunteer 2009-2012
Assisted in painting murals at the Greenville, NC and Marion, SC Boys and Girls Clubs in 2009, 2010, and 2011. With 13 other students, taught swim lessons and put on a variety show that raised over $2000 for the Marion Club.

Skills: Spanish, elementary level Portuguese, proficient in R, iMovie, Excel, Mac and Windows systems, social media
Hobbies: painting, playing the ukulele, creative writing, photography, Zumba, yoga, language learning
McCall Hollie  
7653 NE 10th Street  
425-577-3457  
Medina, WA 98039  
msh30@duke.edu

ACADEMIC ACHIEVEMENT
Duke University, Durham, NC
- Current GPA: 3.675

The Overlake School, Redmond, WA
- GPA: 3.74 un-weighted

COMMUNITY SERVICE
Planned Parenthood of the Great Northwest
- **Teen Council**: Teach sexual education at local middle and high schools; act as a reproductive health peer resource (2010-2012)
- **Peer Advocacy Coordinating Team (PACT)**: Applied and selected to be a member; advocate locally for Planned Parenthood; peer leader at Teen Lobby Day (2010-2012)
- **Teen Lobby Day, Olympia, WA**: Met with legislators to lobby for greater restrictions on Limited Service Pregnancy Centers (anti-choice organizations) (2011-2012)
- **Youth Organizing and Policy Summit in D.C.**: Applied and accepted by Planned Parenthood of the Great Northwest to meet with U.S. Senator Maria Cantwell and U.S. Representative Dave Reichert to discuss maintaining Medicaid funding; attended conferences on reproductive justice and oppression, HIV/AIDS, and the politics of Planned Parenthood (2011)
- **PPAL (Planned Parenthood Action League)**: Phone-bank and canvass for Planned Parenthood Votes! Northwest; work at Planned Parenthood booths at local festivals advocating reproductive health and distributing information (2010-2012)

Rwanda Girls Initiative, Kigali, Rwanda
- Collected books for Gashora Girls Academy library; created and taught curriculum on self-empowerment and healthy relationships (2011)

John Muir Elementary, Kirkland, WA
- First grade T.A.; worked individually with students on reading, writing and math (2011)

Respect Club, Leader
- Educate peers about healthy relationships and dealing with abusive ones (2009-2012)
- Started peer-mentoring program in which eighth grade students meet with high school student advisers to discuss social, emotional and academic issues (2011-2012)

Aware Club, Leader
- Leader of school’s diversity club; earned PNAIS Diversity Conference Leadership Certificate for leading a workshop on LGBTQIA (Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, Asexual) issues for middle school students (2010-2012)

Northwest Harvest, Seattle, WA
- Volunteer at food bank; packaging and distributing food to local people in need (2006-Present)

Forest View Elementary School, Durham, NC
- One-on-one biweekly tutor with fifth grade student (2012)

Club Boulevard Elementary School and Jordan High School, Durham, NC
- Volunteer in third-grade classroom and ESL classes teaching Literacy Through Photography (Present)

INTERNSHIPS
Organizing for America
- **Summer Organizer**: Coordinate volunteers for Barack Obama’s grassroots campaign, phone-banked and canvassed locally, planned and held local campaigning events (2012)

Duke Women’s Center
- **Community Building and Organizing Intern**: Promote gender equity and social change through on-campus outreach and education; create collaborations with other on-campus groups
Hoang My “Ping” Nguyen  
2236 Ferris Street Rock Hill, SC 29732  
Mobile: (803)-318-2703  
Email: hmn226@unc.edu

EDUCATION

University of North Carolina at Chapel Hill  
Bachelor of Arts, expected May 2014  
Major: Women’s and Gender Studies  
Minor: Chemistry, Pre-medicine  
Major GPA: 3.90; Cumulative GPA: 3.52  

New York University  
College of Arts and Sciences, 2010-2011  
Major: Chemistry and Philosophy  
Cumulative GPA: 3.90  

ACADEMIC HONORS & AWARDS

Ronald E. McNair Scholar  
- Competitively selected for this two-year undergraduate research program, which trains first-generation, low-income students in the rigors of research, academic culture and graduate school.

Carolina Research Scholar Program  
- Undergraduate research program in which participants commit to expanding research and knowledge through curricula and independent research. Scholars are recognized for their contribution to the intellectual community at UNC.

Buckley Public Scholar  
- Commitment to serve over 300 hours of public service, participate in one service-learning course, attend four approved skills’ trainings and maintain a minimum 3.0 cumulative GPA to foster connections between the University, its students and the community.

C. V. Starr Scholarship Recipient  
- Awarded $5000 to participate in a self-designed international project focusing on the issues of single-mothers and children in Vietnam.

NYU Presidential Scholar  
- Top five percent of the scholars in New York University College of Art and Science  
NYU and UNC Chapel Hill Dean’s List 2010-2011, 2012-2013  
- Honor roll of matriculated students who have achieved an average of 3.65 or higher for that academic year.

PROFESSIONAL APPOINTMENTS

- Committee on Community and Diversity  
- Chancellor’s Awards Committee  
- University Teaching Awards Committee  
- University of North Carolina Global Initiatives Advisory Board  
- Center for AIDS Research Community Advisory Board

PROFESSIONAL PRESENTATIONS/CONFERENCES

- Summer of 2013- “Winning with Words: the Framing of Same-sex Marriage Debate in North Carolinian Newspapers.” Paper presented at the University of Buffalo McNair Scholars Program Research Conference, Buffalo, NY
- Fall of 2013- “Winning with Words: the Framing of Same-sex Marriage Debate in North Carolinian Newspapers.” Paper presented at the University of Maryland, Baltimore County, Maryland

INTERNSHIP/RESEARCH EXPERIENCE

Children of Vietnam (COV) Internship-Research and English Teaching Assistantship  
Da Nang, Vietnam  
May – June 2013  
- Competitively selected and awarded $5,000 by the UNC Center for Global Initiatives to undergo an independent research project with the Children of Vietnam organization, aiming to advocate for single-mothers in poverty.
- Designed three English curricula and classes to accommodate the needs and the interests of COV staff members.
- Wrote and submitted an assessment report of the English classes, outlining the staff members’ weaknesses, strengths, and improvement in the English language.
- Developed a comprehensive plan for each family to improve their quality of life and assist in lifting each womyn out of poverty. Plans included providing information on healthcare, educational scholarships, microloans, nutrition, and networking with other womyn in the program and conferencing with local, government womyn organizations and the Women’s Union to advocate for economic and social support of 20 beneficiaries.
- Initiated, planned, and conducted an Empowerment Training to train 40 beneficiaries on self-empowerment, essential hygiene, basic physical examination techniques, and self-care.

**Ronald E. McNair Scholar Summer Research Internship Program**  
June - August 2013

Faculty Mentor: Barbara Friedman, Ph.D., School of Communications and Journalism and Department of Women’s and Gender Studies

- Developed an original research project entitled: *News Framing Theory: How the Debate of Same-Sex Marriage is Framed in Three North Carolinian Newspapers.*
- Designed a study to examine the association between news framing, political affiliation (conservatism vs. liberalism) and the public’s stance on the same-sex marriage debate in North Carolina during the passing of North Carolina Amendment One.
- Conducted a qualitative content analysis of three major North Carolinian newspaper articles to identify the framing of same-sex marriage in three politically diverse North Carolina counties.
- Drafting research manuscript, *The Framing of Same-Sex Marriage Debate in Localized Newspapers in North Carolina during NC-One Debate,* with the goal of submitting for publication in a peer-reviewed journal.

**TRiO & McNair Scholars Program**  
August 2012-present

*Office Assistant*

- Perform office tasks such faxing, organizing the office, planning schedules and managing incoming calls.
- Research colleges/universities and career planning for low-income and first-generation scholars.
- Plan fellowship events to provide opportunities to build a community for the scholars.
- Advocate and publicize interests for McNair Scholars Program in University of North Carolina at Chapel Hill community.

**University of North Carolina Wellness Center**  
September 2013-Present

*One Act Peer Educator*

- Completed Women’s and Gender Studies 290: Leadership in Violence Prevention, approximately 30 hours of APPLES service-learning in the first semester and 10 each subsequent semester of involvement.
- Learned presentation skills, facilitation skills, and other knowledge needed to present One Act Training
- Facilitate training on interpersonal violence (sexual assault, abusive relationships, and stalking).

**LEADERSHIP EXPERIENCE**

**Siren: Womyn Empowerment Magazine**  
*Founder and Co-Editor*  
May 2013- Present

- Founded *Siren* magazine to promote a feminist perspective on issues surrounding gender, identity, sexuality and human rights. The publication addresses the challenges of inequality globally and nationally, and specifically within the UNC-CH community.
- Provide readers with resources and scholarly articles for discovering, developing and challenging their self-identities and life philosophies.
- Collaborate and partner with Women’s and Gender department, Women’s Center, Office of Multicultural Diversity, and other student organizations to promote womyn empowerment.
- Promote the usage of Gender-Neutral Language curriculum on campus.
Gender Non-Specific Housing

**Community Outreach Chair**

- Served as the Outreach Chair to the Asian community on campus to advocate for gender equality and student safety in residential housing at the University of North Carolina at Chapel Hill.
- Helped to collect more than 450 student testimonials on “why Gender Non-Specific Housing is important.”
- Assisted in gathering 2,816 student petition signatures and 55 student organizations, committees and departmental support.
- Advocated and garnered support from Chancellor Holden Thorp and University of North Carolina at Chapel Hill Administration, unanimous approval of the University of North Carolina at Chapel Hill Board of Trustees and University of North Carolina Association of Student Governments.

**Carolina United**

**Counselor**

- Provided a safe, confidential, and accepting environment for UNC students to explore diversity for their personal identities as well as a community.
- Fostered collaborative dialogue that unites participants across their differences and served as a catalyst for greater recognition and celebration of this unity on UNC’s campus and in humanity.
- Recruited more than 300 students from all walks of life and types of campus involvement.
- Selected 60 passionate students who want to challenge themselves as individuals in an environment of perpetual growth and dynamic interpersonal exploration.
- Facilitated dialogues regarding diversity issues such as Affirmative Action, Immigration, Womyn and Genders Oppression, etc.

**UNC Chapel Hill Admissions Ambassador**

**External and Training Committee Member**

- Chosen from a pool of 600 applicants to represent the University as an ambassador to represent the University’s mission of vigorous academics and embodiment of diversity.
- Lead admission tours to prospective students.
- Select future Admission Ambassadors for the University.
- Design and implement recruitment events for the University, particularly increasing school diversity such as: Fall Fest, Carolina First dinner, college panels, etc.

**UNC Chapel Hill Senior Marshal**

**Morale Committee Co-chair**

- Foster class unity by building stronger ties for the class of 2014 through senior-only events.
- Serve as the official representation between the senior class and the University to friends and alumni.
- Assist the General Alumni Association in soliciting new graduate membership and fundraising for the University.
- Plan class graduation ceremony and confirm commencement speaker.

**UNC Global Initiatives**

**Ambassador**

- Attend board meetings and serve as liaison to undergraduate community at UNC Chapel Hill.
- Advocate for global opportunities for individuals, groups, units, and disciplines traditionally underrepresented in such intellectual pursuits through publicity promotion.
- Promote mutual appreciation for difference and multiculturalism by organizing and participating in Global Initiatives events.

**RELEVANT TRAINING**

- **Haven:** trained to increase support for student survivors of interpersonal violence (stalking, abusive relationships, and sexual assault).
- **Safe Zone:** trained to dispel myths and negative/hurtful stereotypes of LGBTQ community and to increase awareness of misinformation regarding LGBTQ people.
Ada G. Gregory
2637 McDowell Road
Durham, North Carolina 27705
Phone: (919) 402-9632
ada.gregory@duke.edu

PROFESSIONAL EXPERIENCE

Women’s Center, Duke University (2008-present) Durham, NC
• Provide oversight for the administrative, human resources, fiscal, strategic planning and programmatic functions of the center; hire, train, and supervise 4 full-time employees, 16 undergraduate interns and 2 part-time graduate students to provide advocacy and education services for the student population.
• Determine fiscal requirements, prepare budgetary requests and quarterly variance reports; monitor, verify and review reconciled expenditures of approximately $500,000 annual budget.
• Supervise the Office of Gender Violence Intervention and Prevention, which provides counseling and advocacy for ~150 students and delivers prevention education to over 2000 students annually.
• Provide leadership and conception design to programmatic, research and teaching initiatives:
  o Developed Project Change, pre-orientation program with the Kenan Institute for Ethics.
  o Created the Moxie Project, a grant-seeded civic engagement program in NYC, combining curricular, co-curricular and applied learning experiences to explore intersections of theory and practice in women’s rights work; sustained funding through DukeEngage and Women’s Studies.
  o Chaired the Task Force on Gender & the Undergraduate Experience for the Office of Undergraduate Education; this interdisciplinary group of faculty, staff and students met over the course of a year to prepare a summary of findings and recommendations for the Undergraduate Education Committee of the Board of Trustees.
  o Currently serve as PI to longitudinal research study to evaluate the effectiveness of the Center’s bystander education curriculum and as a member of the UNC Interdisciplinary Work Group exploring the social ecology, politics, language and realities of sexual violence.

Assistant Director
• Perform a wide range of administrative functions including, but not limited to, developing short and long-term financial strategies, supervising physical plant issues, overseeing all human resource actions, and leading the planning and budget preparation process.
• Manage $1.5 million dollar budget and supervise three staff members as well as three student assistants and two consultants to provide administrative and programmatic support to the Institute’s initiatives in Organizational Ethics, Moral Development and Civic Engagement.
• Projects included:
  o Overseeing an empirical evaluation of a middle school character education curriculum, Middle School Visions, that is currently deployed in Winston-Salem schools.
  o Developing an implementation plan for the 2006-2011 KIE Strategic Plan that resulted in doubling the operational budget and a new physical space for planned growth.
  o Managing several lectures, workshops and events, including the Changing Institutional Cultures Lecture Series, KIE’s film series, and the Debating Moral Education workshop.
  o Providing guidance to the Ethics Undergraduate Certificate program for student recruitment and retention, faculty engagement and evaluation plans.
*Part-Time Faculty for Law Enforcement Extension Program*
- Developed curricula and teach domestic violence and sexual assault response for Basic Law Enforcement Training academies and in-service classes.

Durham Crisis Response Center (2000-2006) Durham, NC  
*Co-Executive Director (October 2001-2006)*
- Responsible for fiscal management, fund development, outreach and leadership of the agency.
- Managed an $800,000 budget and fourteen employees to provide comprehensive domestic violence and sexual assault services to women and children, including crisis line, medical/court accompaniment, counseling, shelter, community education and youth prevention services.
- Prospected, wrote and administered more than twenty local, state, federal and foundation grants to generate approximately $800,000 annually to maintain the general operation and programs of the agency.
- Managed a comprehensive evaluation of service delivery methods in all programs, including record reviews, focus groups, observations, staff interviews and other data collection efforts.
- Spearheaded a countywide domestic violence safety and accountability review that assessed the effectiveness of the coordinated community response to misdemeanor domestic violence crimes in Durham, NC and resulted in a comprehensive report with recommendations for system improvements and benchmarks for success.
- Developed a secure, browser-based client database for the crisis line program to track clients, record program activities and evaluate services.
- Opened *Pennies for Change Thrift Store*, a social enterprise site to create unrestricted revenue, to serve as alternative outreach location, and to provide free goods to clients.

*Executive Director, Orange-Durham Coalition for Battered Women (2000-2001)*
- Provided oversight for all aspects of the operations of the domestic violence agency; supervised eight employees to provide crisis line, shelter, support groups, advocacy and education services.
- Increased revenues by over $200,000 in one year; doubled direct service staff and tripled the number of clients served by the agency in one year.
- Supported the start-up of a county-specific family violence program in Orange County to ensure victims received support and assistance.
- Successfully merged the agency with the local sexual assault center, Rape Crisis of Durham.

Durham Police Department (1999-2000) Durham, NC  
*Grants Coordinator*
- Researched, authored and managed grant-related applications, awards, progress reports, financial reports, purchasing records and other activities within the Police Department. Grant awards totaled over four million dollars.
- Coordinated collaborative grant programs among the department and other outside agencies such as universities, social service organizations and community groups.

*Business Systems Analyst*
- Supervised four members of a training team responsible for the implementation of a five million dollar federal grant for an automated warrant system.
- Authored a user’s manual and training guide for the software application, and provided statewide training to magistrates.
Victim Services Planner 1

- Reviewed and awarded local grants for the federal Violence Against Women and Victims of Crime Act grant programs in North Carolina.
- Provided technical assistance to law enforcement, prosecutors, and victim service agencies to develop integrated, community-wide victim services programs, including domestic violence, sexual assault, and child abuse.
- Wrote statewide model policy and training curriculum for police response to domestic violence as part of a coordinated community response.
- Represented the GCC on the WorkFirst Family Violence Task Force to develop an implementation plan for the Family Violence Option for North Carolina.
- Staffed the Domestic Violence Study Commission of the GCC to draft victim policy recommendations for the NC Victims Rights Amendment.
- Wrote and managed a federal grant to study and implement a statewide, automated, victim information and notification system (SAVAN).

Durham Police Department (1994-1996) 
Domestic Violence Coordinator

- Created and delivered annual 4-hour domestic violence training to veteran and rookie officers.
- Provided crisis counseling, follow-up, and case management for victims.
- Developed a detailed protocol for domestic violence calls, including a specialized report and court procedure.
- Founding member of the Durham Domestic Violence Advisory Council that supported initiatives to implement a coordinated community response to domestic violence in Durham County (later became the Durham Alliance Against Domestic Violence).
- Authored a federal grant to implement a five-officer Domestic Violence Unit (DVU), which was awarded in the spring of 1997 through the Grants to Encourage Arrest program of the Violence Against Women Grants Office and resulted in a 10-officer DVU.

Police Officer II

- Patrolled Durham as a sworn Uniform Patrol Officer responding to 911 calls.
- Received extensive training in law, criminal procedure and crisis management.

EDUCATION

Duke University 
Masters of Arts in Liberal Studies
Bachelor of Arts in Political Science

University of New South Wales 
Australian Studies and Politics.

PUBLICATIONS


MEMBERSHIPS AND SERVICE

Women’s Center of Durham, Board of Directors, Chair (2008-2011)
Change: Batterer’s Intervention Program, Advisory Council (2007-2010)
Triangle United Way Families Community Care Team, Member (2000-2006), Durham County Member Organization Campaign Chair (2002)
Durham Police Department Reserves, Corporal (1996-2006)
Hacia La Paz Familiar, Advisory Council (2000-2002)
Rape Crisis of Durham, Board of Directors (1997-1999)
Sister-to-Sister, Mentor (1997)
UNC--Chapel Hill Hospital, Beacon Program, Advisory Board (1996-1998)
Durham Alliance Against Domestic Violence, Member (1995-1999)
North Carolina Women’s Law Enforcement Association, Founding member of the Triangle Chapter and member of the Board of Directors (1994 -1996)
Fraternal Order of Police, Member (1994 - 1996)
Orange-Durham Coalition for Battered Women, Volunteer (1993-96)
Guardian Ad Litem, Volunteer (1990-1992)

SKILLS, AWARDS AND OTHER CERTIFICATIONS

- **2002 National Peace Award** recipient from the Sunshine Lady Foundation in recognition of efforts to end domestic violence.
- Intermediate computer and networking skills. Familiar with QuickBooks, proficient with most MS operating systems and applications (including PowerPoint, Excel, and Word), and Adobe applications (PageMaker, Photoshop and Acrobat).
- Proficient with software applications: WORKS, ReportXpress, BPS, SAP/R3, iForms, STAR, and SPS.
SELECTED PRESENTATIONS

“Gender Mainstreaming in Environmental Policy and Project Design, Analysis and Management,” Nicholas School of the Environment, TIDE Program, Durham, NC, October 9, 2013.

“Intimate Partner Violence in the Clinical Setting,” Duke University Medical School, First Year Medical Student Practice Course Session, Durham, NC, November 20, 2012.


Christiane Hurt

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PROFESSIONAL SUMMARY
Career administrator and leader of high-impact nonprofit organizations focused on social justice, violence prevention, and advocacy. Creative problem-solver, collaborator, and organizational capacity builder.

EDUCATION
Master of Public Administration, the University of North Carolina at Chapel Hill
  • Nanette V. Mengel Communications Award
  • Jane B. Preyer Scholarship
Bachelor of Arts in History, with Honors, the University of North Carolina at Chapel Hill

EXPERIENCE
Equal Opportunity/ADA Office, University of North Carolina at Chapel Hill
Interim Title IX Coordinator May 2013 - present
  • Provide oversight and leadership related to compliance with Title IX and additional laws and regulations. Develop and enhance policies, systems, and responses across campus for students, staff, and faculty related to Title IX.
  • Collaborate with multiple partners, such as the Office of the Dean of Students, Department of Public Safety, University Counsel, Student Affairs, and Human Resources to ensure compliance with Title IX.
  • Serve as Chair of Title IX Policy Task Force to identify recommendations for improving to UNC’s Policy on Prohibited Discrimination, Including Sexual Misconduct, and Harassment.
  • Oversee all responses and investigations for cases of gender-based discrimination, harassment, and misconduct for students, faculty, and staff.
  • Serve as public spokeswoman for all media contacts for Title IX-related issues.
  • Present trainings, seminars, and other public presentations to the campus and community on gender-based discrimination and harassment prevention and response.
  • Collaborate closely with Interpersonal Violence Prevention Team to develop broad-based prevention strategies for the UNC community.
  • Ensure access to community-based services for all survivors of violence across campus.

Carolina Women’s Center, University of North Carolina at Chapel Hill
Director January 2013 - present
  • Provide leadership and oversight to the pan-university center focused on gender equity for students, faculty, and staff. Advocate for wide range of gender-equity related issues, including violence prevention, parenting/family support, gender and diversity issues, and equal access across the institution.
  • Assess campus needs and develop innovative programming to meet those needs. Gauge program efficacy and the continuous development of programs.
  • Develop and implement annual faculty scholars program, coordinate student alternative break programs, supervise internships.
  • Provide budget oversight, develop fundraising plan, coordinate with advisory board.
  • Adapted Duke University’s academic and community engagement gender-equity program, “The Moxie Project,” for UNC. Developed and supported the first Moxie cohort in the summer of 2013.
• Provide budget oversight, develop fundraising plan, coordinate with advisory board.
• Oversee full-time and student staff. Increase center’s capacity to meet the wide range of diverse campus needs.
• Collaborate with campus and community partners, such as the LGBTQ Center, the American Indian Center, the Stone Center for Black Culture and History, the Women’s and Gender Studies Department, and other allied centers, departments, and organizations.

**Interim Director**  
January 2012 - present
- Led the Center through a full staff and executive transition; increasing its capacity to develop innovative, campus-based programming; identifying cost efficiencies to maximize the use of Center resources.
- Worked with campus-wide Advisory Task Force to assess the Center’s current strengths and needs; developed a plan to guide the Center in serving UNC students, staff, and faculty.
- Increased partnerships and collaborations with campus-based centers, programs, units, and departments.
- Developed and implemented programs that meet the identified needs of staff and students on campus. Began process to seek outside funding to support the development of new programming.
- Initiated on-going needs assessment and evaluation processes to gauge efficacy of Center programs.

**The 16, LLC**  
**Founder and Principal**  
April 2008 – present
- Created a consulting business to provide executive coaching, strategic planning, and organizational development support to numerous nonprofit organizations.
- Developing and facilitating a multi-disciplinary statewide workgroup to identify and implement policies and practices to prevent child sexual abuse in North Carolina.
- Providing team supervision and technical assistance to a national organization engaged in promoting non-partisan, evidence-based criminal justice practices.
- Supporting nonprofit organizations through grant writing and fundraising plan development.

**National Sexual Assault Resource Sharing Project (RSP)**  
**Publications Specialist**  
August 2007 – May 2011
- Worked remotely to provide project support for this Technical Assistance Project funded by the U.S. Department of Justice Office on Violence Against Women.
- Developed tools and resources to support statewide advocacy organizations in developing programs and services to support victims of sexual violence.
- Provided intensive training and technical assistance to statewide sexual assault coalitions on management issues including staff development, succession planning, financial management and collaboration.
- Facilitated strategic planning and organizational development processes for sexual assault coalitions across the country.

**Washington Coalition of Sexual Assault Programs (WCSAP), Olympia, WA**  
**Acting Executive Director**  
January 2006 – June 2007
- Served as the agency’s sole representative and administrator during 18-month long executive transition. Stabilized organization in preparation for new leadership.
- Successfully advocated for changes in statewide policies by working with the Legislature, Governor’s Office, statewide task forces, and policy committees.
- Worked with community members, funding agencies, statewide allies, and other constituents to identify and develop initiatives and policies to raise the visibility of all sexual assault victims and
increase service availability statewide.
- Responded to all media contacts and represented interests of our diverse statewide community-based membership.
- Supervised and developed a staff of 15; budget of $1.7 million; developed/managed state, federal, and private funding sources; oversaw all programs, products, and reporting requirements.

**Associate Director**
**July 2000 - January 2006**
- Successfully developed WCSAP’s capacity, doubling the organization’s revenue and staff size within two years.
- Developed and managed human resource policies, procedures, and processes, including employee recruitment and hiring, negotiating and administering benefit packages, and evaluation/personnel development systems.
- Worked with communities to assess needs for community-specific sexual violence prevention and response services, designed service delivery models, and evaluated program success.
- Developed and oversaw $1.7 million budget and financial reporting; negotiated, secured, and managed grants/contracts, audits, deliverables, and relationships with funders.
- Served as staff liaison to Board of Directors and major committees.
- Developed and implemented statewide and national initiatives designed to build the capacity of sexual assault coalitions.
- Managed the National Resource Sharing Project, a technical assistance project funded by the U.S. Department of Justice Office on Violence Against Women, and supervised multiple major subcontractors in their program work.
- Facilitated strategic planning processes for rape crisis centers throughout Washington State.

**Member Services Director**
**September 1998 - July 2000**
- Provided direct support, training, and technical assistance to executive managers in rape crisis centers across Washington regarding the statewide program accreditation process.
- Assisted rape crisis centers in developing collaborative cross-discipline working relationships, creating protocols to guide community response to sexual violence, and reaching traditionally underserved populations.
- Provided on-going management and organizational development consultation to rape crisis centers and statewide coalitions.

**Orange County Rape Crisis Center (OCRCC), Chapel Hill, NC**
**Interim Director**
**May 1998 - August 1998**
- Served as interim agency administrator during executive sabbatical.
- Supervised staff in two office locations in Orange County.
- Completed monthly and quarterly funding reports and oversaw agency budget, managed monthly payroll, bill payments, and bookkeeping.

**Administrative Services Coordinator**
**August 1994 - July 1996**
- Managed the OCRCC office and administrative infrastructure.
- Served on the Special Events Committee of the Board of Directors and planned fundraising activities. Coordinated annual Phone-A-Thon and Membership Drive.
- Produced all training and educational materials, grants and funding proposals, correspondence, quarterly reports, quarterly and monthly newsletters, and media releases.