

InGEAR: Integrating Gender Equity and Reform

Overview

In the InGEAR program, we will raise awareness and educate UVM community members about gender equity. As the issue of gender equity affects other communities, we will work to understand the key issues of class, race, sexuality, ethnicity, ability, religion, and others to better recognize the intersections of oppression. Through self reflection and group dialogue, members of InGEAR will achieve a clearer knowledge of how the issue of gender affects their communities and the world. Student involved will approach the topic of gender equity through film series, poster campaigns and discussion of current events, as well as community service projects at UVM and in the greater community. This program will create a space for activists to have an outlet for their enthusiasm concerning gender equity issues and a supportive space for those seeking to know more to ask questions and learn.

Learning Objectives

Each member will obtain base knowledge of gender equity.

Actions Steps

- Members will combine efforts to create a working definition of words and phrases such as, privilege, gender, sex, equity, equality, oppression, discrimination, cultural capital, etc. at the beginning of the year in order to have a level playing field for all students to work from. Those students who have been working with these topics for a longer period of time may be asked to step up and facilitate in order to actively engage them as well as make students newer to this language feel included. Peer-to-peer learning can be extremely valuable because the student teaching often gets the same amount out of the process as the student learning.
- Members will listen to guest speakers or attend on campus lectures about gender issues.
- Members will be encouraged to participate in other student clubs and organizations which pertain to gender equity issues such as Feminist Majority Leadership Alliance, Men Advocating Change and, the Translating Identity Conference.
- Members will create a personal plan on avoiding collusion with the systems of oppression we have identified together. This may include choosing to buy products from companies whose advertising displays women (or people of any gender) in a positive light; voting for politicians who will implement legislative change toward gender equity; speaking up when peers tell jokes that portray people of a certain gender in a negative way, etc. We plan on checking in with

students about how this is possible and make it known that small steps are still giant actions for the greater movement. Though this is an extremely personal piece of a student's journey we feel that by doing it together we can offer support and an outlet in which to process.

Each member will learn about different oppressions, how they intersect with gender equity and how they affect individuals in our society.

Action Steps

- Members will attend weekly meetings where there will be a discussion on a current event presented by a different group member each week. Discussion can range from issues solely on gender equity to complex systems of oppression. Discussion may be about the United States or global issues. Collaboration may take place with Global Village for these types of discussions.
- Each member of the program will research a topic that intersects with gender equity (such as gender and classism) and present their findings to the rest of the group at least once a semester.

Members will educate the UVM community through obtained skills of communication.

Action Steps

- Members will hold film nights open to the Living/Learning community and provide a safe and inclusive space for discussion following the screening.
- Members will hold a book group open to the community where discussions will expose the issue of gender equity in classical and modern texts to the community at large.
- Members will design and produce a poster campaign which showcases a topic related to gender equity which the group will decide on. Examples include "This is What a Feminist Looks Like," global gender equity, etc

Community Service

Program members will be encouraged to participate in community service projects with Women's Rape Crisis Center, Women Helping Battered Women, R. U. 1.2? SafeSpace, Peace and Global Justice Center, or other local organizations pertaining to gender equity.

Plans for interacting with other L/L programs

We plan to collaborate with Global Village on current world issues. We wish to explore gender in popular music genres and the implications of negative gender portrayal with Music Appreciation. We also hope to collaborate with the LIVE program, ALANA and the No Boundaries programs.