

# Leading Empowering Innovating

*Flora Stone Mather Center for Women 2020-2023 Strategic Plan*

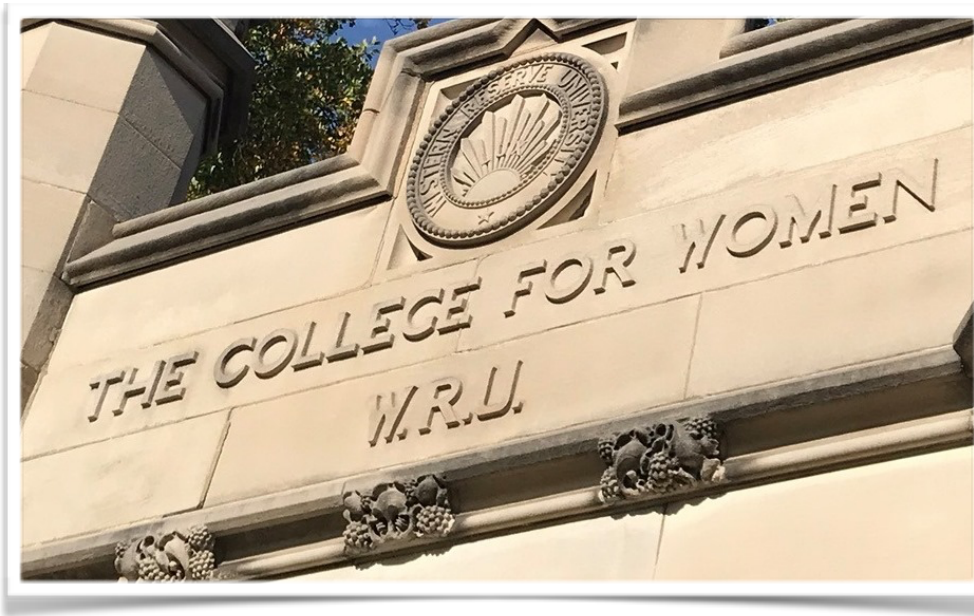
## 2020-2023 Strategic Plan Goals

### Leading

Advocate for gender equity through policy change and delivering evidence-based education on gender equity, intersectionality, and allyship to increase educational access and success.

### Empowering

Provide and increase professional and leadership development to promote personal and intellectual empowerment.



### Innovating

Create and disseminate new knowledge on women and gender equity in higher education to establish the Mather Center as an expert resource for women and gender equity centers.

## Strategies

The Flora Stone Mather Center for Women’s ambitious three year strategic plan will use research and evaluation; professional and leadership development; education and advocacy; and community engagement as strategies to reach our goal of leading, empowering, and innovating to create a shared culture of support for gender equity and feminist intersectionality at Case Western Reserve University and establish the Mather Center as an expert resource for women and gender equity in higher education. These strategies and goals are imbedded into the Mather Center’s new mission, values, programs, events, and research.

1

STRATEGY:  
RESEARCH AND  
EVALUATION

2

STRATEGY:  
PROFESSIONAL AND  
LEADERSHIP  
DEVELOPMENT

3

STRATEGY:  
EDUCATION AND  
ADVOCACY

4

STRATEGY:  
COMMUNITY  
ENGAGEMENT

## LEADING

### Strategy 1: Research

The Mather Center will partner with practitioners and scholars of women and gender equity centers to launch a peer-reviewed journal for women and gender equity center professionals leading evidence-based practice in our field.

### Strategy 2: Professional and Leadership Development

The Mather Center will partner with Wisr to lead HIGHER. HIGHER is a series of professional development conferences designed to create space for conversations and connections that empower women in higher education to push through barriers to reaching their career goals and to pull other women up along the way.

### Strategy 3: Education and Advocacy

The Mather Center will develop and lead education on power-based violence prevention, gender equity, and feminist intersectionality.

### Strategy 4: Community Engagement

The Mather Center will offer experiential education on civic engagement and community involvement on gender equity issues starting with the Flora Challenge. The Flora Challenge is a co-curricular, short-term, hands-on experiences in which multidisciplinary teams of students work on a community engagement project to promote gender equity.

## EMPOWERING

### Strategy 1: Research

The Mather Center will offer grants to support the professional development and research of women-identified individuals in underrepresented fields such as STEM and research on feminism or women and gender equity.

### Strategy 2: Professional and Leadership Development

The Mather Center will create programming for women of color to address the most pressing needs of women of color students, staff, and faculty at CWRU.

### Strategy 3: Education and Advocacy

The Mather Center will create initiatives and programs to increasing the pathways for girls in STEM to CWRU and undergraduate women in STEM to graduate studies.

### Strategy 4: Community Engagement

The Mather Center will offer funding and mentorship to serve as an incubator for student, staff, faculty, and community partner gender equity projects.

## INNOVATING

### Strategy 1: Research

The Mather Center will launch The Women's Center Educational Learning Lab (The WELL), an interdisciplinary learning lab utilizing participatory action research methodologies to explore and improve our existing programs; create new innovative programming; and disseminate best practices based on evidence-based research for supporting women's center as avenues to advance women and gender equity in higher education.

### Strategy 2: Professional and Leadership Development

The Mather Center will redevelop its faculty and staff leadership development programs to include a focus on gender equity and social justice in higher education.

### Strategy 3: Education and Advocacy

The Mather Center will partner to develop and provide gender equity in STEM ally training.

### Strategy 4: Community Engagement

The Mather Center will expand leadership and professional development programs to include women-identified undergraduates in the humanities and social sciences starting with professional mentoring.