

FROM VISION TO REALITY

FOUNDATIONS OF THE



CENTER FOR

Women
& Gender
Global
Leadership

FORGING AN ENVIRONMENT FOR GENDER INCLUSION REQUIRES A VISION, AND CONCERTED ACTION TO TRANSLATE THAT VISION INTO REALITY.

**J. Jarpa Dawuni, Ph.D.
Founding Director**



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J. Jarpa Dawuni, Ph.D.

A good architect does not hold the keys to a building forever; they know when to hand it over to the homeowner. – J. Jarpa Dawuni, Ph.D.

My time has come to hand over the keys to the Center for Women, Gender and Global Leadership (CWGGL). My vision for establishing this Center was simple—to provide a center of excellence for women and gender issues by building on the long and strong legacy of Black women who have come through Howard University. This vision was made a reality by the collective efforts of donors, supporters, allies and the Howard University community.

In the three years I dedicated to building the Center, we have achieved major milestones-- raised over \$ 2 million in gifts and grants, hosted national and global women leaders, co-developed an academic program for a Minor in Women, Gender and Sexualities Studies, published over 30 reports in our working paper series, produced a 13-part oral narrative history on women in leadership at Howard, organized over 40 public events and hosted the first Fulbright Scholar-in-Residence.

I could not have achieved all this without our donors, governance boards, colleagues, students and several well-wishers and supporters. I have learned so much from all these people. What I count today as my success story would not have been possible without the myriad of experiences and encounters that crystallized into what I call my leadership lessons. This process taught me to turn every opportunity, challenge, encounter and experience into a success story.

The saying “to whom much is given, much is desired” has always informed what I do. I am cognizant of the different levels of privilege and power I possess. I see my privilege and power as gifts to serve humanity, and for that reason, I pour out my heart, soul, and energy in everything I do, because much is desired from me. As I hand over the keys of this architectural design to the new leadership, I am hopeful that they will take the Center to a new level. I have done my part, the legacy of what the Center will be, and where it will go now lies in the excellent hands of Howard University.

Gratitude in service,
J. Jarpa Dawuni, Ph.D.
Founding Director
Center for Women, Gender and Global Leadership
November, 2023



History Herstory

When Howard University opened its doors in 1867, the first five students to be enrolled were daughters of white professors. In 1884, Mary Ann Shadd Carey made history as the first Black woman to enroll at Howard University. Since then, the number of female students, and women faculty have grown exponentially. Today, women (students, staff, faculty, and alumni) continue to be central to Howard University's core values of Excellence, Leadership, Truth, and Service. Forging an environment for gender inclusion requires a vision, and concerted action to translate that vision into reality.

In August 2020, when Dr. Dawuni was tasked with writing a concept note for funding to establish a program for women and gender studies, she produced a proposal that laid the foundation for the Center. On November 12, 2020, the announcement of the gift of \$1m by Mr. Jim Murren, and Mrs. Heather Hay Murren, fueled aspirations for a strong, gender-focused program and resulted in the creation of the Center for Women, Gender, and Global Leadership at Howard University. The establishment of the Center came at an undeniably historic moment, following the election of Howard University alumna, Kamala Harris as the first woman Vice President of the United States of America. Vice President Harris' election is a testament to Howard University's pioneering role in producing some of the most iconic Black (women) leaders in the United States and around the world. Through the efforts of faculty, the administration, donors, and partners committed to promoting gender equity and racial justice, the Center will become a global center of excellence, fostering thought-leaders on research, programming, and advocacy related to Black women, both nationally, and internationally.

The establishment of the Center for Women, Gender, and Global Leadership at Howard University is made possible by the convergence of institutional leadership open to cultivating a culture of gender equity and inclusion, donors committed to gender and racial justice, and faculty devoted to applied research and social activism. Under the institutional leadership of President Wayne A. I. Frederick, Howard University has progressively addressed issues of gender diversity, equity, and inclusion by increasing the number of women in leadership positions at the university. The Center will continue to build on the rich legacy of Howard University's women by promoting leadership, addressing Black women's issues, and continuously working to create a gender inclusive and equitable society.

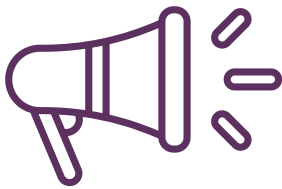
This report provides a holistic overview of the vision behind the creation of the Center, and the design thinking that went into the programs and activities for the first three years of its existence. The purpose of this document is to provide a historical record and roadmap for future leadership and for others who wish to create a Center or Institute at Howard University and beyond.

CWGGGL

AT FIRST GLANCE

IN OUR 3 YEARS OF EXISTENCE...

\$2,000,000+ Funds raised



70+ public events hosted



students declared in the Minor for Women, Gender and Global Leadership



Research Outputs in the Working Paper Series

1k+ Event attendees per year on average



13 Oral history narratives on women and leadership at Howard University



Member of the UN Women
HeForShe Alliance



Home of faculty-led Mothers
of the Mecca



Home of student-led Black
Feminist Book Club



5 faculty summer research
grants given



4 bi-annual reports released



15+ Partnerships built

Statement From Trustee Jim Murren

Founding Donor

Dr. Jarpa Dawuni, an unyielding, dedicated, and passionate leader at the helm of the Center for Women, Gender, and Global Leadership, is a presence that defines the institution. It's almost impossible to conceive of the center without her guiding force. She has played an instrumental role in shaping its early years, nurturing its growth, and elevating its status at Howard University. Today, we proudly boast over 60 students declaring a minor in Women, Gender, and Global Leadership.

With an unwavering commitment, Dr. Dawuni achieved an extraordinary feat by securing \$2 million in funding, a remarkable accomplishment in the current economic landscape. This financial support ensures the sustained success of our center, allowing us to host a dynamic array of events, both virtually and in person. Under her adept leadership, the center has forged invaluable partnerships with the UN Women HeForShe Alliance, the student-led Black Feminist Book Club, and the faculty-led Mothers of Mecca, all championing worthy causes that ignite student and community engagement.

Yet, beyond her impressive professional accolades, Dr. Dawuni is a pillar of mentorship and community support. Her unwavering optimism and relentless determination provide a rock-solid foundation for the Center's ongoing successes. Dr. Dawuni's legacy is a testament to commitment and passion, inspiring everyone around her to persistently champion gender equality and women's empowerment in the realm of politics and beyond. Her influence lights the way toward a brighter, more equitable future for all.

Reflection From Ambassador Harriet Elam-Thomas

Global Council of Leaders

What a joy it has been to participate in the vision of Howard University's Global Council of Leaders of Howard's Center for Women, Gender and Global Leadership - and to wish its founding director Dr. Josephine Jarpa Dawuni continued success as she returns to Howard's faculty.

We know intellectually that it is important to allow a child to develop on his/her own, but emotionally, it is difficult to let go. The outgoing director of Howard's new Center for Gender and Women Studies understands the importance of timing. She established this multi-faceted institute when the most accomplished creator would have been challenged. COVID did not thwart her determination to set up a pivotal space/program which will have lasting value for Howard University students. She not only used the initial philanthropic gifts efficiently, but she also raised the profile of the center through her boundless enthusiasm and track record of accomplishments.

I was fascinated at her ability to connect with all members of the leadership council either on zoom or by phone. She listened with intention. My fellow colleagues welcomed Dr. Dawuni's attentive ear as we offered guidance on including allies in the Center's development. She quickly noted after a well-attended zoom panel which a fellow retired diplomat and I did on Women in Diplomacy - Breaking Barriers and Biases, that we must seize the moment to build on the genuine interest expressed the day after the event. Being proactive is inherent in her nature.

The COVID pandemic as the backdrop for everyone's concern did not thwart this uniquely committed and well-suited inaugural director. Her boundless enthusiasm during each of my zoom or phone conversations confirmed her deep commitment to success.

Her triumphs outlined in her statement illustrate her determination to establish a center in deed as well as word. Howard University women in all disciplines now have a place to shine their light in a world greatly in need of their perspective. The students of Howard are fortunate to have you. Thank you for sharing your gifts of intellect and grace.

Reflection From Ambassador Swanee Hunt

Board Member and Donor

A few years ago, as I led a discussion with five Rwandan refugees, I looked into the audience and saw a stunningly beautiful woman, who seemed not to realize the impact she had by just showing up. I wondered who she was – not only a physical beauty, but with a soul both humble and proud, careful and bold, and a mind intelligent enough to hold all simultaneously.

Our brief conversation in the hall afterward grew into a connection to Howard that was a godsend for me – new to DC, and wondering if I would ever really connect to my surrounding community. From the beginning, I felt at home with Jarpa as we sat on a sofa, comparing the divine unrest of blending personal and professional lives.

I guess she knew I had created Harvard's Women and Public Policy Program, so of course we could talk about the composition of a strong board, how large a gift she should ask of donors, and how she would accept that her beloved research would, at times, have to be put on hold. She needed some information, but no coaching, especially about when to lift up bewildered students and when to remind them her standards were exceedingly high – because she knew they were capable of meeting them. I'm honored to be one of those students.

Serving as an inaugural member of the Advisory Board of the Center for Women, Gender and Global Leadership has been more than fulfilling. I witnessed first-hand the inspiring dedication Jarpa made a hallmark of the brand new Center. In turn, she witnessed first-hand how important it was for me to engage with Howard students and went the extra mile to bring us together.

In the past, present, and future, the Center is the center of my Howard experience. Adding to an on-going political science partnership with Jarpa, new leaders who share her vision and passion will only broaden my Howard world. I'll be in my seat on the front row as the curtain opens on the next Center Stage.

Reflection From Provost Anthony Wutoh

Provost and Chief Academic Officer

I want to express my deepest gratitude to Dr. Dawuni for her service as inaugural Director and guiding visionary for the Center for Women, Gender and Global Leadership. The accomplishments of the Center in such a short period of time have been impressive and a testament to her commitment, vision, and passion for this important work.

Howard University remains committed to furthering the progress we have made over the past few years, and redoubling our efforts to promote leadership roles and opportunities for women, as well as policies and processes that help to advance gender equity. I look forward to continuing to work with Dr. Dawuni as an advocate for this great work, and partnering closely with Dr. Cassandra Veney in her new role as Executive Director of the Center.

Reflection From Dr. Tashni-Ann Dubroy

Chief Operating Officer

As we gather to celebrate Dr. Dawuni's incredible journey with the Center for Women, Gender, and Global Leadership at Howard University, it is with mixed emotions that we bid her farewell. Dr. Dawuni's tenure at the helm has been nothing short of inspiring, and her contributions have left an indelible mark on our community. From the moment she joined our team, it was evident that her passion for advancing the cause of women, promoting gender equality, and fostering global leadership would be transformative. Her dedication to creating an inclusive and empowering environment has touched the lives of many within our organization and beyond.

Her leadership style, characterized by wisdom, empathy, and a tireless commitment to progress, has not only shaped the direction of the Center but has also influenced the broader conversation on women's issues. Her efforts to amplify the voices of marginalized groups, champion equality, and bridge global perspectives have set a standard of excellence for all Howard University Bison to follow. Under her guidance, the Center for Women, Gender, and Global Leadership flourished as a hub for innovation, riveting dialogue, and action. Her vision and hard work led to groundbreaking initiatives, impactful research, and meaningful collaborations that will continue to resonate in the years to come. She is a tireless warrior who sought and received support from executive leadership, subsequently raising millions of dollars to sustain this critical work.

As she embarks on new endeavors, her legacy here remains strong. Her mentorship has inspired countless individuals, fostering a community of advocates who will carry on the important work she initiated. We are excited to witness the positive ripples of your influence as they extend far beyond our immediate community.

Dr. Dawuni, your time with us has been a testament to the power of leadership grounded in compassion, intellect, and a commitment to justice. I extend my deepest gratitude for your unwavering dedication and wish you continued success and fulfillment in all your future endeavors. Further, I am exceptionally grateful that your future endeavors will bloom at Howard because you're staying right here in our academic community. May your journey be as rewarding and impactful as the path you have paved for others.

Reflection From Dr. Jeanne M. Toungara

Professor Emerita, Howard University

As Dr. Dawuni steps down as Founding Director of the Center for Women, Gender, & Global Leadership, she leaves a legacy of excellence and accomplishment. She has distinguished herself as a professor of Political Science and made exceptional contributions not only at Howard University, but also globally through the many workshops she has organized to unveil and enhance awareness of women's leadership within the African and African Diaspora communities. Beyond her professional background in law, Dr. Dawuni's active and promising interdisciplinary research agenda has resulted in several publications that reflect a sustained, focused, and rigorous commitment to research on politics, the judiciary, African studies, and women's issues. Her work is making significant scholarly contributions, as well as seeding project development on women's empowerment, democratization, and global cooperation.

She is driven by a passion for intellectual inquiry and exploration, Dr. Dawuni has enthusiastically carried the Capstone banner into national and international associations. She has been an active member of the American Political Science Association, Law and Society Association, and the African Studies Association where she regularly presents her work at annual conferences and has assumed leadership roles. Howard has benefitted enormously from her intentionality and extraordinary energy as shown in her initiation of innovative international programs. The opening of the Women's Center in 2020 was a huge undertaking that attracted over a million US dollars in donor funding. Dr. Dawuni leaves a lasting and memorable impression of her endeavors at the Center. Nonetheless, as she steps down from this position, we know that the best is yet to come.

Reflection From Prof. Anita M. Schmied

Inaugural Chair of CWGGL Executive Council (2021-22)

It took a bold vision, incredible drive and unwavering perseverance to create the Center for Women, Gender and Global Leadership at Howard University. Dr. J. Jarpa Dawuni's dedication to uplift and empower women is the core of the Center's mission. In a remarkably short time, she transformed her vision into a reality, providing a platform for black women to have a voice and nurturing the next generation of global leaders. Under Dr. Dawuni's stewardship, the Center already has a profound impact, and its positive influence will undoubtedly continue to thrive in years ahead. Thank you for your vision to create a more inclusive and equitable world. Jarpa, I wish you many more amazing dreams to realize.

Reflection From Anita Plummer, Ph.D.

Associate Director, Research and Faculty Engagement, CWGGL

I feel privileged to have collaborated with Dr. Dawuni, whose unwavering dedication, passion, and vast knowledge have brought vitality to the Women's Center. The visionary concept of establishing a space that acknowledges but celebrates the rich diversity and nuances of Black women's experiences at our HBCU is truly groundbreaking.

Although physically located on our campus, the reach of the Center extends far beyond boundaries by fostering connections among women hailing from North America, Africa, the Caribbean, Europe, and even the Pacific regions. Under her guidance, a vibrant community of students, scholars, and leaders has been cultivated.

This community is driven by the mission to empower Black women and establish inclusive environments where our contributions are recognized and celebrated. Dr. Dawuni is a tour de force and after a short period of much-needed rest, I can't wait to see what she does next!

Reflection From Moustapha Hoyeck

Former Graduate Outreach Coordinator, CWGGL

I am fortunate to have worked as Dr. Dawuni's graduate assistant since the center's inception. As a visionary, she saw the potential in me and helped uncover so many skills I was unaware of. Working with Dr. Dawuni is an exciting journey of personal and professional development. Her leadership style is the proper description of Ubuntu because no one is underrated, and everyone's opinion is valuable. Throughout the years, our collaboration taught me many lessons, and she was always there when I needed support. To this day, I get chills when hearing how she wrote the proposal that led to the \$1,000,000 donation and the establishment of the center. Undoubtedly, only passion and hard work can lead to such success. I am grateful for witnessing what the center has become, thanks to Dr. Dawuni's perseverance, courage, and ambitions. Thank you for allowing me to be part of this great achievement. Thank you for allowing me to contribute to the fight for women's empowerment and the celebration of Black women's excellence. Congratulations on your work for the center and the advancement of Black women at Howard and in the community.

Reflection From Tiffanee Moore

Former Intern

I just want to say a massive Thank you to Dr. Dawuni for all that she is and all that she has done for the Center and beyond. I am very grateful to have worked for the Center and alongside her to bring the mission of the Center for Women, Gender and Global Leadership to life. She has helped me be a better interdisciplinary researcher and a more motivated student. I am thankful to have been a part of so many opportunities to grow the reach of the Center under her tutelage. She is a role model within Howard and within the greater community of women working to make this world a better place in all capacities. Dr. Dawuni, thank you for seeing the potential in me during the Summer of 2021 as I completed my research paper. Thank you for bringing me on as an intern and allowing me to be a part of the Center as it was just starting. You have always been so supportive of me in all of my projects. I am very grateful for all the times you held me accountable and helped me stay focused on the greater goal. I will always remember the lessons I have learned from you during my time working at the Center. Congratulations!

Reflection From Kylie Burke

Former HUSA President; Inaugural Ambassador for the Center

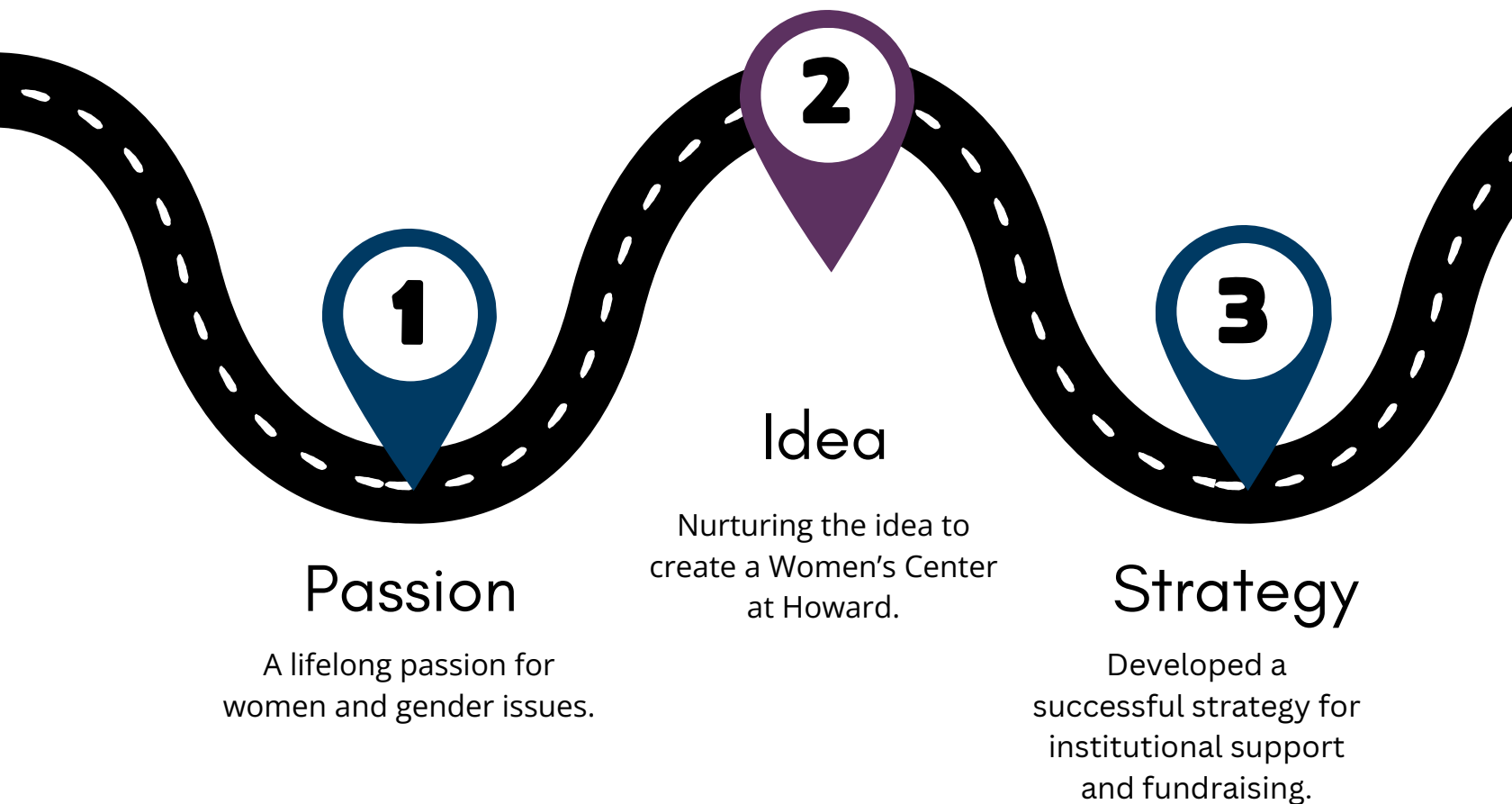
The tenacity Dr. Dawuni displayed in order to see her vision for the Center come to life left such an impact on me during my senior year. She is a shining example of hard work -- and the thoughtfulness she applied while getting to know me and help with my law school applications, amid her busy schedule, meant a great deal. I am grateful to know her and wish her the absolute best on her next endeavor -- I am confident she will bring greatness and inspiration everywhere she goes/returns.

Reflection From Anthony & Brittany Dohman

Former Student Ambassadors

Congratulations Dr. Dawuni! It is truly an honor to know you, the trailblazing and pioneering founding of the Center for Women Gender and Global Leadership. The Center is a major milestone toward a future where women's issues are at the center of intellectual discourse. Most importantly, thank you for simply being who you are. Your sweet, genuine and dedicated spirit will be missed. We not only enjoyed having you as a professor but we learned so much from you as budding professionals. We wish you the best in your future endeavors, we cannot wait to see how you will change the world next. Please stay in touch.

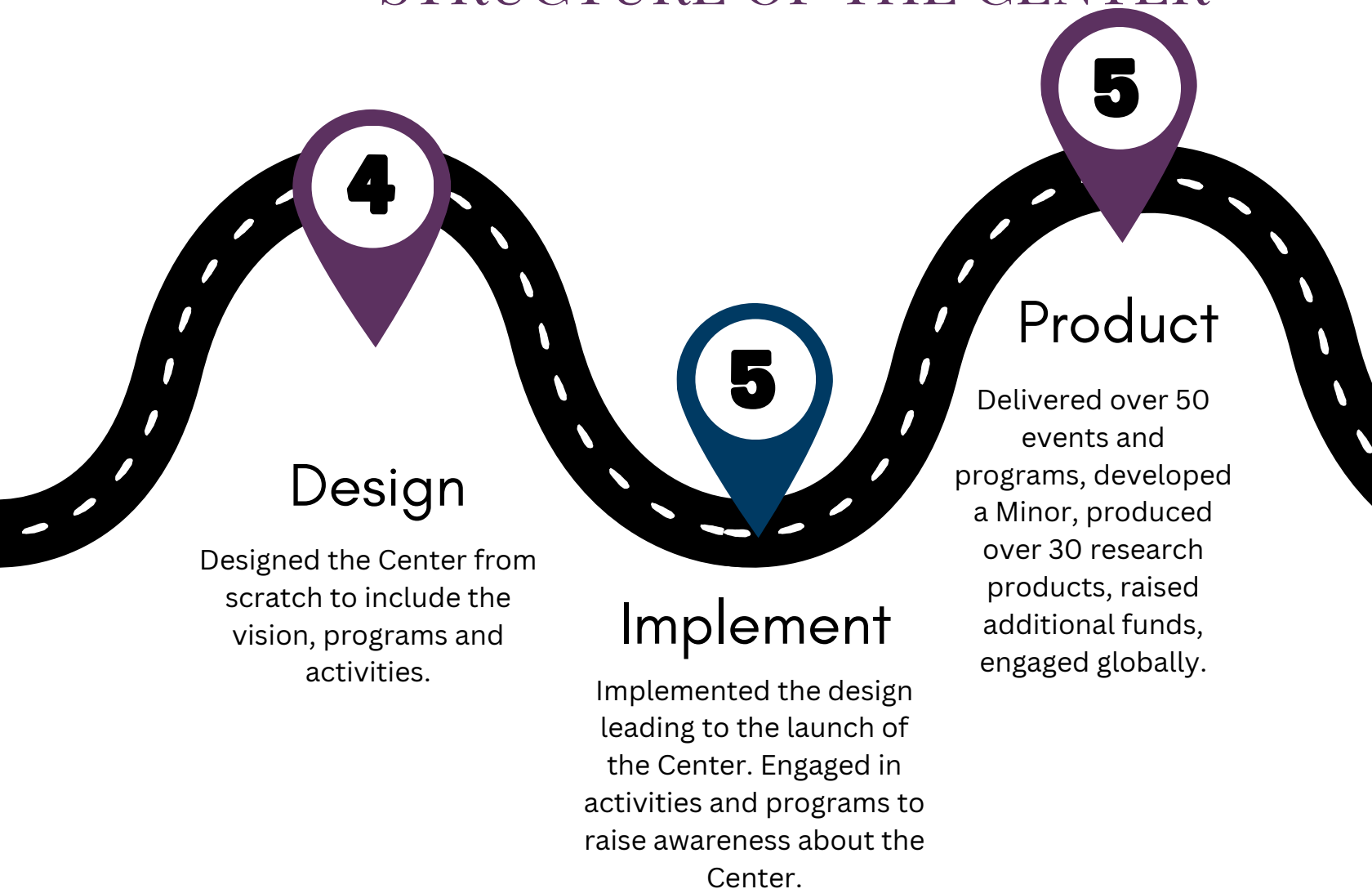
PROCESS



A passion must be turned into a scaleable idea backed by a feasible strategy that can be designed and implemented to achieve a series of products
~ J. Farpa Dawuni, Ph.D.

DESIGNING THE CENTER

IDEATION, DESIGN AND STRUCTURE OF THE CENTER



PRE-LAUNCH PLANNING (2020-2021)

- 1** **June 26, 2020** —Request to President Frederick for financial support to continue hosting the International Women’s Day events under the Women, Gender and Sexualities Collective.
- 2** **August 16, 2020:** Request to submit a proposal within 24 hours for \$250,000 to a prospective donor.
- 3** **August 18, 2020:** Proposal submitted at 10 am.
- 4** **September 2020:** Official meeting with donors to make a pitch for funding.
- 5** **October:** Donors expressed interest and bought into the vision for a Women’s Center. A decision is made to support the vision with \$1,000,000.
- 6** **November 12, 2020:** Official announcement of the gift to Howard University made in the Washington Post.
- 7** **January-March:** Planning for the Center begins. Creating the vision, mission, structure, governance. Website design and content creation.
- 8** **April – June:** Board of Trustees approve Center. Securing physical offices, furniture, artwork. Building marketing strategy and platforms.
- 9** **July- September:** Hiring and training new staff and student workers. Recruiting and appointing advisory board, the global council of leaders, executive council, student interns and student ambassadors etc.
- 10** **October 20 2021:** Official launch of the Center

October 4, 2021

OFFICIAL LAUNCH OF THE CENTER





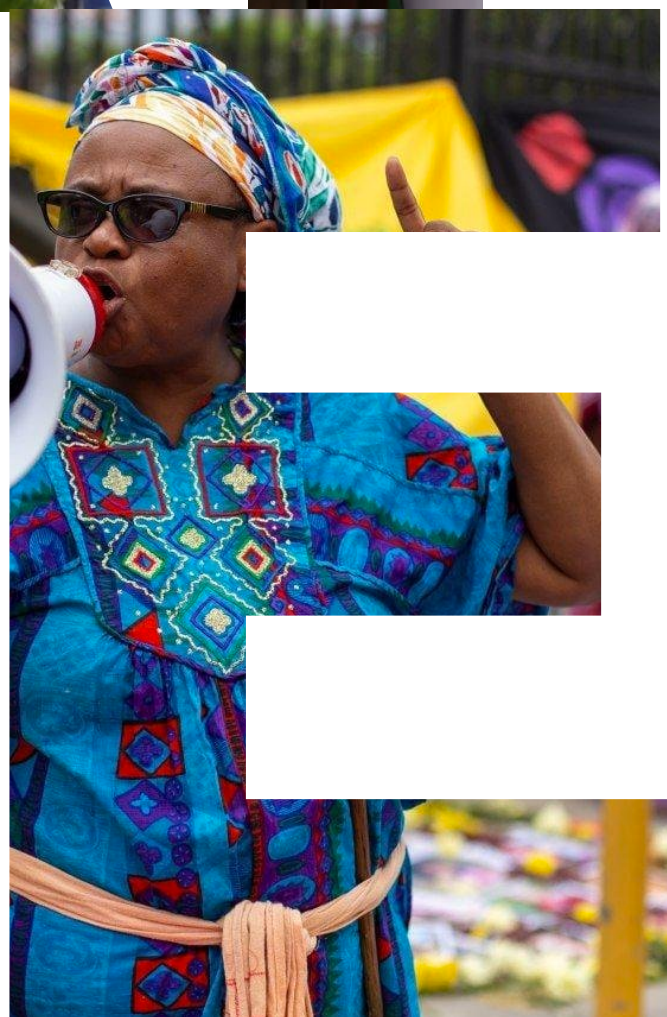
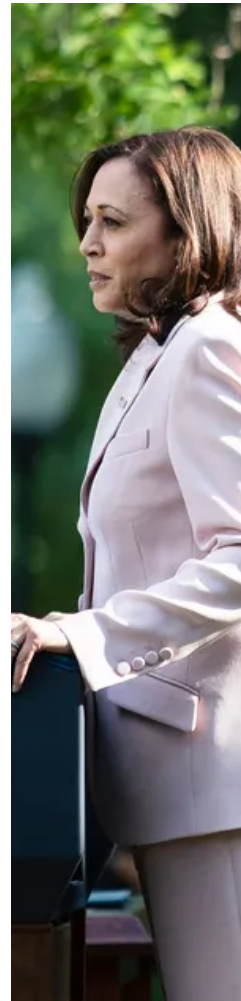
VISION & MISSION

Vision

To be a Center of Excellence for Black women and Black feminist consciousness, activism, and global leadership.

Mission

An interdisciplinary global center of excellence for Black women and gender issues, feminist activism, and transformational leadership through global engagement, research, service learning, and impactful partnerships.



Values (R.I.S.E)

Resilience

We seek to establish a dynamic community of confident and competent students grounded in intersecting gender consciousness, who uplift their communities by raising awareness of women and gender issues, promoting female leadership, and advocating for women's equal and equitable representation across all sectors.

Integrity

We foster transparency and accountability through innovative programming and preparing world leaders guided by ethical standards of care.

Service

We provide service to our students, faculty, and community through local and global outreach by advocating for universal issues, particularly those impacting the lives of women of color in the United States and the global African Diaspora.

Excellence

We dedicate ourselves to the pursuit of excellence in education, research, scholarship, and global advocacy.

FOCAL AREAS

Health & Wellness

Health and wellness are global challenges that are unequally distributed throughout the world. In the developing world, women's access to health in certain areas remains a myth. In the U.S., access to healthcare is falling disappointingly short and, the attention given to issues related to health and wellness varies greatly across race and gender. For instance, sociopolitical experiences such as racial and gender discrimination are likely to put Black women at risk for mental health issues. In addition to having poor access to healthcare, the risk for Black women to develop mental illness remains high while mental health services are not available in many areas. Professionally, women make up more than half of all healthcare workers across the globe and in the U.S.; however, Black women are underrepresented in all healthcare sectors including leadership positions. These observations confirm the relevance of thinking about ways to improve health and wellness nationally and globally. It is a challenge that the Center for Women, Gender, and Global Leadership aims to tackle. Faculty members affiliated with the Center strive to create programs that intend to contribute to the training of future female leaders in the health sector.

Science & Technology

Science and Artificial Intelligence (AI) are revolutionizing the world. They are changing rapidly and offering many professional opportunities. For instance, today, AI is part of our daily lives since it intervenes as a decision-making aid in many areas such as education, police, health, etc. With the development of AI in many companies, the world of tomorrow is being written. The AI sector, however, just like other sciences, is highly dominated by men who also hold the most prestigious positions. For AI to benefit as many people as possible, the sector must be more diverse and more open to women. Gender diversity is an incredible asset and a real factor of performance. This diversity brings new ways of thinking and is a source of value and progress. Considering the need to diversify the science and AI sectors, the Center for Women, Gender and Global Leadership has created space for Howard faculty to reflect on ways to encourage female students to get into scientific fields such as AI. The goal for the Center is to ultimately diversify the leadership in all scientific sectors.

Law & Social Justice

Rule of law and social justice are fundamental concepts that when respected, give incentives to all citizens. The importance of the rule of law is highlighted by the UN as one of the Sustainable Development Goals (SDGs) for a better future for all. On the other hand, in its Preamble, the International Labor Organization acknowledges “whereas universal and lasting peace can be established only if it is based upon social justice”. Whether in the U.S. or in other countries, women have always been active in the quest for social justice and the rule of law. A simple interrogation of history will show how women have mobilized to fight racism, gender inequality, sexism, religious discrimination, homophobia, and the unequal treatment of women and men by the law. These fights illustrate the fact that women are at the intersection of multiple identities, often accumulating a large number of disadvantages and discriminations, and are therefore potentially the bearers of multiple demands for justice. Aware of the urgency to bridge the gap, the Center for Women, Gender and Global Leadership invites faculty members who specialize in law and social justice to create initiatives that will provide female students with the necessary tools to denounce all forms of injustice. These initiatives aim at developing the next generation of leaders and global advocates.

Politics & Public Policy

In her book *Women, Power, and Policy*, Ellen Boneparth (1984) clearly states “The greatest challenge facing the contemporary women’s movement is the translation of its goals and objectives into public policy”. Beyond the political message, the State’s recognition of specifically female interests raises several questions. It is primarily a matter of admitting that women can be the object of political measures in a political arena that is massively male-dominated worldwide. The fact that public decision-makers have been and still are men is the main obstacle to putting feminist issues on the political agenda. In the U.S., more specifically, there are many decision-making positions that have not seen Black women as leaders yet. The place and role of Black women in institutions that structure the State, the legislative bodies, and political parties must be more ambitiously reconsidered. In this logic, the Center for Women, Gender, and Global Leadership (CWGGL) in collaboration with pundits of politics and public policy at Howard, strives to contribute to the leadership formation of female students.

Entrepreneurial Leadership

The promotion of women's entrepreneurship is a growing effort worldwide. Economic pundits have found that women entrepreneurs are key drivers of sustainable economic growth and broad-based, inclusive prosperity. According to the International Labor Organization (ILO), a third of all formal businesses worldwide are run by women. However, when looking at the bigger picture of entrepreneurship globally, women usually are not leaders in major enterprises. A report from the ILO shows that the bigger the firm, the less likely it is to be headed by a woman. Recognizing that women play an integral role in economic growth, social development, prosperity and sustainability, the Center of Women, Gender, and Global Leadership will focus on Black women and entrepreneurship. The Women and Entrepreneurship program aims to provide Howard female students with the necessary tools to be leaders in entrepreneurship. The programming will include faculty members and students committed to creating initiatives and developing strategies aimed at empowering women so that they can fully participate in the economic growth of their communities.

FOUR PILLARS

Student Engagement

This pillar focuses primarily on students by developing academic programs, events, professional opportunities, and global engagement linkages that foster student awareness of women and gender-related issues. As part of faculty programming, the Center Director oversees the newly approved Minor in Women, Gender, and Sexualities Studies, housed in the COAS Interdisciplinary Studies Program (IDSP). The Director of the Center works to streamline the Center's activities to help students in the Minor meet their Capstone and internship requirements through the Center's partner organizations. The Minor is structured according to the course offerings in the IDSP.

Faculty Engagement

This pillar includes the Interdisciplinary Collaborative Networks (ICN) that bring together faculty across the university to engage in action-oriented research, new program development, and grant applications student-oriented programming. Faculty and students engage through formalized mentoring programs, faculty-sponsored research, and courses for the Minor in Women, Gender, and Sexualities Studies, approved in Fall 2020 by COAS.

Community Service

Develop programs to meet the needs of the Black community in Washington, DC, and other Black communities nationally. The strategic focus on what forms of community engagement the Center focuses on is put in place by the Center's Faculty Council, which is responsible for drafting the Center's Strategic Plan, in line with the University and COAS strategic plans. Community service involves students working with faculty and community groups.

Global Engagement

The Center's global engagement mission includes building strategic alliances and partnerships with other bodies, including higher education institutions, businesses, corporate entities, and international organizations. The focus of these institutional linkages is on institutions across Africa and the Black Diaspora. The Center's global engagement activities and programs are tailored to meet the Center's core mission.

Assistant
Director

Executive
Director

Administrative
Coordinator

Associate
Director for
Research and
Faculty
Engagement

Undergraduate
Research
Intern

Associate
Director for
Student
Engagement

Graduate
Research
Assistant

Undergraduate
Media Intern

Volunteers

**ADMINISTRATIVE AND
GOVERNANCE STRUCTURE**



Student Ambassadors

The Student Ambassadors work as a team to promote the Center for Women, Gender, and Global Leadership and its programs. They play an active role in the Center's undergraduate and graduate recruitment and outreach initiatives.

Global Council of Leaders

The Global Council of Leaders (GCL) comprises a group of dynamic women and men who are well-known global leaders working to promote gender equality. As affiliates of the CWGGL, members of the GCL use their platforms and voices to encourage other leaders around the world to promote gender equality and engage in conversations facilitating the achievement of the goals set by the Center.

Advisory Board

The Advisory Board provides advice and support for the director on critical matters of the CWGGL policy and programs. The Advisory Board is expected to promote gender equity and success at Howard University through strategic alliances, research, and awareness about the CWGGL's programs and initiatives. While serving as ambassadors for the Center, Board members guide in shaping programs, initiatives, and partnerships that will promote the development of the Center intellectually and institutionally.

Executive Council

The CWGGL Executive Council's mission is to represent faculty needs and interests in the governance of the Center. The Executive Council shall take the leadership role in developing policies and procedures governing academic quality, program development, and strategic planning on academic matters. It allows faculty members a forum to play an active role in shaping the academic, educational, and public service missions and activities of the Center. Through the Council, the faculty members may exercise their rights and responsibilities to participate in shared institutional governance, strategic planning, faculty initiatives, and implementation and promotion of the Center's mission and goals.

PROGRAM DESIGN

The background of the entire page is a photograph of three young women sitting in a row, looking towards the left. The woman in the center is wearing glasses and has her hair in a large braided bun. The woman on the right is wearing a denim jacket. The woman on the left is partially visible. The background is slightly blurred, showing a classroom or meeting room environment.

Student Collective

The Student Collective is an interdisciplinary collection of students of all backgrounds and gender affiliations committed to working together to bring about positive social change on gender issues through scholarship, research, discussion, and service. The collective is committed to looking at gender issues through an intersectional lens that takes into consideration sex, gender, race, class, nationality, and religious affiliations in order to uplift the perspectives of women of diverse backgrounds. It is a great opportunity to create a collective culture that fosters the formation of connections and networks of young scholars who will go on to give back to their communities, as well as create outlets for young scholars to use their skills to enact real change and break gender barriers.

Faculty Collective

The Faculty Collective is an interdisciplinary forum for Howard faculty and staff, created to support and encourage discussion, scholarship, and activism on gender and women's issues on campus, nationally and internationally. The Faculty Collective seeks to build a supportive network of scholars and learners on campus who can share and discuss each other's work, serve as a resource on gender and women's scholarship and programming within the wider academy and surrounding communities, and develop collaborative interdisciplinary research proposals, deliverables, and collaborations.



PLAN OF EVENTS

Global Leadership Dialogue Series

For GLDS, the Center invites global thought leaders and policymakers to share their experiences and provide guidance for future generations in their field.

Guest Speaker Series

The GSS offers insights into the work of scholars. It is an opportunity for scholars to discuss their publications and answer students' questions.

Fireside Chat

Fireside chats are interactive dialogues between professionals of different fields on a topic chosen by the Center. This allows the audience to gain insights from different perspectives.

Chat & Chew

Chat and chews are co-sponsored with various organizations on campus. They offer an opportunity to discuss, in an informal setting, the important issues within an academic field. So far the Center has hosted several Chat & Chews targeting various audiences.



Activities & Programs 2021–2023



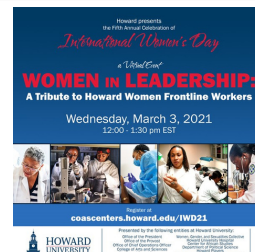
CENTER FOR
WOMEN, GENDER & GLOBAL LEADERSHIP

LIST OF ALL PROGRAMS & ACTIVITIES

Spring 2021-Fall 2023

**March 3,
2021**

International
Women's Day 2021



**April 23,
2021**

Fireside Chat: The
Role of HBCU's in
Promoting Generation
Equality



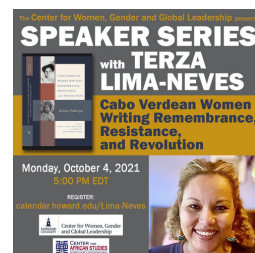
**September 7,
2021**

Global Leadership
Dialogue Series:
Black Women in
Health



**October 4,
2021**

Speaker Series with
Terza Lima-Neves



**October 20,
2021**

Launch of the Center
for Women, Gender
and Global
Leadership



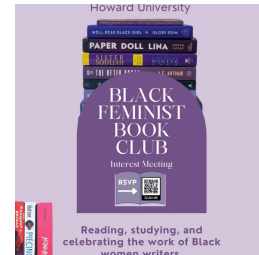
**October 29,
2021**

Chat and Chew with
Karsh STEM Scholars



**November 5,
2021**

Black Feminist Book
Club Interest Meeting



**January 25,
2022**

Center Open House



**February 3,
2022**

Women in Leadership
Distinguished Speaker
Series: Leading Change
in a Multi Pandemic
World



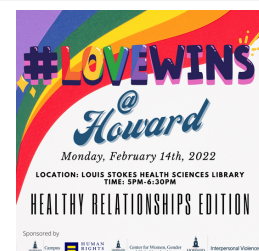
**February 4,
2022**

Chat and Chew:
Black Women Writers
(Black History Month)



**February 14,
2022**

#LoveWins @ Howard



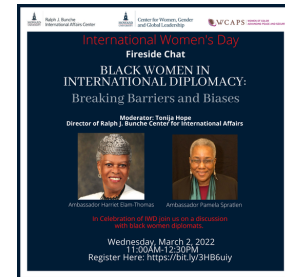
**February 25,
2022**

HBCU Presidential
Summit on Gender
Equality: UN Women
HeForShe Campaign



**March 2,
2022**

Black Women in
International
Diplomacy: Breaking
Barriers and Biases



**March 15,
2022**

Women's Empowerment
Lab- Intra-African and
Transatlantic Trade
through AfCFTA and
AGOA



**March 15,
2022**

Title IX @ 50: Where
We've Been and
Where We Need to
Go



**March 16,
2022**

Women's History
Month Symposium



**March 23,
2022**

Speaker Series: Pathways for
Decolonizing African Feminist
Scholarship: Virtual Launch
of the Palgrave Handbook of
African Women's Studies.



**March 25,
2022**

Environmental
Justice Panel



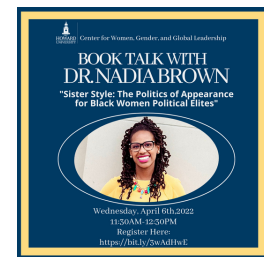
**March 31,
2022**

Mothers of the Mecca
Launch



**April 6,
2022**

Book Talk: Dr. Nadia Brown



**April 13,
2022**

Global Leadership
Dialogue Series: A
Fireside Chat with
Ambassador Busia



**September 8,
2022**

Center Open House



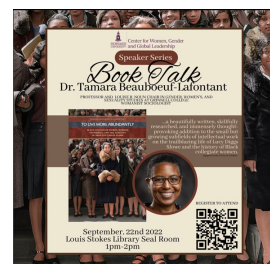
**September 15,
2022**

Let's Talk Forum:
Supporting LGBTQ+
Students and Allies



**September 22,
2022**

Book Talk: Dr.
Tamara Beauboeuf-
Lafontant



October 4,
2022

Global Leadership of Women Summit Intersectionality: The Future of Black Women's Leadership



October 25,
2022

Domestic and Sexual Violence Awareness and Prevention in the African Immigrant Community



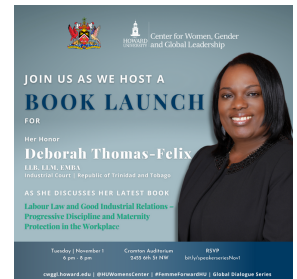
October 26,
2022

Faculty Research Roundtable Centering Women's Experiences, Voices, Perspectives, and Bodies: Faculty Research on Women at Howard and the State of the Art



November 1,
2022

Book Launch: Her Honorable Deborah Thomas-Felix



November 2,
2022

Women of Color Incubator Pitch Competition



November 8,
2022

Intimate Chat: Yawa Hansen-Quao Leadership and Pop



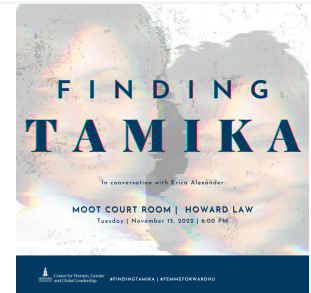
**November 14,
2022**

Feminist Foreign
Policy: Heinrich Böll
Foundation



**November 15,
2022**

Finding Tamika: A
Conversation about
Missing Black Women



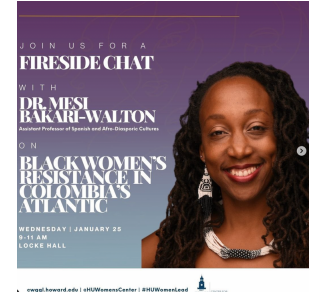
**November 17,
2022**

Global Dialogue
Leadership Series:
Julia Gillard



**January 25,
2023**

Fireside Chat: Black
Women's Resistance in
Colombia's Atlantic



**January 27,
2023**

Women Leaders at
Howard Roundtable
Discussion



**February 1,
2023**

Chat & Chew: The
Howard Women in
Sports



February 7,
2023

Center Open House &
Photoshoot



February 8,
2023

Women in the
Archives: Research
Strategies



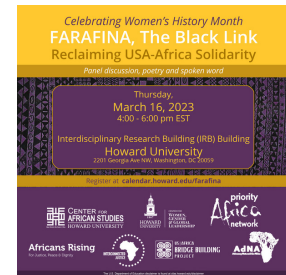
March 15,
2023

IWD 2023
Black Women in Tech:
Breaking Barriers and
Making Change



March 16,
2023

Farafina the Black
Link: Reclaiming
Africa



March 16,
2023

HU Black Press Day



March 17,
2023

Mothers of the
Mecca: Candle
Making Community
Session



March 27, 2023

Crown Act Discussion



March 29, 2023

Women's Leadership Forum



March 30, 2023

HeForShe Town Hall



March 31, 2023

The Black Women Writers Showcase



**April 19,
2023**

Book swap



**April 26,
2023**

Mothers of the Mecca: Parenting at HU



**May 2,
2023**

Honor Ceremony Brunch

FACULTY-FOCUSED ACTIVITIES AND PROGRAMS

Faculty Summer Grants

In the summer of 2022, the CWGGL awarded five grants to faculty members committed to research as part of the Center's mission to advance scholarships linked to women and gender studies. The grant recipients are Assistant Professors Carolyn Malachi, Jennifer Williams, Tingting Xiong, Padmamalini Baskaran, Nicole Jenkins, and Associate Professor Bahiyyah Muhammad.

Women at HU Research

Women at Howard University is a two-year research project carried out by students and faculty that documents the past and present status of women faculty, students, and administrators at Howard University. Each report provides historical and contemporary data and case studies of women at the institution in areas ranging from their role in leadership positions, faculty rank, salary, retention, post-graduate work, exposure to violence and discrimination, and more. The data reveals a complex story of individuals and groups of women addressing gender inequity over the course of the University's over 150-year history. The reports document women's experiences in different academic departments, colleges, and schools.

In 2022, women students made up 74% of the student body at Howard. It is well documented that women today have more access to education than at any other point in history. Despite this, gender inequality continues to point to institutional failures not only at Howard but also in academia. In 2019–2020, women comprised 55% of the faculty at Howard; however, when divided by rank, 66.81% of full professors and 53.27% of associate professors are men (College Factual, 2020).



Lectureships, assistant professors, instructors, and adjuncts are predominantly held by women. Education is viewed as an equalizer, and this text examines how women at the institution that graduates the highest number of Black professionals in medicine, dentistry, pharmacy, engineering, nursing, law, social work, and education fares in ensuring women are equally represented in those fields at Howard and beyond.

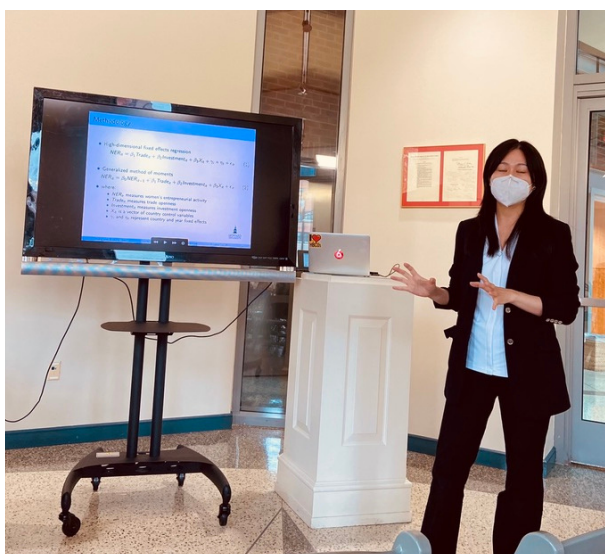
FACULTY ENGAGEMENT

Mothers of the Mecca

The mission of Mothers of the Mecca is to reimagine the stigmas associated with parenthood when we are wearing multiple professional hats and instill pride and community around parenting at Howard University. In our research efforts, we aim to capture the student, faculty, and staff parent population as well as the experiences and needs of the community.

Working Paper Series

Working Paper Series examines issues related to women, gender, and sexuality with a particular focus on the Black experience. It provides a platform for scholars working on issues from all disciplines to share research on a broad range of topics such as science and technology, health, politics, public policy, law, social justice, business and entrepreneurship, medicine, environmental justice and climate, diversity and inclusion, arts and humanities.



Faculty Affiliates Designation

Faculty Affiliates promote the mission of the Center for Women, Gender and Global Leadership through teaching, research, and service. Affiliate Faculty members participate in the Women's Center's research networks or teach courses for the graduate certificate or minor program.

Women at Howard Videos

These interviews are part of the Women in Leadership: A Storytelling Project, by the Center for Women, Gender and Global Leadership to center the experiences and perspectives of women in leadership at Howard University. Designed by J. Jarpa Dawuni, Ph.D., directed by Idit Dvir, supervised by Mouhamadou Hoyerck and Fowzia Farah, with support from the Pivotal Ventures Centering Women and Girls of Color grant.

Interdisciplinary Collaborative Network (ICN)

The Interdisciplinary Collaborative Network (ICN) aims to contribute to the fulfillment of the goals set by the Center for Women, Gender, and Global Leadership (CWGGL). To achieve this goal, the ICN creates a space for Howard University faculty to carry out research on women and gender studies and foster service learning. The scope of gender studies is vast as it includes disciplines ranging from the humanities to the sciences. As a result, the ICN is an interdisciplinary forum that encourages Howard University faculty to answer the following question: how does gender intervene in my research? The answer to this question will bring HU faculty together to frame women and gender studies from as many angles as possible. The ICN invites HU faculty to foster scholarship by collaboratively working to publish academic works featuring topics related to gender in various disciplines. As part of service engagement, the ICN is an opportunity for HU faculty to enhance their interaction with graduate students by promoting co-authorship, serving on graduate students' thesis committees, and organizing roundtables and conferences to solidify the academic foundation of HU graduate students. Lastly, the ICN aims at creating a friendly environment for HU faculty whose research and teachings involve women and gender studies. Members of the ICN will have the opportunity to design courses aiming at exploring women and gender-related issues in their respective disciplines.



STUDENT-FOCUSED ACTIVITIES AND PROGRAMS

Black Feminist Book Club

The Black Feminist Book Club is a student-led organization dedicated to celebrating, studying, and reading the works of Black women writers.

Open House

Held during the first week of each semester, the open house provides students with a unique opportunity to learn about the center's programs and various resources. The open house week also included class visits where the ambassadors would target large classes and inform students about the opportunities the Center offers. Since Spring 2021, four class visit sessions have been conducted on behalf of the Center. The class visits which were held either in-person or virtually led to the recruitment of students as interns, volunteers, and ambassadors. They were also instrumental in the increase of students interested in declaring a minor in women, gender, and sexuality studies.



Women's, Gender, and Sexualities Studies Minor

The Interdisciplinary Minor in Women's, Gender, and Sexualities Studies (WGSS) brings feminist and queer theory in conversation with research in the humanities, social sciences, liberal arts, and natural sciences through courses offered across the four academic divisions of the College in conjunction with other units across the university. An overall aim of the minor will be to teach critical analysis of how gender as a social construct informs our experiences and identities, the interrelationships between gender, sexualities, race, class, nation, and ability, and to connect such inquiry to issues within the local and global arenas.



COMMUNITY ENGAGEMENT

Since the creation of the Center, several programs have been developed to meet the needs of the Howard Community.

Let's Talk Forum

The Center co-sponsored a forum with CETLA to support LGBTQ+ students and allies alongside the Intercultural Affairs and LGBTQ+ Resource Center. The virtual conversation featured Mr. Jose Cadiz -the Founder and Director of the Intercultural Affairs and LGBTQ+ Resource Center, Dr. Ravi K. Perry, a professor in the Department of Political Science, and Dr. Jennifer Williams, an assistant professor in the Department of English. Topics from the forum included resources across campus and the District, critical issues Black and Brown LGBTQ+ people face now, and ways to create a campus culture that cultivates true belonging instead of tolerance.

The Center co-sponsored, alongside the Thurgood Marshall Civil Rights Center and Color Farm Media, "Finding Tamika: A Conversation about Missing Black Women," a panel discussion on the Audible podcast Finding Tamika with activist and actor Erica Alexander. Panelists -- Rebykah Howard, Natalie and Derrica Wilson, and Tiffany Cross - discussed ways students can keep themselves safe from the dangers of domestic violence and human trafficking. The panel also discussed the barriers and challenges of negotiating with law enforcement and navigating the media when a loved one goes missing.

Finding Tamika



Domestic and Sexual Violence Awareness

In collaboration with the Center for African Studies, we discussed Domestic and Sexual Violence Awareness and Prevention in the African Immigrant Community. Dr. Anjerrika Bean, the Center's Assistant Director, and Lul Mohamud, MPH, Executive Director of The Person Center, engaged in a robust conversation on the intersections of violence, Black immigrant identities and experiences, and public health and safety priorities on both a community and national level.

Mothers of the Mecca Candle-Making Community Session

Mothers of the Mecca hosted a “Candles and Community Building” event, with Dr. Sandra R. Kalu, Dr. Nicole Dezrea Jenkins and Dr. JaNeen Cross. Participants learned how to make intentional, all-natural candles in a creative process that allowed them to reflect, release and recharge. Faculty experts and participants engaged in a guided conversation about mental health and pregnancy during the activity.

Crown Act Discussion

The Center for Women, Gender and Global Leadership hosted a discussion on the Crown Act during Women’s History Month. The Crown Act aims to eliminate discrimination against natural hair by prohibiting discrimination based on hair texture or style. St. Clair Detrick Jules and Dr. Nicole Jenkins explained the significance of Black hair and its power to tell stories through art, activism, and research.

Women’s Leadership Forum

The Center in collaboration with the D.C Small Business Development Center and the HU Entrepreneurship Society, held a Women’s Leadership Forum. The event brought together students and industry leaders to educate, inspire, and bring awareness to women entrepreneurs, existing and aspiring. This year’s theme was “Personal Branding Increasing Product Visibility & Strengthening Brand Identity for Your Small Business.” This forum empowered women entrepreneurs by bringing locally and nationally respected leaders together to discuss the significance of personal branding for small businesses while providing attendees a platform to discover new ways to expand and contribute to their communities by turning existing supporters into dedicated clients.

Mothers of the Mecca: Parenting at HU

This event brought together the HU community and allowed mothers to exchange parenting tips. It was also an opportunity for mothers to create a support group and discuss the challenges they encounter while going to school and being parents.

GLOBAL ENGAGEMENT

As part of the Center's mission, we have engaged with the global community from our establishment.

United Nations Women HeForShe

HeForShe is a solidarity campaign for the advancement of gender equality initiated by the United Nations. Howard University is committed to acting for gender equality and fulfilling the HeForShe initiative on campus and in the community. Under the leadership of former President Wayne A. I. Frederick, Howard University joined the movement in March 2021. President Frederick set the following goals in order to ensure Black women are well-represented:

- **Sustain and enhance opportunities for women's leadership by 2026**
- **Promote dialogue and programming around women, gender, and masculinities.**
- **Mobilize Historically Black Colleges and Universities across the US and the African Diaspora**

As part of the Center's HeForShe programming, several events have been organized to sustain and illustrate each of the goals above. For instance, the fireside chat hosted by the Center under the theme "The Role of HBCU's in Promoting Generation Equality" was an opportunity to discuss the pivotal role of Howard University in leading the charge for HBCUs in the global fight for gender equity. Furthermore, as part of the university's commitment to sustain and enhance opportunities for women's leadership by 2026, the Center held a virtual event that featured distinguished guests who discussed the responsibility of HBCU presidents in the promotion of gender equality policies on campus. In March 2023, the Center hosted a HeForShe Town Hall in partnership with Howard University's Office of the President and the HeForShe Initiative. The event brought together students and faculty to engage in a meaningful conversation about the role of men, specifically on our campus, in promoting gender equality, challenging patriarchy, and dismantling systems of intersectional gender oppression. By questioning power dynamics and through candid conversations on gender imbalances the panelists called for a campus that champions gender equality. Lastly, HeForShe ambassador at HU and senior mathematics student Joshua B. Hughes represented Howard University and the Center at the HeForShe Summit 2023 in New York. Joshua participated in a panel along with other leaders from various fields and shared his perspective on the topic of gender equality and what means for him as a Black man. Howard University's progress in sustaining gender equality can be found in the HeForShe Alliance Impact Reports.

Global Leadership Dialogue Series: Black Women in Health

Dr. Kizzmekia S. Corbett was the guest of the first of the Global Leadership Dialogue Series. As an assistant professor of immunology and infectious diseases at Harvard T. H. Chan School of Public Health, Dr. Corbett discussed her groundbreaking research, global public health and the status of Black women in health.

Black Women in International Diplomacy: Breaking Barriers and Biases

In celebration of International Women's Day, the Center for Women, Gender and Global Leadership highlighted Black women in diplomacy. The event featured two retired diplomats, Ambassadors Elam Thomas and Spratlen, who offered insights on the challenges that Black women encounter in foreign affairs. The former also ambassadors provided valuable advice to students wishing to pursue a career in diplomacy.

Global Leadership Dialogue Series: Black Women's Lives and the Poetry of Resistance

In this Global Leadership Series, Ambassador Busia provided insights on what it means to use poetry as a weapon for resistance. Throughout the discussion, she read multiple poems depicting the resilience of Black women.

Global Leadership of Women (GLOW)

In celebration of the anniversary, the Center hosted the inaugural Global Leadership of Women Summit with a fireside chat featuring Her Excellency Monica Geingos, the First Lady of the Republic of Namibia, and Professor Kimberlé Crenshaw, Distinguished Professor of Law at Columbia University, and moderated by Dean Danielle Holley, Howard Law School. The theme for the Summit focused on the future of Black women's leadership, how to eliminate or minimize the barriers Black women face in their personal and professional lives, and how women continue to disrupt unproductive and unfair practices and policies that impact them. During the powerful chat, H.E. Geingos and Professor Crenshaw detailed how their childhoods shaped them into the strong Black women they are today. H.E. Geingos shared how being born as the middle child in a big family taught her the tools and skills needed to build the right relationships and show up at times when she is overlooked; it has also helped her thrive throughout her career as a Black woman attorney and First Lady. Similarly, Professor Crenshaw shared moments of her childhood, like advocating for monopoly rules that put others at a disadvantage, and her parents' passion for creating equitable housing opportunities for poor communities by decentralizing ghettos and developing scattered sites across the city, which prepared her for her advocacy work today.

Speaker Series: The Hon. Deborah Thomas-Felix

The center celebrated National Author's Day with a book launch featuring the Honorable Deborah Thomas-Felix, from the Republic of Trinidad and Tobago. Her honor discussed her newest book, *Labour Law and Good Industrial Relations – Progressive Discipline and Maternity Protection in the Workplace*, which focuses on the practice of good industrial relations and progressive discipline in the workplace. Her Honor also held a book signing following the discussion. The evening event took place on the Cramton Auditorium stage, with more than 100 guests from around the globe in attendance.

Speaker Series: Yawa Hansen-Quao



The center welcomed Ghanaian social entrepreneur and feminist Yawa Hansen-Quao for our speaker series with students from Dr. Msia Clark's Black Women and Pop Culture class. Topics ranged from everyday struggles women face across the globe to how social media and western pop culture affect adolescents. Combining the curriculum surrounding representations of black women in media and culture with Hansen-Quao's advocacy for women's leadership in Africa, created space for an inspiring and illuminating discussion on the intersections.

Speaker Series: Prime Minister Julia Gillard

Nearly a decade after her infamous speech on misogyny in the workplace during a parliamentary hearing, we welcomed former Prime Minister of Australia Julia Gillard for our final Global Dialogue Series speaker of the semester. She discussed her latest book, *Not Now, Not Ever – 10 Years on From the Misogyny Speech*, in a fireside chat with Dr. Dawuni. Students, alum, and faculty engaged as Ms. Gillard shared her sentiments about the speech and responded to several questions centering on race and feminist policies internationally. Following the conversation, the former Prime Minister gave six signed copies of her book to students in attendance. The book is currently only available in Australia.

Feminist Foreign Policy

Just a few weeks after the Feminist Development Policy Conference in Berlin – where Germany committed to a feminist foreign and development policy – the center hosted a group of women from across the globe during a study tour with The Heinrich Boell Foundation. The rich dialogue focused on feminist foreign policy nationally and globally, with HU students sharing their views of feminism and participants of the study tour sharing their understanding of the topic and how they advocate for women's rights and equality in their daily work.

International Women's Day: Black Women in Tech



In Alignment with the 2023 UN Women's International Women's Day theme "DigitALL; Innovation and Technology for Gender Equality", CWGGL hosted a panel discussion that focused on the diverse roles, contributions and challenges of Black women in the tech sector. The discussion featured Erica Terry Derryck of Intuit, Denasia Pinkard of Meta and Ms. Chanelle Hardy of Google.

Farafina the Black Link: Reclaiming Africa

In honor of Women's History Month and the ongoing contributions of women leaders in U.S.-Africa policy and solidarity, CWGGL joined the Center for African Studies to host the discussion with Dana Banks, Former Special Assistant to the President and NSC Special Advisor for the African Leaders Summit, The White House; Coumba Toure, Board Chair TrustAfrica, Ambassador Africans Rising for Justice, Peace & Dignity; Imani Countess, Executive Director, U.S. Africa Bridge-Building Initiative, and Emira Wood. Howard's COO, Dr. Tashni-Ann Dubroy delivered remarks and the discussion was moderated by Krista Johnson and Zirra Banu.

Fulbright Scholar-in-Residence: Dr. Maame Efua Addadzi-Koom

In Fall 2023, the Center welcomed its first international Visiting Scholar, Dr. Maame Efua Addadzi-Koom, as a Fulbright Scholar in Residence. The Fulbright Scholar-in-Residence Program brings visiting scholars from abroad to U.S. colleges and universities, helping the institutions internationalize their curricula, campuses and surrounding communities, and diversify the educational experiences of their students, faculty, staff, and stakeholders. Dr. Addadzi -Koom is one of more than forty-five Fulbright Scholars-in-Residence, and among 1,000 outstanding foreign faculty and professionals who will teach and pursue research in the United States for the 2023-2024 academic year through the worldwide Fulbright Visiting Scholar Program.

Dr. Addadzi-Koom will teach courses on women, gender and the law in the fall and spring semesters in the Department of Political Science and contribute to the Minor on Women, Gender and Sexualities. She will also engage in other planned outreach activities within Howard University and neighboring universities. One of the critical contributions of the Scholar will be to add an international dimension to the Centre for Women, Gender, and Global Leadership, which was established in 2021. As a Center dedicated to global leadership, the Center is looking to host international experts who bring transnational perspectives to our interdisciplinary programming.



Dr. Addadzi-Koom will be the first Fulbright Scholar-In-Residence who will work with the Center. Her work with the Center will further internationalize and contribute to realizing the Center's mission as an interdisciplinary global center of excellence for Black women, gender issues, feminist activism, and transformational leadership through global engagement, research, service-learning, and impactful partnerships. The Scholar's teaching engagements will also enhance Howard University's internationalization agenda.

COLLABORATIONS/COLLABORATORS (ON AND OFF CAMPUS)

Academy Women

Center for African Studies

Center for HBCU Research, Leadership and Policy (HBCU Center)

College of Arts and Sciences

Color Farm Media

D.C Small Business Development Center

Department of Political Science

Division of Social Sciences

Embassy of the Republic of Trinidad and Tobago

Howard Players

Howard University Hospital

HU Interpersonal Violence Prevention Program

HU Student Association

HU Black Press Archives

HU Entrepreneurship Society

HU Graduate Student Council

HU School of Communication

Human Rights Campaign Foundation

International Trade Center

Jewels Table

Karsh Scholars

Office of Chief Operating Officer

Office of Intercultural Affairs

Office of the President

Office of the Provost

Office of Undergraduate Studies

Pivotal Ventures

Ralph J. Bunche International Affairs Center

The African American Policy Fund

The Howard University Social Justice Consortium

The National Birth Equity Collaborative

The Person Center

The Policy Academies

Thurgood Marshall Civil Rights Center College of Arts and Sciences

Title IX Office

U.S. Embassy in Ghana

UN Women's HeForShe

WBENC (Women's Business Enterprise National Council)

WCAPS (Women of Color Advancing Peace and Security)

Women in Sports and Events D.C

Appendix

STATEMENTS AT THE LAUNCH OF THE CENTER IN 2020

Statement from Howard University's 17th President: Wayne A.I Frederick, MD., MBA.

As the nation's preeminent historically Black college and university, it is Howard University's distinct responsibility to press for equality and justice for all people throughout the world. Our advocacy must be both broad and targeted; our motto of Truth and Service calls on Howard to champion the rights due to all people through education and confront entrenched injustices that marginalize swaths of society based on either color or gender. The Center for Women, Gender and Global Leadership is a critical aspect of Howard's social justice mission.

Thanks to the generous gift from Trustee Jim Murren and Mrs. Heather Hay Murren, Howard was able to create this much-needed space to provide essential support to the numerous challenges women face in their everyday lives. Not only will this center help recognize the vital role women have always played in our society, but it will serve as a critical advocacy hub to generate solutions and press for much-needed change to ensure that women receive equity and fairness, equality and justice.

We need only look to the White House to see an example of the importance of women in our world today. Vice President Kamala Harris is a testament to the significant role women already play in our society as well as to the impact women can have when we insist on cultivating a global society where all people – regardless of their gender – are given an equal opportunity to test the heights of their talents. Through this center, the experience of Howard students will be significantly enriched, and we will empower Black women to continue to take their rightful place as leaders in every facet of our society and the global community.

Wayne A. I. Frederick
President, Howard University

October, 2021

Statement from Founding Donors: Jim Murren & Heather Hay Murren

Over the past century and a half, Howard has produced some of the foremost scholars, physicians, jurists, public servants, writers and artists that have gone on to enlighten and inspire our nation and, indeed, the world. Howard produces more STEM PhDs than any other institution and is the only HBCU with its own hospital. This University has educated more than half of the black doctors, dentists and pharmacists in America.

In other words, one singular institution is largely responsible for the diversification of our nation's healthcare workforce. Howard is dedicated to improving affordability and access to higher education by creating initiatives to help more students graduate in less than four years thus cutting their costs in debt and accelerating their professional careers. Unsurprisingly, Howard is ranked as one of America's top universities for social mobility.

Under Dr. Fredrick's leadership, numerous programs and services have been implemented to focus on our student's Academic success and the student experience as a whole ultimately leading to increased student retention and higher graduation rates.

Grounded in a historically black university and a preeminent institution of higher education, a Center of Excellence for Women will not only be a place of scholarship and the creation of new knowledge, but also a place to inform, enhance and open career paths for Black women at a critical moment in history. While Black women have always had the highest workforce participation among women, and exceptionally high levels of civic engagement, the barriers to advancement resulting from both systemic racism and sexism has led to these women being overlooked and underutilized in professional fields and leadership roles, causing them significant economic disadvantage.

While Black women have less than 1% of the wealth held by their single male counterparts, and even less than that held by white women and men. Many households are headed by black women, so this in turn disadvantages families, communities and in turn our country. Studies around the world have repeatedly demonstrated that women headed households spend more on their families than male-headed households—even when the householders are poorer. So, driving these women's earnings power will drive consumption, which in turn drives economic growth. As a long-time investor I know that the current situation needs to change — in these precarious economic and civic times we cannot afford to not fully deploy every asset towards recovery and resilience, and societal well-being.

we cannot overstate the importance of advancing Black women's leadership at this moment in history. Facing a global pandemic, a severe economic downturn and a renewed societal focus on racial injustice, the country is facing a critical inflection point. To secure our national economy and ensure our future prosperity, we have to promote female leadership and ensure women's equal representation across all sectors of our society. Women already represent a significant and growing proportion of the labor force and a vocal component of civic life. This gift seeks to capture that energy, develop this exceptional talent pool and push our country forward, with women at the helm.

Under the transcendent leadership of President Frederick, Howard has become a widely influential institution that is uniquely positioned to develop the next generation of leaders. With Dr. Dawuni's guidance, we will work to bring this Center to life and realize the vision behind it. As lifetime investors of Howard, we know that the returns on this investment will be exceptional for Black women and for our country as a whole as we move past these challenging times.

We hope that this Center of Excellence can be a part of a solution towards fully engaging Black women in our economy through providing Black students with mentor ship, sponsorship opportunities and career pipelines, grounded in excellent research and scholarship.

Heather and Jim Murren
Founding Donors
October, 2021

Reflections from Faculty Emerita:

Florence Bonner, Ph.D.

Professor Emerita, Department of Sociology, Howard University

I arrived at Howard University in the Fall of 1992 and assumed the position of Chair of the Sociology and Anthropology Department. Prior to my journey at Howard, I served as the Executive Director of the Center for Women in Government (CWIG) at the State University of New York-Albany (SUNYA). At the time, the institution was highly regarded for its groundbreaking work towards the advancement of gender equity in the workforce. While at SUNYA, I traveled to DC to involve Howard University women in an initiative funded by the Ford Foundation. During my visit, Dr. Joyce A. Ladner, former Provost for Academic Affairs, suggested that I consider coming to Howard to launch programs to benefit Howard women.

Dr. Ladner said, "...instead of you bringing SUNY money here, you should be here helping to move things." As we sometimes say, "enough said." At the time, education data showed women outpacing males (and Black women far outpacing Black males), but we needed to take notice and ask where and at what level in the academy this occurs. That desire for knowledge led me to heed Dr. Ladner's call to action.

Planning began with excitement from a significant number of supportive colleagues. Both the student body, faculty and staff collaborated to craft a program that would resonate across all disciplines. Since we did not have sufficient funds to design a center, establishing a women's institute presented a feasible opportunity for future growth. Although this fresh idea generated many supporters, it also came with resistance.

Many thought the name African American Women's Institute (AAWI) was exclusionary, but it needed to stand – it was a part of our identity. Women centers all around the country popped up during this time, supported by the Ford Foundation. However, very few collegiate women's centers staffed women of color. Beverly Guy-Sheftall at Spelman College, Dr. Bonnie Dill Thornton at the University of Maryland and I, were a part of a small margin of women of color within the women's center conglomerate.

The next step after naming and defining vision, mission, goals and objectives was to create a framework that consistently engaged students of all backgrounds. As chair of the Sociology and Anthropology Department, I had a platform that provided excellent foundational resources to promote that framework. My team introduced courses that focused on women's issues and roles in society. In addition to introducing new courses, we also expanded our visibility on campus by launching a website and hosting small gatherings on campus. Dr. Ladner's initial \$6,000 contribution supported the institute's preliminary work.

Florence Bonner, Ph.D.

Professor Emerita, Department of Sociology

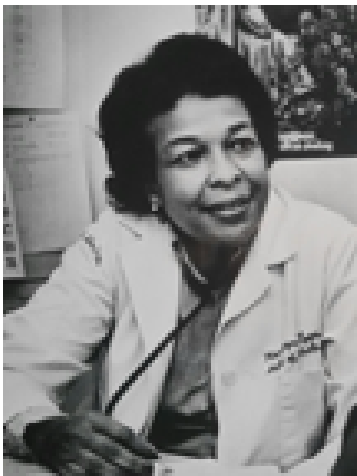
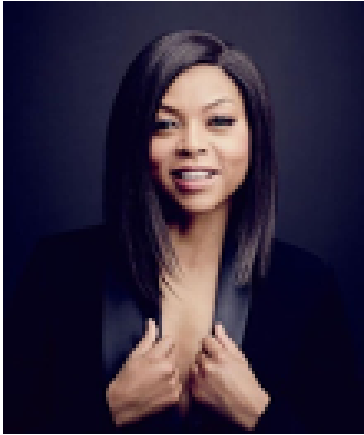
In 1997, Dr. Guy-Sheftall introduced me to the Massachusetts Institute of Technology's conference entitled, "Black Women in the Academy: Defending Our Name" held in 1994. The allies I met at this conference were instrumental in helping me launch Black Women in the Academy II at Howard. The conference at Howard University would mark five years after the first meeting was held at the Massachusetts Institute of Technology (MIT), and it would launch the African American Women Institute (AAWI) at Howard.

A small gathering of MIT women met with me led by Dr. Evelyn Hammonds. This led to a discussion that it was a good a good time to launch a Black Women in the Academy II, examining women's space in the academy nationally and internationally, one that women at HU under the umbrella of the newly formed African American Institute could launch. Black Women in The Academy II was carefully crafted over more than a year's time. We worked with the MIT women to tap women across the country; but we wanted to engage the HU campus in a broader reach than the MIT women had done. Not only did we want US women, but I also wanted international participation and I wanted a deeper reach for women on our campus; I wanted the arts and professional disciplines, and we did.

reached out to NSF first for funding. I had worked with colleagues at the foundation for years and they did not disappoint. My next approach was to the Ford Foundation. Again, the response was with enthusiasm and support. The success of the conference was incredible. Women were calling and lobbying to participate. However, at some point we had to finalize the program. So, on June 24, 1999 AAWI launched its first major event on an international scale. Three days of plenary sessions, workshops, special sessions, an art exhibition and catalogue, honorary receptions, a book exhibition, and vendors. The Ford Foundation funded all of the international travel and accommodations. NSF funded space and reception, it also provided additional money directly to women from other universities who wanted to bring students.

This ambitious and successful event helped us post conference, to institutionalize some of the work. Following the success of the Black Women in the Academy II, Dr. Carla Brailey suggested a certificate program. So, we set out to create the Graduate Women's Certificate Program open to all HU graduate students. Men could learn more about the women they studied and worked beside. The Program has been thriving for more than a decade. Dr. Rebecca Reverie and Dr. Anita Nahal drew upon other departments to offer a cluster of courses, all of which contained a feminist theory anchor. Their efforts, along with the generous aid of independent donors, the Ford Foundation, and the National Science Foundation, led to the certificate program's approval.

The Institute and Certificate Program at Howard University are precursors to the Center for Women, Gender and Global Leadership. Now, more than ever, this Center is needed. Unfortunately, the numerous inequities that gave rise to women's centers still prevail. Women of color and their communities remain disproportionately impacted economically, politically, and educationally. The Center at Howard will no doubt lead to greater knowledge, advocacy, and positive outcomes for all.



A good architect does not hold on to the keys, they know when to turn it over to the homeowner.



~J. Jarpa Dawuni, Ph.D.

Acknowledgments

I owe thanks to so many people who have supported me these past three years. Howard faculty and staff past and present, the governance bodies of the Center, student workers, and new friends and supporters I made through this journey. I cannot thank each of you enough for walking this journey with me, for the guidance, counseling, encouragement, advice, hardtalk, and support you each gave me. You know who you are; your names are forever inscribed in my heart. I could not have done this without the support of my family—thank you for the many days and nights when I was not present in mind and body as I worked to make this Center a reality.

Thank you !

Medasëë !

Asante Sana !

Jere Jef !

Gracias !

Ndewoo !



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