

# Strategic Goals for Center for Women & Gender Equity

Through the use of feminist praxis, the Center for Women & Gender Equity at BGSU will implement the following Strategic Goals for 2020-2023.

## Strategy 1

**ADVOCACY: Advocate for just and equitable policies and practices to ensure a safe and inclusive community where each person feels a sense of belonging, empowered and supported.**

1. Increase availability of/access to resources for individuals of all gender identities so everyone has the access, opportunity, and resources needed to succeed, with particular attention to women, pregnant and parenting students, and survivors of domestic / interpersonal violence, in partnership with the Center for Violence Prevention & Education, The Cocoon, and other appropriate offices on campus.
2. Increase the number, visibility, and dedicated wellness / lactation rooms across campus, as well as sponsors for rooms.
3. Launch FORGE student group to engage with students, educate, and advocate for menstruating individuals through distributing menstrual hygiene products, advocating for systemic change towards menstrual equity and additional feminist issues.
4. Serve as advocates and confidential resources [Director and Coordinator] to direct students, faculty and staff survivors and co-survivors to resources on and off campus.
5. Engage the campus members on issues of gender equity in person and online to share our story.

## Strategy 2

**ALLYSHIP: Participate in the active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.** [Definition from the Anti-Oppression Network]

1. Provide additional education on allyship and privilege, addressing discrimination, microaggressions, and offensive language for all marginalized groups in order to broadly address systemic oppression.
2. Actively engage students, faculty, and staff on gender equity issues by raising awareness.
3. Develop intentional opportunities for white women to be allies to BIPOC and specifically women of color, including developing a resource bank on gender and racial equity to remove the onus of educating from already marginalized persons.
4. Highlight and educate about gender identities and highlight our commitment to trans individuals more through programming, partnerships, and education.
5. Advance critical conversations on University policies, particularly around benefits and healthcare, reproductive justice and parenting/pregnant/menstruating students.
6. Create opportunities for people to learn more about systemic nature of gender inequity.
7. Advocating and addressing the needs of fat / plus-size folks through body image and fat positivity within our community.

## Strategy 3

**PROFESSIONAL DEVELOPMENT: Deliver impactful social justice and cultural competency professional development opportunities and trainings to enhance faculty, staff, and students' capacity.**

1. Assist students, faculty, staff, and community members in building skills for combating inequity through salary negotiation and career planning workshops.
2. Contribute to professional development through highlighting BGSU community members' research and best practices, book clubs, and deliberate conversations.

**Strategy 4**

**COMMUNITY: Leverage campus and community partnerships to create a diverse community of belonging.**

1. Create an inviting physical social / gathering place that helps develop a sense of belonging.
2. Develop a resource hub with intentional connections to local community partners.
3. Serve as the intersection of resources in the community and on campus to support gender equity.
4. Explore funding opportunities with current and new partners.
5. Form cross-campus coalitions that connect students, faculty, staff, and community members.
6. Intentionally utilize social media to distinguish the Center for Women & Gender Equity and the Center for Violence Prevention & Education.
7. Identify additional partners for major events like Women of Distinction, Celebrating Mentors, and New and Newly Promoted Faculty Reception.

**Strategy 5**

**COMMUNITY ACTIVISM: Promote collective, intentional action to challenge existing structures to create change as well as deliberate movement toward gender equity.**

1. Serve in an advisory role to educate students on rights to exercise their voices and utilize free speech on campus.
2. Provide opportunities for engagement with local and electoral politics.
3. Develop an intentional partnership with BGSU Votes and the Center for Public Impact to further inform the BGSU and the Bowling Green community to further education about how gender equity plays a role in these issues.
4. Educate student students and the community on specific social justice movements broadly as well as their relation to gender equity, i.e.: Black Lives Matter, Women's March, prison reform, war on drugs, etc.].

## **THREE YEAR PLAN**

**Year One (Fall 2020 through Summer 2021)**

1. Diversify programming to include individuals from a variety of backgrounds, offering programs on white allyship for BIPOC women.
2. Review university policies to identify inequities and identify opportunities to affect changes.
3. Offer four Faculty Research Seminars annually.
4. Begin exploring fundraising opportunities for a new physical space for CWGE.
5. Increase social media interactions on Facebook and Instagram by 50%.
6. Identify at least one new campus partner for one of our major programs.

7. Partner with BGSU Votes / Center for Public Impact to host at least one program about voter registration, voter suppression, and/or further education about how gender equity plays a role in these issues.
8. Create programming and workshops for white women to discuss unconscious bias and privilege, for the purpose of educating white women on how to be anti-racist in their actions and participate in the practice of allyship for Black, Indigenous, Women of Color (BIWOC).
9. Host or co-host regular book clubs on the writings of BIWOC and queer/trans people, with book purchases made from BIPOC and/or queer-owned bookstores.
10. Continue to host programming and events such as the Women of Color Leadership Summit, and will focus on contracting BIPOC and queer/trans individuals as speakers, performers, artists, and educators for programming whenever possible.
11. Continue to use our social media and other platforms to share resources and events for campus and community groups working for racial justice, LGBTQ+ rights, and other struggles for justice, recognizing and supporting those who are already doing the work.
12. Develop a clearer plan for how to utilize the Survivor Emergency Funds.
13. Further publicize the Boyer Fund for Student Parents.
14. Develop a resource guide for options of who to call instead of the police
15. Partner with FORGE (student group) to keep wellness/lactation rooms stocked and ensure they are being cleaned.
16. Increase visibility of wellness/lactation rooms through a social media campaign.
17. Add free menstrual products in restrooms in Technology Building and Hayes Hall.
18. Initiate confidential resource program for students, faculty, and staff survivors and secondary survivors.

#### **Year Two (Fall 2021 through Summer 2022)**

1. Identify an additional wellness / lactation room on campus.
2. Review university policies to identify inequities and identify at least one existing or new policy to work on.
3. Offer AAUW Smart Start to build salary negotiation skills.
4. Offer six Faculty Research Seminars annually.
5. Continue fundraising for a new physical space for CWGE.
6. Investigate She Should Run or a similar campaign to encourage women on campus to run for office.
7. Launch the "Women Belong in..." campaign.
8. Work with FORGE and FAB to engage students on their right to exercise their voice and utilize the free speech zone on campus.

#### **Year Three (Fall 2022 through Summer 2023)**

1. Secure funding for wellness / lactation rooms on campus.
2. Identify and apply for a grant to fund free menstrual products in all bathrooms across campus.
3. Offer eight Faculty Research Seminars annually.
4. Obtain fundraising dollars for a new physical space for CWGE.