

**Actions**

**Goals**

**Vision**

**Values**

**Curriculum**

**Mission**

# Strategic Plan, 2019-22

Department of Gender Studies

Queen's University



**Actions**

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The Department of Gender Studies practices interdisciplinary and multidisciplinary research, teaching, and programming that advance our commitment to social justice and social change.

We embrace an approach to gender that explores and challenges racism, capitalism, colonialism, (hetero)sexism, ableism, and other manifestations of power.

Our scholarship, activism and community work centre marginalized, alternative, and relational knowledges, span local and global contexts, and engage historical and contemporary perspectives. Together we foster an accessible, culturally diverse, and transformative learning environment.



**Mission**

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Gender Studies at Queen's is distinguished by the centrality of **race** and **colonialisms** across our **curriculum**, and by a focus on the **applications** of gender studies within work for **social change**. Our curriculum advances knowledge in eight key areas:



Feminist, queer, trans, anti-racist, Indigenous, and postcolonial theories and methodologies

Political economy and class inequality

Activism and social change

Indigenous, racialized, and diasporic communities

Oral histories and community memories

Health, reproduction, education and welfare: politics and policy

Body and beauty cultures

Representation, art, literature and creative work



Curriculum

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# Vision

## Goals

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### Justice and Transformation

We challenge power and privilege, support **activism** and **advocacy**, and build **relationships** and **solidarity** within and beyond Queen's.

### Multiple Ways of Knowing

We honour diverse forms of **knowledge** and **practice**. Our **pedagogies** are flexible and extend beyond the classroom.

### Care and Collaboration

We practice **empathy**, **integrity**, **collectivism** and **generosity**. We **value** and **celebrate** the **contributions** of students, staff and faculty.

### Reflection and Dialogue

We model critical and open **reflection**, **dialogue**, and **responsiveness** to our students and communities as we work towards justice.



## Values

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## Mission



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Building on our existing strengths, we aim to advance our standing, internationally, as a leader in transformational education. Specifically, we aspire to 1) diversify our curriculum, grow our enrollments, and enrich the student experience; 2) expand our faculty complement; 3) raise our profile within and outside Queen's; and 4) enhance connections among our teaching, research and community work.



**Vision**

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**Mission**

1. Diversify our curriculum, grow our enrollments, and enrich the student experience.
2. Expand our faculty complement.
3. Raise the profile of Gender Studies within and outside Queen's.
4. Enhance connections among our research, teaching, and community work.

***Each goal has been developed with the aim of meeting, in a robust way, the recommendations of the Truth and Reconciliation Task Force Report and the Principal's Committee on Racism, Diversity, and Inclusion.***



**Goals**

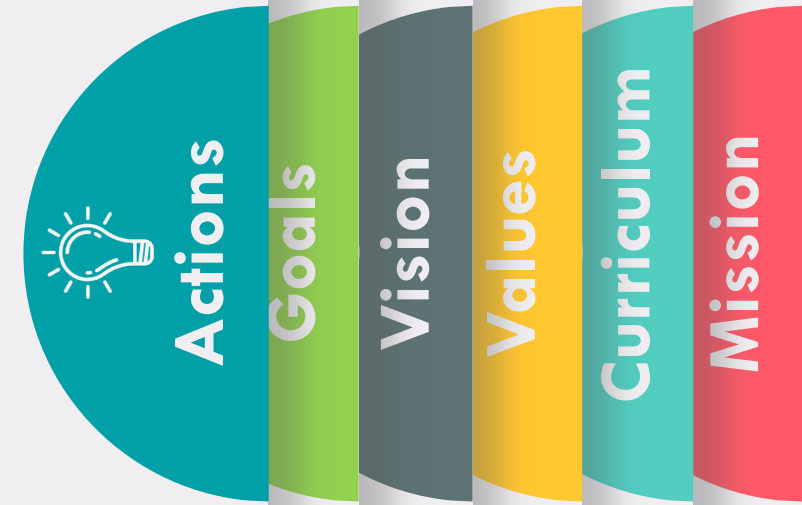
**Vision**

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**Mission**

- I. Diversify our curriculum, grow our enrollments, and enrich the student experience, at the undergraduate level, by:
  - i. Providing a full and diverse complement of courses at a variety of times, including evenings.
  - ii. Participating in university-wide work to introduce a required elective in social justice/social difference/non-western/global perspectives.
  - iii. Exploring the development of a 4<sup>th</sup>-year certificate course.
  - iv. Developing options for a 4<sup>th</sup>-year “theory” practicum option and/or capstone course to replace 6-credit course options removed from the curriculum in 2019.
  - v. Launching the Black Studies minor.



And at both the undergraduate and graduate levels by:

- vi. Expanding opportunities for mature, part-time, and traditionally-excluded students to both audit courses and take them for credit. (This includes advocating for Queen's to change its online-only policy for part-time undergraduates).
- vi. Developing stronger curricular emphases in (global) political economy, class, poverty, migration, disability, reproductive justice, and sexual violence.
- vii. Expanding the geographical foci of our scholarship.
- viii. Building our strengths in Black Studies, Indigenous Studies, and Black and Indigenous Solidarities.
- ix. Attending to the interests of (primarily graduate) students already working in, or seeking, non-academic careers.
- x. Improving emotional and academic support by:
  - a) Implementing the recommendations of the Gender Studies Mental Health Working Group.
  - b) Developing strategies to assist students who are struggling academically or otherwise.



II. Expand our faculty complement in support of the above goals by:

- i. Hiring specialists in (global) political economy, class, poverty, migration, disability, and sexual violence.
- ii. Prioritizing the hiring of faculty members who work on these topics from Indigenous Studies, Black Studies, non-western, global, and/or transnational perspectives.

III. Raise the profile of Gender Studies within and outside Queen's by:

- i. Emphasizing the innovative and unique character of our graduate programs, which allow students to both undertake advanced research and apply it to social justice work.
- ii. Growing the submission rate, publication frequency, and profile of the *Journal of Critical Race Inquiry*.
- iii. Enhancing promotion of courses, SXGD certificate, Gender Matters, and other offerings and events.
- iv. Developing a consistent social media presence.



- IV. Strengthen connections between and among our research, our teaching, and our community work by:
- i. Sustaining and developing our role as a vital hub for social justice work on campus.
  - ii. Sustaining and developing our relationships with the Four Directions Indigenous Student Centre, the Ban Righ Centre, the Levana Gender Advocacy Centre, the Queen's Black Academic Society, the Queen's Positive Space Program, the Sexual Health Resource Centre, Reelout, and HARS (HIV/AIDS Regional Services)

