

# WGS CAPSTONE Spring 2017

- Bridget Appleby Katherine Badecker Brianna Dioses
- Kathleen Dispoto Sarah Frey Anna Gracey Marisa Grillo
  - Ashley Lai Olivia Laura Ariel Moskowitz
  - Mi-Yeon Park Olivia Rizzo Cristina Rodriguez
  - Alexandra Salib Brianna Santagelo Jennifer Schablik
    - Dana Tedesco Karine Therlonge

# Meet the Women's Leadership and Social Change Capstone Class of 2017

# Bridget Appleby

Bridget is a senior Psychology major with a minor in Women's, Gender, and Sexuality Studies. She contributed to this year's Women's Leadership and Social Change Capstone Project by collecting and creating art for the Art Committee and hosting the Hair Monologues event. Her furry fun fact is that yes, the carpets do indeed match the drapesand what fabulous carpets they are. She also loves her blonde, hobbit feet.

#### Katherine Badecker

Katherine is a senior Biology major minoring in Women's, Gender, and Sexuality Studies. For this year's WILL Capstone Project, she took part in the Monologues and Art and Tabling committees. A "hairy" fun fact about her is that people used to tell her that she looked like Shirley Temple when she was little.

#### Brianna Dioses

Brianna is a senior Education and Women's and Gender Studies major. Hair is an experience for her, and an educational process. It is privilege, love, and kindness. It is the body, it is the other, and her hair is her own. She was a part of the social media and monologues committee. She helped put up flyers and promote the events via social media. Her hairy fun fact is that she shaved off one of her eyebrows once trying to adhere to beauty ideals!

## Kathleen Dispoto

Kathleen is a Junior studying International Studies and Women's, Gender, and Sexuality Studies and minoring in Communication Disorders. For this year's WILL Capstone Project, she took part in the Handbook and Outreach committee. Her hairy fun fact is that she prefers fur to hair, specifically, fur on a pug!

## Sarah Frey

Sarah is a senior English and Women's, Gender, and Sexuality Studies double major. For this year's WILL capstone project, she took part in the Queering Hair Jeopardy event.

## Anna Gracey

Anna is a senior English and Secondary Education major and WGSS minor. For this year's WILL capstone project, she took part in the Queering Hair Jeopardy Event and ushered for the Hair Monologues.

#### Marisa Grillo

Marisa is a senior Biology major, with minors in Women's, Gender, and Sexuality Studies and Environmental Studies. Her personal experiences in Nicaragua were the inspiration for the topic of body hair as this year's capstone project. She spearheaded the project and oversaw all the committees and event planning. A "hairy" fun fact is that she cut off and donated two feet of head hair during her sophomore year and has sported a pixie cut ever since!

## Ashley Lai

Ashley is a senior Psychology and Music double major with a minor in Women's, Gender, and Sexuality Studies. For this year's WILL Capstone Project, she took part in the Art and Tabling committee. A "hairy" fun fact is that she likes bleaching and dyeing her hair different colors!

#### Olivia Laura

#### Ariel Moskowitz

Ariel is a senior Biology Major with minors in Chemistry and WGSS. She is the president of TRIOTA the WGS Honor Society and works in the Microbiology Lab. For this year's WILL Capstone Project, she took part in the Outreach and Handbook committee. A "hairy" fact about her is that she's been getting her eyebrows waxed since she was 10 years old!

#### Mi-Yeon Park

Mi-Yeon is a senior majoring in International Studies and minoring in Women's, Gender, and Sexuality Studies. For this year's WILL Capstone Project, she took part in the Art/Tabling and Queer Jeopardy committees.

#### Olivia Rizzo

Olivia Rizzo is Journalism/Professional Writing and a Women's, Gender, and Sexuality Studies double major. For this year's WGS Capstone Project she helped plan and coordinate the Politics of Hair Movie Night and lead the social media committee. A "hairy" fun fact about Olivia is that she used to have hair that went down to her waist until she donated to Pantene Beautiful Lengths.

## Cristina Rodriguez

#### Alexandra Salib

Alexandria is a Statistics major with minors in Actuarial Sciences and Women's, Gender, and Sexuality Studies. For this year's WILL Capstone Project, she took part in the Politics of Hair Movie Night. Her "hairy" fun fact is that her grandmother has been waxing her eyebrows since she was in the fifth grade!

#### Brianna Santangelo

Brianna is a Physics and Secondary Education major with a Women's, Gender, and Sexuality Studies minor. She plans to attend North Dakota State University for graduate school. For this year's WILL Capstone Project, she took part in the Handbook and Queer Jeopardy committee. Fun fact: She hasn't shaved in over 6 months!

## Jennifer Schablik

Jennifer is a Public Health major with minors in Biology and Women's and Gender studies. Next fall she plans on attending the University of Tennessee, Knoxville to pursue my Master of Public Health in Health Policy and Management with a minor in Epidemiology. For this year's WILL Capstone Project, she took part in the Handbook and Outreach committee. She doesn't have a hairy fun fact, but keep an eye out for some possible ~color~ changes soon!

#### Dana Tedesco

Dana is a senior Biology major with a Women's and Gender studies minor. For this year's WILL Capstone Project, she took part in the Politics of Hair Monologues and Art committees. A "hairy" fun fact is that she has donated 10 inches of her hair twice in the past four years to Pantene Beautiful Lengths.

## Karine Therlonge

Karine is a senior Women and Gender Studies Major. Next fall she will be teaching Special Education in New York. For this year's WILL Capstone Project, she took part in the Hair Monologues and Social Media committees. Fun Fact: She burned her skin once by keeping Nair on for too long and never used it again.

"All hair has 'symbolic meaning', explains Dr. Breanne
Fahs, a professor of gender studies at Arizona State
University. 'For women and body hair, it can symbolize a
threat to the existing social order ... choosing not to adhere
to traditional standards of beauty.'"

## **Acknowledgement of Privilege**

In discussing body hair and hair as a larger issue, it is impossible to maintain a discourse without discussing privilege and how it affects people's different experiences. It is a basic privilege to be able to maintain one's body hair in the manner most preferential to the person. Privilege allows certain peoples the experience to go to a salon or to shave their hair, however, it is important to acknowledge that not everyone has this privilege. As a TCNJ community, we as college students have access to resources and acknowledge this privilege. We hope to use our own privileges on this campus to educate the community and encourage a broader understanding of these differing experiences.

## Introduction

The Women in Learning and Leadership (WILL) capstone activism project at The College of New Jersey has developed and implemented a dual campus-community outreach proposal to address societal stigma surrounding body hair and the politics of head hair. In the initial discussion of activism topics, the presence of the body hair stigma proved to be true or known amongst all class participants.

To address the campus requirement, the capstone group aimed to provide information and resources to the TCNJ campus community. Through the provision of advocacy materials and informational programming, the goal is to provide the campus community with agency to decide how to maintain their own personal body hair. In addition, a donation drive will be held on campus throughout the spring semester to collect personal hygiene projects to be donated to Womanspace.

## **Mission Statement**

Our mission is to increase awareness of society's differing expectations of hair and challenge the stigma surrounding head and body hair. By opening a discussion about privilege and the relationship between intersecting identities and hair, the goal of this campaign is not only to celebrate the uniqueness of individuals with diverse hair but also to educate and to promote agency regarding hair.

## **Outreach Mission**

In today's society, stigmatization of personal appearance and hygiene directly affect one's ability to obtain employment, which in turn has a negative effect on the homeless population. This project aims to alleviate some of the burden that this stigma plays on the homeless population by providing resources and agency to those seeking employment in today's competitive employment market.

## **Target Population**

The target population of this campaign is the TCNJ student body. Through the Body Hair Monologues, Queering Hair Jeopardy, and Politics of Hair video screening, the TCNJ community will have access to the information compiled by the capstone class in an on-campus setting. The secondary target population is the outer Trenton area community, specifically, Womanspace. In order to reach the secondary population, the Outreach Committee planned service events in order to gather hygiene donations for Womanspace.

## **Events and Activities**

#### **Schedule of Events**

Queering Hair Jeopardy	The Politics of Hair Video	The Hair Monologues	Donation Drive & Art Exhibit
Eickoff Atrium	Screening	Lib Auditorium	Alumni Grove
11am-1:30pm	P101 8pm-10:30pm	8:30pm	11am-1:30pm
4/24/2017	4/25/2017	4/26/2017	4/27/2017

#### **Event Promotion**

To promote the events on campus, various forms of communication were utilized. In addition to plugging all events and information through our social media pages, student organizations at TCNJ were contacted to co-sponsor and attend the events. These organizations included:

- CUS
- Lambdas
- Zeta Phi Beta Sorority\*
- Sigma Sigma Rho Sorority, Inc.
- TMT

- WILL\*
- PRISM
- Black Student Union\*
- ISA
- Triota\*

We are very grateful for the various organizations that co-sponsored our events. We also communicated with the Office of Fraternity and Sorority Life at The College of New Jersey to have our events qualify as past of the Assessment Packet Programming. The Assessment Packet Programming requires all students involved in Greek Life at The College of New Jersey to participate in various types of programming. For the purpose of promoting *The Fault in Our Follicles* events, we advertised our programming as "multicultural" -- meaning that there is a component that will provide multicultural education to the audience.

<sup>\*</sup>Indicates that organization co-sponsored events.

#### **Queering Hair Jeopardy**

To start out our week of events, we hosted a jeopardy game in Eickhoff, the dining hall. The event took place on Monday, April 24th from 11:00 AM to 1:30 PM. It was an interactive event in the form of the classic jeopardy game, in which students could answer questions from the 100 "point" level to the 400 "point" level for three categories: trans hair, LGBTQ hair, and the pink tax. In return for answering a question, students were given a cupcake. Sodexo kindly donated 100 cupcakes for us to give out during the event. At this event, we wanted to raise awareness of how hair politics is an intersectional issue that affects members of the LGBTQ community.

Our questions and answers for each category were pulled from various online sources, including more informal and anecdotal articles from websites, as well as academic articles. For the trans hair category, we asked questions about how hormones like testosterone and estrogen affect hair growth, as well as questions about how reassignment surgery affects hair growth. For our LGBTQ category, we asked questions about how people perceive certain hairstyles, specifically "alternative lifestyle haircuts" and how it relates to job discrimination. Often, people with hairstyles out of the "norm" are misgendered during job interviews, or policed on the job and told to cover up their hair.

Our last category was about the pink tax, or gender pricing of products. We found statistics related to how much more women's cosmetic items are priced compared to men's items. We also brought up the statistic of the frequency in which women's products are priced higher compared to men's. Although our we named this event "Queering Hair Jeopardy" in order to include intersectional components, we felt that it was still important to discuss the gender pricing of goods to shed light on the inequalities women face when buying all cosmetic items, not just those related to hair.

Overall, our event was a success. Around 15 people played our jeopardy game in the span of two and a half hours. Of that number, about half those people answered or guessed an answer correctly. The most popular category was the pink tax category, followed by the LGBTQ hair category, and then the trans hair category. This might be related to people's level of comfort with trans and LGBTQ issues. Before people played the game by choosing a category, we would explain the purpose of our project and the event. After people answered the question of their choice, we provided the answer we were looking for (even if they got it right) to engage in a short dialogue related to that topic.

#### The Politics of Hair

Continuing our week of events, we held a video screening on the Politics of Hair on Tuesday night at 8pm, in P101. The event was designed to last about an hour, while we screened short videos and clips, followed by a short discussion centered around a prepared discussion question. The videos were already chosen by the class and were focused on black women's natural hair and body hair.

This event had very low attendance, with the bulk of the audience being class members. We attribute the low audience to the fact that this was the night of CUB's Spring Comedy show, which is a popular event on campus. Even though we had our events approved by the Inter-Greek Council and had initially expected a high attendance from the Greek life community, our week of events coincided with Greek Week and therefore we did have many Greek life attendees.

Despite the low attendance, this was still a great event! We watched the videos and discussed the questions, which helped to educate and create awareness for the audience members we did have. We were even able to connect the videos we watched to a current social media controversy. The company Shea Moisture produces hair products that are generally marketed towards women of color with natural hairstyles. Just two days before this event, Shea Moisture released an advertisement about "Hair Hate" which featured a majority of white women. There was much backlash by black women on Twitter for this ad because the company was essentially built by a women of color client base. By featuring white women instead of its original target population, the company ignored and minimized the experiences of black women. We were excited to be able to expand the project's topic to a broader space and the larger society. This recent ad lead to a great discussion that was related to the event's purpose of educating the TCNJ community about black women's struggles with natural hair.

#### The Hair Monologues

On Wednesday, April 26, 2017, we hosted the Hair Monologues. The Hair Monologues were open to the campus community and allowed students to express their hair stories and how their choices in regards to their body and head hair affected their lives. Two alumni of the Women and Gender Studies and WILL program were able to participate through Skype and spoke about their hair experiences. The committee was in charge of booking a space, advertising the event, and searching for speakers and cosponsors.

The event was a success and there was a good turnout in terms of the audience. We were able to have 5 speakers in total who covered several different topics. Our first speaker Rachel spoke about her experiences with her hair and how her decision to cut her hair caused people to make assumptions about her sexuality. Our next speaker, Jack, spoke about how their current hair length was the longest it's been in a while and what their hair means to them. Mary Elizabeth discussed how she suffers from trichotillomania and never had the courage to dye her hair until now. After the scheduled speakers, we opened the floor and several members of the audience spoke. The event ran smoothly and went exactly as we planned.

#### **Donation Drive & Art Exhibit**

This was the last event during our week of events. We tabled outside in Alumni Grove on Thursday April 27<sup>th</sup> during Meal Equiv (11am – 1:30 pm) to display artwork and collect donations. For the art display, we showcased zines created by the capstone class and artwork created by WILL women outside of the capstone class. The zines, which are "mini magazines" were body and head hair themed. The capstone class was assisted by WILL Internal Affairs co-chairs Tyler Hubbert and Bailey Falco in creating the zines. We coordinated with Tyler and Bailey to attend one of our classes to instruct us and bring all of their art and zine-making supplies. We also collaborated with two artists to commission several pieces of artwork about body and head hair. Current WILL student Ava Oakley and WILL alumna Jen Braverman both agreed to let us borrow and display their artwork during this event.

As part of our community outreach, there was a donation box at the table for students to donate products related to hair, hygiene, and personal appearance to Womanspace. Prior to this event, we reached out to Althea Jones, Womanspace's donation coordinator, to find out which types of products were needed the most.

In addition to the art display and donation drive, we also had a whiteboard social media campaign. Written on the whiteboard was the beginning of the sentence, "My hair is..." We encouraged students to come up to the table and finish the sentence by describing their own hair. Some examples of how people described their hair were "colorful," "cute," "curly," and "political." These photos were then shared on our social media pages.

#### **Bathroom Stall Flyers**

We created eight different flyers with cartoons, comics, and a thought provoking question to go along with each image with the goal of encouraging people to think critically about the stigmas against body hair and the politics of hair. The topics covered in these flyers included the double standards in body hair maintenance between men and women, hygiene, gender, sexuality, choice, the politics of head hair, especially in regards to women of color, and the heteronormative expectations and ideals about masculinity and femininity. These flyers were hung up in women's, men's, and gender neutral bathrooms in various buildings across campus. We also hung up a few of these flyers on bulletin boards across campus.

Unfortunately, the regulations about where we can and cannot hang up flyers on campus became very strict and heavily enforced. Many of our flyers were removed from the bathroom stalls, even though the flyers were approved by the Office of Student Activities and many other organizations have hung up flyers in bathroom stalls before. Overall, our flyers were still able to reach the intended audience because we had multiple students and professors tell us that they read our flyers and were inspired by them!

#### **Informational Bulletin Boards**

To educate the residential student body, we integrated our activism information with the educational initiatives within the Department of Residential Education and Housing. Overall, the department strives to incorporate diversity and cultural sensitivity into their communities, so *The Fault in Our Follicles* activism project worked well with their educational curriculum. Community Advisor (CA) staff were contacted regarding the provision of bulletin board materials in the month of April and those interested received a packet of information and supplies.

In total, we had 4 student staff members show interest in the programming. We created Instagram themed bulletin boards in student dorms in the Townhouses with facts and cartoons/comics about issues regarding the politics of hair and the stigmas against body hair. We included short facts and information about the queer community, the trans community, religion, the politics of head hair, especially in regards to women of color, heteronormative expectations and ideals about masculinity and femininity, and the double standards in body hair maintenance between men and women. A relevant cartoon or comic accompanied each fact (see photos below).

#### **Club Facilitations**

To promote greater exposure to the TCNJ campus, *The Fault in Our Follicles* group developed an informational facilitation to present to various campus organizations. The facilitation materials contained information regarding the politics of hair, religion, the intersection of identities and the role that individual experience plays on one's hair and body hair. The interactive presentation included elements ranging from video media, current events, TedTalks and videos pertaining to different topics of hair.

To accompany the facilitation presentation, a thorough script was developed to be utilized by the student presenter. The program was developed to specifically encourage students to discuss various aspects of hair and societal/cultural expectations of one's hair maintenance.

Unfortunately, due to semester time constraints, these club facilitations were not actually implemented or tested within the TCNJ community. The materials are developed for future use and the programming has been approved for multicultural engagement through the Office of Fraternity and Sorority Life. We hope that WILL or a future Activism Capstone class will be able to use the materials we created.

## **Social Media and Promotion**

Our social media campaign aimed to connect the campus community with our mission and make them aware of our project's goals and events, while also sharing insightful articles, videos, and art from around the Internet that further enhance our mission of striving to break the stigma around various forms of body and head hair. Our two main social media platforms were Facebook and Instagram, as we felt that these platforms had the highest concentration of TCNJ community members. We posted content throughout the month of April.

Our Facebook page had 76 followers who actively liked our page and subscribed to the content we were producing. Each post had varying levels of "reach" meaning the number of people who viewed an article in their Facebook timeline. Posts with the lowest "reach" number engaged around 50 people. Our highest "reach" number was around 800 people. The easiest way to make a post's reach number go up is by having multiple people "like" a post, as Facebook will often share "likes" with a user's Facebook friends, even if their friend does not directly subscribe to the original source of the content. In the future, we would suggest that it be highly encouraged that all members of the class like or share social media posts from the Facebook page so a wider group of people will have the opportunity to engage with the content the capstone class produces.

Our Instagram page focused on sharing a variety of art and poetry from body positive artists, and also included original art and a short video created by members of the capstone class. The account had 165 followers, so each post reached 165 people with every posting. Approximately 30 to 50 of our followers chose to actively engage with content posted by "liking" it through the app. In the future, we suggest coming up with a hashtag for the class and using it on all social media posts in order to prompt community members to engage with the social media content by searching for similar content on their own, and by facilitating a form to be able to track online conversations.

The final aspect of our social media campaign included an opinion article that was featured in *The Signal*. Our article gave an overview of the capstone's mission and encouraged members of the campus community to actively think about how our ideas of body and head hair maintenance are socially constructed, and that students should feel comfortable in their agency to do whatever they want with their head and body hair. The article also highlighted the fact that our society makes it difficult for those in oppressed communities and identities to express the same level of agency as those who are of a more privileged background. *The Signal* also helped us in engaging with community members as they asked two TCNJ students about their feelings on body hair norms and their responses were also printed in the paper and featured online (see the photos below).

## **Outreach Beneficiary**

Womanspace is an organization based in Lawrenceville, NJ that is for "women, men & families impacted by domestic and sexual violence" and works to prevent abuse and empower individuals through the provision of various supportive services and networks. A not-for-profit organization, Womanspace provides various services through collaborations with the local court systems, police, and other community organizations that support victims and survivors of domestic abuse. From education, children's services, counseling and even residential and emergency services, Womanspace serves as a high-quality resource for affected individuals and their families.

## **Committees**

In an effort to promote the development of meaningful, intellectual, and impactful programming and events as part of this advocacy campaign, nine committees were formed. These committees were divided into project-based committees in addition to event-based committees. The committees are as follows:

#### **Handbook Committee**

The culminating product for this capstone project is an activist handbook containing the various details pertaining to *The Fault in our Follicles* advocacy campaign. Responsibilities of translating the planning, implementation, and evaluation of the project into a cohesive handbook for future reference formed the basis of work done by this committee.

Members included: Jennifer Schablik, Kathleen Dispoto, Ariel Moskowitz, Brianna Dioses, Brianna Santagelo, and Ally Salib.

#### **Queering Hair Jeopardy Committee**

The week of events started off with Queering Hair Jeopardy, which focused on engaging and informing students about common misconceptions of body hair through a game of jeopardy. Divided into three categories (trans hair; LGBTQ hair; and the pink tax) and spanning from levels 100 to 400, indicating the level of difficulty of questions. This activity included true-and-false, comparative, social, and political questions that required participants to use critical thinking when responding. Regardless of their answers to the questions, students were provided with cupcakes following their participation in this activity as a reward.

Members included: Mi-Yeon Park, Sarah Frey, Anna Gracey, Brianna Santangelo, and Ashley Lai.

#### **Politics of Hair Video Screening Committee**

This committee was charged with planning and executing the screening and discussion of videos addressing the politics of hair. The committee members compiled a list of potential videos to include in the event (see below) that covered various topics relating to hair and body hair. We ultimately decided that the focus should be on the natural hair and politics for women of color and body hair stigma. The class as a whole watched the videos in early April while making hair zines (see the Art Committee) and chose five videos. Two committee members wrote a discussion question for each of the five videos that would be thought provoking but understandable to an audience who does not have experience with feminist theory.

The event was designed to last about an hour between watching the videos and discussing the questions. A PowerPoint with the questions was also prepared to display each question after each video was screened. Marisa moderated the event by leading the discussion and playing each video.

Members included: Olivia Rizzo, Jennifer Schablik, Ally Salib, Marisa Grillo, and Olivia Laura

#### **Hair Monologues Committee**

The Hair Monologues committee aimed to promote a campus-wide conversation about the politics of hair by having people share their personal experiences about hair at an event open to all TCNJ students and staff. The committee began planning this event by booking a space for the event which was held in the library auditorium. Two committee members met with Paula Rainey, Library Program Assistant, in order to go over the details of our event. Next, the committee began looking for student speakers. Emails were sent to the presidents of over 50 TCNJ organizations asking if any of their members would be interested in speaking at our event. Additionally, committee members and other members of the capstone class asked members of their other organizations if anyone would be interested in speaking. Since we wanted to promote an intersectional view of the politics of hair, we made sure to recruit a diverse group of speakers for our event.

Members included: Briana Dioses, Kate Badecker, Dana Tedesco, Olivia Laura, Karine Therlonge, and Cristina Rodriguez.

#### **Social Media Committee**

The social media committee was responsible for the development and maintenance of the social media accounts for the capstone group and event pages. This committee utilized the various flyers and artwork developed by the art committee to promote discussion on campus and amongst the account followers.

Members included: Brianna Dioses, Olivia Laura, Olivia Rizzo, Bridget Appleby, Cristina Rodriguez, and Karine Therlonge.

#### **Art Committee**

The Art Committee decided that in order to increase advertisement for our events and awareness on our topic, we should use art to gain students' attention. The committee designed a layout for Residential Education and Housing bulletin boards to be posted in the dorms. These bulletin boards contained facts, cartoons, comics, and issues regarding body hair. The topics of interest addressed were body hair in regards to religion, transidentity, queer identity, masculinity and femininity, and the politics of head hair. The committee divided tasks up amongst our members so each member was assigned a topic to research in order to find facts and images to include in the display. These bulletin boards allowed for us to share our project with more students and hopefully spark more conversation to help "destigmatize body hair". This committee also was in charge of creating and distributing bathroom stall flyers, this task being led by Ashley Lai. She created 8"x11" flyers with cartoons/comics and a thought provoking question to encourage people to critically think about the politics of hair. We reached out to the WILL Internal Affairs co-chairs, Tyler Hubbert and Bailey Falco, who came to our class on April 13<sup>th</sup> to assist us in creating body and head hair themed "mini magazines". Lastly, this committee reached out to WILL student, Ava Oakley, and WILL alumna, Jen Braverman, to ask if they would create some body and head hair themed art work. They agreed to generously give us some art pieces that we displayed, alongside the zines, at our tabling event in Alumni Grove.

Members included: Mi-Yeon Park, Anna Gracey, Kate Badecker, Dana Tedesco, Bridget Appleby, and Ashley Lai.

#### **Outreach Committee**

The outreach committee created their own mission statement to guide the committee: In today's society, stigmatization of personal appearance and hygiene directly affect one's ability to obtain employment, which in turn has a negative effect on the homeless population. This project aims to alleviate some of the burden that this stigma plays on the homeless population by providing resources and agency to seek employment in today's competitive employment market.

In order to accomplish this mission, the Outreach Committee worked on four main objectives. First, Ariel Moskowitz and Ashley Lai contacted Womanspace to inquire the types of hygiene donations most needed by the organization. The committee then received a list consisting of soap, razors, shaving cream, deodorant, shampoo, conditioner, ethnic hair products, toothbrush, toothpaste, dental floss, and mouthwash. Then, Kathleen Dispoto contacted the community service fraternity (Alpha Phi Omega) on campus who allowed their members to donate three items for one hour of their community service requirement. The donations were collected by Kathleen Dispoto and brought to class on the last day. The third step was a collaboration with Tammy Dieterich, a member of the WILL Advisory Board. Tammy was able to contact L'Oreal and Johnson & Johnson to ask for donations for the project. In return L'Oreal and

Johnson & Johnson donated boxes of soap and hygiene supplies for the committee to donate to the beneficiary. The last step was a donation drive during the last day of events where the capstone class tabled in Alumni Grove and collected donation items from students on campus (see Donation Drive and Art Show event). Ultimately, the Outreach Committee was a success and Ariel Moskowitz dropped off all the donations to Womanspace.

Members included: Kat Dispoto, Sarah Frey, Ariel Moskowitz, Marisa Grillo, and Jennifer Schablik.

#### Club Facilitations

Knowing campus culture, one of the most effective ways of communicating with the student body at TCNJ is through providing facilitation presentations at organizations' weekly/monthly meetings. Additionally, these facilitations are more successful when offered with an incentive -- for this program, the incentive was again to gain Assessment Packet Programming points through the Office of Fraternity and Sorority Life. The Club Facilitations consisted of a 15-20 minute PowerPoint presentation about the "Politics of Hair", which focused on the role intersectionality plays on hair standards. Through a cross-cultural and feminist analysis of intersectionality and hair, a foundation is provided that allows the audience to begin deconstructing the cultural standards around hair and beauty.

Members included Jennifer Schablik, Bridget Appleby, and Karine Therlonge.

## **Project Timeline**

#### Week 1: February 26- March 4

- Book locations and rooms for all events
  - Library auditorium: Hair Monologues
  - Eickhoff Hallway Facing Library: Jeopardy

#### Week 2: March 5- March 11

- Committee breakout reports
  - Queering Hair Jeopardy
    - Discussion with Sodexo about cupcake donation for jeopardy
  - Outreach Project
    - Reaching out to local super markets and companies in order to hand out small lists of hygiene products to shoppers and then have those products donated on the way out of the super market – this idea was later dropped
    - Reach out to other organizations to (WILL and Alpha Phi Omega, the co-ed community service fraternity on campus)

- Club facilitations
- Whiteboarding
- o Hair Monologues
  - Set-up a meeting time with the librarian in order to discuss library policy for the use of the Library Auditorium and try to waive student worker fee
- o Art Committee
  - Book a space for an art installation and a performance art piece – these ideas were later dropped
  - Contacted Jen Braverman to co-sponsor for Lunafest art focusing specifically on body hair
  - Plan to contact ResEd to create bulletin boards for the month of April to put facts about body hair stigma as their April design
- o Social Media
  - Finalized logo and general designs for all events/social media
  - Created Facebook page for the individual events
  - Created an Instagram and Twitter account for fun facts, photos, and information
- Hair Workshop
  - Contacting Planned Parenthood, Health Services, and Hair Worx (the new hair and waxing place in Campus Town) to participate in Body Hair Workshop – this idea was later changed to the Video Screening

#### Week 3: March 12- March 18

• Spring Break

#### Week 4: March 19- March 25

- Workshop
  - o Reach out to Student Nursing Association
  - o Reach out to a local CVS Dermatologist

#### Week 5: March 26- April 1st

• Committee updates

#### Week 6: April 2- April 8

• Class wide discussion on privilege in regards to the body hair topic

#### Week 7: April 9 - April 15

- General update on tasks that need to be done
  - Updated flyers with multiple skin tones
  - o Get information to Residential Education so they can create bulletin boards in regards to information about hair
- Distribute flyers to hang which call for people interested in being monologue speakers
- Create zines for tabling event

 Watch potential videos for the video night and decide which ones are best for Politics of Hair video screening

#### Week 8: April 16 - April 22

- Committee breakouts and updates
- Detailed event description for next week
- Assigned portions of the handbook to individuals to complete by May 4th

#### Week 9: April 23 - April 29

- Week of Events
  - o **Monday April 24th**: Queer Jeopardy (Eick register 11am-1:30pm)
  - Tuesday April 25th: The Politics of Hair video screening (P101 8-9pm)
  - Wednesday April 26th: Hair Monologues (Lib Auditorium 8:30pm)
  - Thursday April 27th: Art Tabling & Donation Drive (Alumni Grove 11am-1:30pm; Rain location: Eickoff Hallway side facing library)

## **Supplies and Cost**

Thank you to Tammy Dieterich for making a \$500 donation to the capstone project to support the advocacy campaign.

Thank you to our supply sponsors Johnson & L'Oreal.

# **Appendix**

i. Photos



















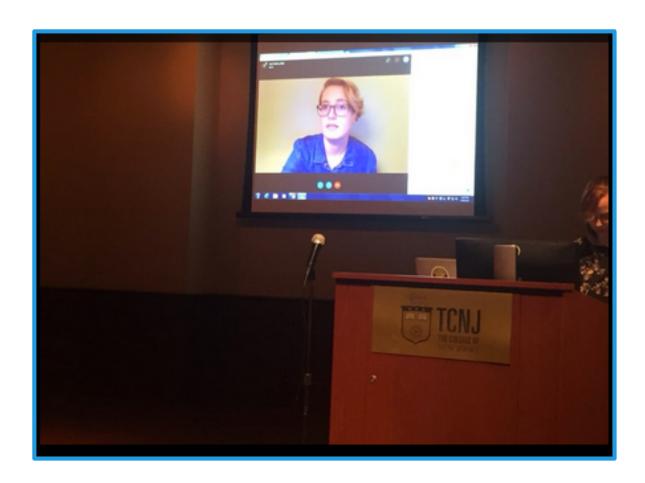








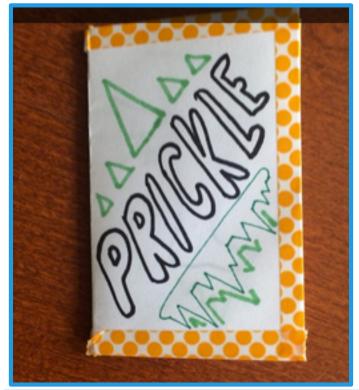


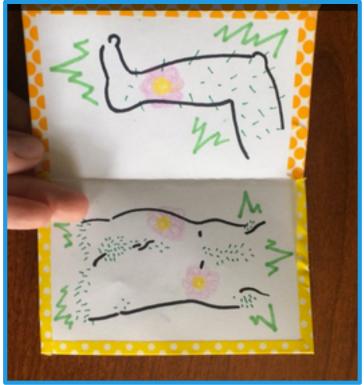




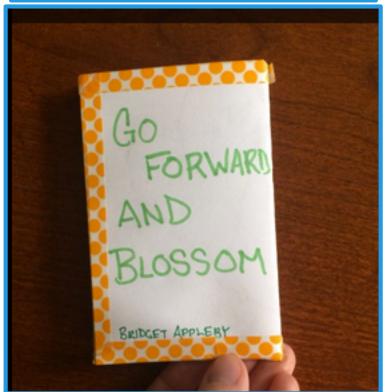
















#### ii. List of Facts, Information, and Questions in Queering Hair Jeopardy

#### Trans Hair Questions:

- 100 level question: How does the hormone testosterone affect hair growth?
  - Testosterone increases body hair growth but may decrease head hair growth.
- 200 level question: **How does the hormone estrogen affect hair growth?** 
  - o Estrogen may increase head and pubic hair growth.
- 300 level question: True or False: Transgender people do not grow body hair following gender reassignment surgery.
  - o False.
- 400 level question: How long after stopping hormones does hair growth return to its original growth pattern?
  - The regrowth and loss of hair can begin as little as one week after stopping hormone therapy.

#### LGBTQ Hair Questions:

- 100 level question: True or False: A short haircut is often associated with masculinity.
  - True. Our culture is centered on masculinity, and people often make the assumption that because a person has short hair, they are more masculine.
- 200 level question: How can an "alternative lifestyle haircut" affect a person applying for a job?
  - A person can be misgendered by the interviewer and can be considered "different" just because of how they cut or color their hair.
- 300 level question: How can an "alternative lifestyle haircut" affect a person in the workplace?
  - Managers often tell people they can't have their hair displayed in public and must cover it up.
- 400 level question: What Congressional Act passed in 2007 prohibits discrimination of sexual orientation in the workplace, specifically during hiring?
  - o The Employment Nondiscrimination Act.

#### Pink Tax Questions:

- 100 level question: True or False: Women often buy men's (hair) products because they are cheaper than women's (hair) products.
  - True
- 200 level question: How much more (in percentage) do women pay for hair products than men?
  - Hair products marketed to women cost more 42% of the time, versus 18% of the time for men.
- 300 level question: How much more (in percentage) do women's products cost compared to similar men's products?

- The New York City Department of Consumer Affairs found that women's products cost 7% more than the same men's products.
- 400 level question: Are there laws in the U.S. against gender based pricing of goods?
  - While New York City has laws against gender-based price hikes on services (like dry cleaners and hair salons), it appears there is little the city can do to alter the pricing of goods, which are largely determined outside the city's jurisdiction.

#### Extra Questions:

• How do antiandrogens affect hair growth?

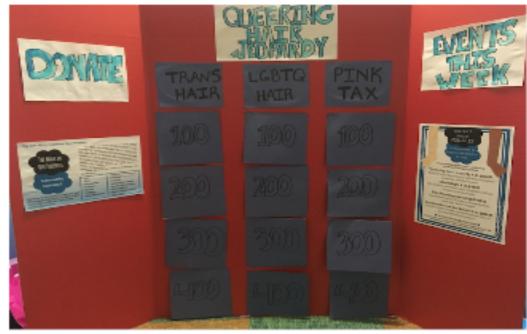
A: The use of antiandrogens decreases hair growth but also decreases hair loss. New hair may not grow but old hair is not lost.

• How does progesterone affect hair growth?

A: Progesterone prevents hair loss and increases hair growth.

• How do antiestrogens affect hair growth?

A: The use of these may cause thinning and loss of both scalp and public hair.



#### Queering Hair Jeopardy

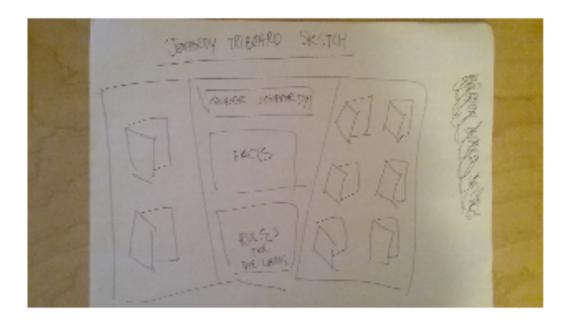
(Monday April 24 at Eick register from 11am-1:30pm)

#### Supplies Needed:

- Tri-fold poster
- Pictures
- Markers, colored pencils, etc.
- Paint
- Glue
- Tape
- Etc.

#### Cost of Jeopardy Game:

- Tri-fold poster: \$10
- · Construction paper, glue, scissors, markers, paint: \$0 (we already had these on hand)
- Sodexo Cupcakes: \$0 (donated)



#### Research:

- DREADED "OTHERNESS": Heteronormative Patrolling in Women's Body Hair Rebellions (BREANNE FAHS) -2011
  - a. https://www.jstor.org/stable/pdf/23044206.pdf
- Patrolling of the Cultural Borders of the <u>Body: Is Hair a Second Skin?</u> (TONDEUR, LOUISE)-2012
  - a. http://ezproxy.tcnj.edu:2087/ehost/detail/detail?sid=3ae7139a-16fe-42f0-ac3a-6c8 c58c2dd21%40sessionmgr4008&vid=0&hid=4108&bdata=JnNpdGU9ZWhvc3Q tbGl2ZQ%3d%3d#AN=83800948&db=ofm
- 3. Not Like Other Girls: Reflections On Hair And Queer Identity By Robin Babb
  - a. <a href="https://fheestablishment.co/not-like-other-girls-reflections-on-hair-and-queer-ident-">https://fheestablishment.co/not-like-other-girls-reflections-on-hair-and-queer-ident-</a> ity-6fc6de506d3e
  - b. "Everyone reads a short haircut as masculine, and I have a lot of trouble with that," says Kamala. "Because, honestly, I'm pretty femme! And I don't love the assumption that I'm not because of my hair. It just goes to show how much our culture centers masculinity, I think."
- 4. 11 Facts About LGBT Life in America
  - a. https://www.dosomething.org/facts/11-facts-lgbt-life-america
  - The Employment Nondiscrimination Act passed Congress in 2007 is the act that prohibits discrimination of sexual orientation in the workplace, specifically during hiring.

#### iii. Email Invitation to TCNJ Community to Speak at Hair Monologues

Speaker Invitation

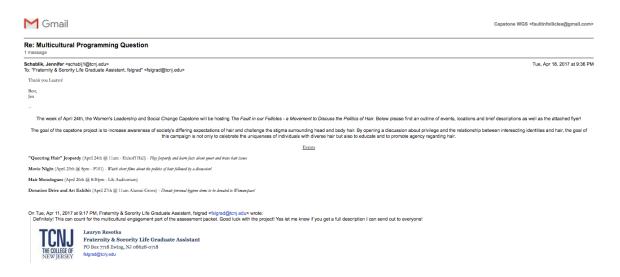
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Wod, Apr 12, 2017 at 12:39 AM

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#### iv. Email notification to have events count as a Greek Week Multicultural event



#### v. Script for Hair Monologues

## **Hair Monologues Script**

**HOST:** "Hello and welcome to Hair Monologues! Hair is something everybody has, but people rarely talk about. It's a bit of a..."hairy" subject, if you will. This year's WGSS Capstone Class had some questions about hair:"

#### \*Slide with question marks\*

"Why is it okay for men to have body hair, but not women? Why is women's body hair so taboo that razor ads show women shaving already-bald legs? Why do women's razors and shaving products cost more than men's?

What obstacles do trans and non-binary people face when it comes to their hair?

How do black women reconcile their hair with standards of white beauty that dictate that women's head hair should be long, soft, and smooth?

How do people feel when they lose their hair due to a disease or treatment?

What about older people, or people who are differently abled?

And what about people who wear hijabs or cover their bodies and never expose their hair in public at all?"

As you can see, we have a lot to talk about.

#### \*Fault in our Follicles slide\*

We are the WILL Capstone class, and Hair Monologues is part of our week of events, called Fault in Our Follicles, aimed at answering some of these questions. In discussing body hair and hair as a larger issue it is impossible to maintain a discourse without discussing privilege and how it affects different people's experiences. It is a basic privilege to be able to maintain one's body hair and to maintain it the way a person wants to. Privilege allows certain peoples the experience to go to a salon or to shave their hair, however, it is important to acknowledge that not everyone has this privilege. As a TCNJ community we also acknowledge our own privilege as college students to the resources we are offered and have access too. We hope to use our own privileges on this campus to educate the community and encourage a broader understanding of these differing experiences.

Hair is both personal and politicised - we rarely discuss it in a public context, so tonight, we aim to break that trend by sharing our stories...no matter how "hairy" they are. Please enjoy listening to the experiences of your fellow students - if time permits, we'll also open the floor for you to come up and share your own hair story! Without further ado, please give a warm welcome to our first speaker, Rachel Fikslin!"

#### \*Monologue 1 - PPT slide will display the Hair Monologues background\*

**HOST:** To open the event, here is a quote by Rupi Kapur from her latest novel *Milk and Honey*.

"to hate/ is an easy lazy thing/ but to love/ takes strength/ everyone has/ but not all are/ willing to practice"

Please give a warm welcome to Jack Hailey Marr!

#### \*Monologue 2 - PPT slide will display the Hair Monologues background\*

**HOST**: There are very few laws protecting LGBTQ+ individuals from workplace discrimination. Many people use their head and body hair as a signifier of their sexual identity. In the workplace specifically, many LGBTQ+ individuals find themselves being mis-gendered and/or discriminated against due to their hair preferences. Too often they are told to cover it up and not display it in public.

Please give a warm welcome to Robin Friedman!

#### \*Monologue 3 - PPT slide will display the Hair Monologues background\*

**HOST**: There are several diseases that affect body hair growth. These diseases include Alopecia, a disease that causes thinning and balding head and facial hair. Polycystic Trichotillomania is the urge to pull out body and head hair. Our next speaker is here to speak on that!

Please give a warm welcome to Mary Elizabeth Thompson!

#### \*Monologue 4 - PPT slide will display the Hair Monologues background\*

**HOST** It wasn't until 1968 that Barbie dolls had hair that wasn't blonde or straight. This next speaker will be touching on the first black barbie that was introduced as Barbie's best friend. The doll's name was Christie and she like this next speaker had beautiful, curly natural hair.

Please give a warm welcome to Elissa Frank!

#### \*Monologue 5 - PPT slide will display the Hair Monologues background\*

**HOST** "There are tons of hair removal methods. We can all agree it is a tedious and time consuming task. Although waxing is a centuries old task, in the 1960s it became a trend again as waxing strips were introduced!"

Please give a warm welcome to our final speaker, Brian Peng!

#### \*Monologue 6 - PPT slide will display the Hair Monologues background\*

**HOST:** "Now that we've heard from our wonderful speakers, we'd like to open the floor to all of you. Raise your hand if you'd like to come up and share your shaving experience, reasons for shaving or not shaving, some general experiences with hair, or whatever you'd like to bring to the table!"

#### \*PPT Thank You slide\*

"Thank you all for attending, sharing your stories, and listening to the experiences of others. Through communication like this, we hope to bring stigmatized issues like hair politics out into the open. The WGSS Capstone class thanks you, and we hope you leave this event with the notion that your body is *yours*, and what you choose to do with your hair should be *your* choice."

#### vi. The Signal article Link to Article Here

If you do decide to remove your body hair, please make sure you have the proper materials and are using a safe depilatory method. Wax that is too hot can burn some of the body's most sensitive skin, and similarly, razors can cause nicks and cuts in sensitive areas, which may lead to painful ingrown hairs. It is best practice to research products and esthetician services.

It is important to note that privilege plays a very important role in discussions about body and head hair. For example, African American women often face pressure to straighten their natural hair as natural hair has been constructed to mean messy, lazy and not stylized. White women would never face such scrutiny due to their race. Additionally, transgender people can have a complicated relationship with hair, as different hormone treatments can have varying effects on hair growth.

Having more open and honest conversations about head and body hair along with the politics and social meanings surrounding their maintenance, removal and growth will advance the process of de-stigmatization.

The greatest takeaway to understand about this discussion about head and body hair is that everyone is going to have their own experiences and feelings with their body and head hair. Those experiences and feelings should be respected no matter what. No one should feel pressured to shave in the same way that no one should feel pressured to grow out their hair.

### Students share opinions around campus

"Does society pressure women to shave their body hair?"



Jared Theinert, a freshman communications studies major. (Mia Ingui / Opinions Editor)

"Yes, there's honestly no reason to shave except to appeal to others."



Alison Kroepfl, a sophomore graphic design major. (Mia Ingui / Opinions Editor)

"No, if you really don't want to, you don't have to. Many people don't conform."

viii. Call for Monologue Speakers



# **YOUR VOICE**

FOR "HAIR MONOLOGUES!"



The WGS Capstone class seeks a diverse range of speakers for Hair Monologues, a discussion about the politicization of body and head hair!

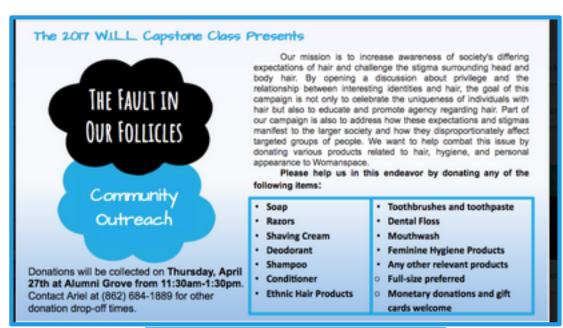
## WE NEED HAIR STORIES ABOUT:

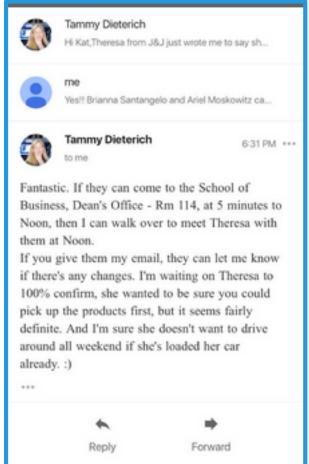
shaving, not shaving, growing it out, cutting it off, covering it up, braiding it, relaxing it, celebrating it, all stories...

## YOUR STORY!

E-mail faultinfollicles@gmail.com for more info!

#### ix. Donation Drive







# x. Politics of Hair Movie Night a. Movie Night Script

Hello and welcome to the Politics of Hair Movie night! This year's Women in Learning and Leadership Capstone Class is working to address the stigma of body hair as well as the politics of head hair. Through the videos screened tonight, we hope that everyone can learn from the different experiences that the following individuals discuss, all of which stem from their experience with their hair, or specifically, body hair. We want to expose everyone to as many different perspectives possible, so tonight, we will see women and men discuss natural head hair, pubic hair, and how the choices associated with hair affect their daily lives. We also have some snacks here in the front so please help yourself! First, we'll look at the history of black women's head hair in America to understand how something so simple became politicized.

#### VIDEO 1 – Black Women's Hair Throughout History

Discussion question: How has black women's hair been used as a tool of oppression, rebellion, and empowerment throughout American history? How is natural hair currently being used today?

Next we are going to watch a clip from an interview with novelist and famous feminist speaker Chimamanda Ngozi Adiche, continuing on the subject of black women's natural hair.

<u>Video 2 - Chimamanda Ngzoi Adichie: "If Michelle Obama had natural hair, Barack Obama would not have won" (2.5 mins):</u>

Discussion question: Adiche talked about how there are stereotypes and assumptions associated with black women's natural hair and how by straightening her hair, Michelle Obama fits all of the mainstream black respectability. Since the texture and styles of black hair are so stigmatized, how do we as a society/culture work to break those stereotypes?

politics of hair. We are going to watch two different segments of this episode but if you enjoy these segments and watch to watch the whole episode, we encourage you to look it up on YouTube! The episode is called "What is Good Hair".

#### Video 3 - What Is Good Hair Tyra (Tyra Banks Show)

Discussion question: So there is a lot that could be discussed from these two clips. Something that struck me watching this video was the divide within black communities about what is considered good and bad hair and what are acceptable hair practices, particularly for children. How do these women's views of their natural hair reflect the narrow Westernized ideals of beauty in America and what is the role of privilege in this debate?

Now we are going to switch gears a little bit and talk about body hair. This next video features three women from different racial backgrounds talking about their experiences with their body hair.

#### Video 4

Discussion question: So body hair is a fascinating topic, partially because it is so rarely talked about and one of our goals for this project was to bring body hair to the forefront and openly discuss it. While this is a loaded topic too and there is much to discuss. How is the femininity associated with a smooth body and how does choice regarding shaving smash the patriarchy?

The last video we are going to watch tonight is a spoken word poem about pubic hair, but also addresses a lot in the discussion of body hair, the construction of femininity, and sexuality.

#### Ollie Schminkey - "Pubic Hair" (CUPSI 2016)

Discussion question: How are expectations for pubic hair different for men and women, especially those college aged? How might transgender individuals have experiences with pubic hair, and other types of body hair, that differ from cisgender individuals?

We had a lot of great discussion tonight and we hope that you continue thinking and talking about these topics after we leave here. Thank you so much for coming!

#### b. Movie Questions and Video Planning

Videos definitely watching:

#### Black Women's Hair Throughout History (5 mins):

https://www.youtube.com/watch?v=Xr1Qv9 YXEM

#### **DISCUSSION QUESTION:**

How has black women's hair been used as a tool of oppression, rebellion, and empowerment throughout American history? How is natural hair currently being used today?

Chimamanda Ngzoi Adichie: "If Michelle Obama had natural hair, Barack Obama would not have won" (2.5 mins):

https://www.youtube.com/watch?v=tz8MHG-IIYM

#### DISCUSSION QUESTION:

Adiche talked about how there are stereotypes and assumptions associated with black women's natural hair and how by straightening her hair, Michelle Obama fits all of the mainstream black respectability. Since the texture and styles of black hair are so stigmatized, how do we as a society/culture work to break those stereotypes?

What Is Good Hair Tyra (Tyra Banks Show) (38 mins, different segments within)

https://www.youtube.com/watch?v=63tXzrpWjbM

3 min-9 min

10 min-16:50 min

#### **DISCUSSION QUESTION:**

So there is a lot that could be discussed from these two clips. Something that struck me watching this video was the divide within black communities about what is considered good and bad hair and what are acceptable hair practices, particularly for children. How do these women's views of their natural hair reflect the narrow Westernized ideals of beauty in America and what is the role of privilege in this debate?

Money time privilege. Not paying bills. Professionalism. Acceptable. Adaptation. Privilege with fitting into the beauty norms of American society. Social stigma and social privilege.

Assumed to be lower class poor.

http://bust.com/feminism/17083-allure-body-hair-positivity.html - Cristina, this is a video from Allure magazine with three women from different racial backgrounds dispelling myths of body hair and being candid about agency etc. I thought it was good!

DISCUSSION QUESTION:

in our culture and portrayed in our media - but America is also a melting pot of cultures. ?

So body hair is a fascinating topic, partially because it is so rarely talked about and one of our goals for this project was to bring body hair to the forefront and openly discuss it. While this is a loaded topic too and there is much to discuss. How is the femininity associated with a smooth body and how does choice regarding shaving smash the patriarchy?

Ollie Schminkey - "Pubic Hair" (CUPSI 2016) (3 minutes) https://www.youtube.com/watch?v= 8fgwpLcuLE

#### **DISCUSSION QUESTION:**

How are expectations for pubic hair different for men and women, especially those college aged? How might transgender individuals have experiences with pubic hair, and other types of body hair, that differ from cisgender individuals?

#### OTHER POTENTIAL VIDEOS

Chimimanda Ngozi Adichie: On Hair (8 mins, also mentions Michelle Obama in this one):

https://www.youtube.com/watch?v=WWuRA61N8jA

Our Hair-itage - A Natural Hair Documentary (PBS Version) (23mins): https://www.youtube.com/watch?v=lvw PUbt1Fc

You Can Touch My Hair, a Short Film (Parts 1 & 2, 21 mins total):

https://www.youtube.com/watch?v=uJn\_i6LYFSE https://www.youtube.com/watch?v=1fZx4Wy-ZSc

Hair Loss Prevention: Suggestions from a Trans man (8:53) https://www.youtube.com/watch?v=sXlyl-bSq-A

FTM: Hair Loss and Gain on Testosterone (2:28) https://www.youtube.com/watch?v=\_NfKuJFpP6I

I am not your stereotype. I am not my hair. | Zodidi Jewel Gaseb | TEDxWindhoek (18 minutes)

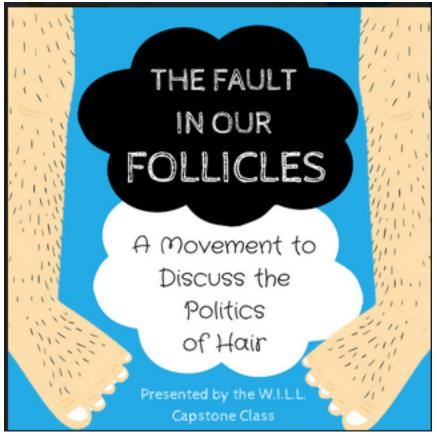
https://www.youtube.com/watch?v=fSp9Bgn9LSQ

# What Happens When You Ask Me About My Hair | Myliek Teele | TEDxGeorgiaStateU (7 minutes)

https://www.youtube.com/watch?v=6H6wKMYSiEU

#### xi. Social Media mages

a. Profile Picture



b. Cover Photo



### c. Instagram Photographs







Followi

faultinfollicles We'll be in Eickhoff hall fro 11-1:30 pm playing our Queering Hair Jeopardy and handing out free cupcakes everyone who plays! Come one come all!! #FaultInOurFollicles



u

APRIL 24







faultinfollicles We are so over the pressu to be hairless everyday

bapples22 www







faultinfollicles

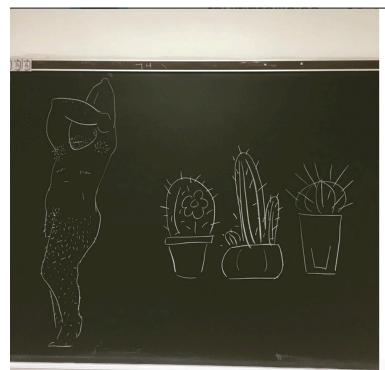
Followi

faultinfollicles Let's talk about hair- what so taboo about it? Why do we feel the pressure to maintain our hair in accordance to gender stereotypes or societal norms? time to realize what's a fact and what's a myth and take steps forward in debunking the stigmas around hair. #SaveTheCurl #TCNJ #FaultInOurFollicles



54 views APRIL 15

Add a comment...





faultinfollicles The College of Ne...

Followi

faultinfollicles Loving @bapples22 free h art in class today 🧶

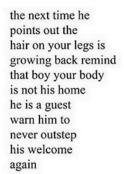
bapples22 OMG I AM SO HONORED 4





46 likes

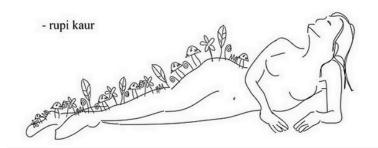
APRIL 13





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faultinfollicles @rupikaur\_ just gets us





APRIL 12





#### d. Shared Online Article Publications

You Will Be Amazed To See This Pakistani-American Artist's Stand To Normalize Body Hair

Michelle Obama's natural hair says a lot about how Black women are treated at work

**Body Hair** 

Disney princesses reimagined with realistic body hair

The Encyclopedia of Lydia: Body Hair

'Princesses have hair' – French women fight body hair stigma on Twitter

Instagrammers Challenge Body and Facial Hair Stigma

Hair Removal: Facts, Numbers and Figures

These Twin Sisters Were Ashamed Of Their Astonishing Hair, But Now They Became Famous For It

'Dear White People': Resounding hit tackles race