



From 40 to 50: A Roadmap to Our Half Century Mark

4050

Shaping a
Better World
through
Research
& Action

**Wellesley
Centers for
Women**

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WCW Strategic Plan Director's Message

As the Wellesley Centers for Women launches its 40th anniversary this year, nothing could be more exciting than presenting a roadmap for our next decade. As one of the oldest, largest, and most accomplished women- and gender-focused research-and-action institutes in the world, we are now poised to build upon our hard-earned legacy of *high-quality research, groundbreaking theory, and innovative action programs* by taking WCW to the next level. While we will continue to do what we have always done best, in the next decade we will also venture forth in some new directions designed to amplify our social change impact, reinforce our sustainability, and refine our unique contributions to women's leadership, Wellesley College, and the world.

As we move forward, it is important to acknowledge our origins and the visionary leadership that birthed us. We date our beginnings to 1974, when Wellesley College President Barbara Newell established the Wellesley Center for Research on Women in Higher Education and the Professions (later, simply the Center for Research on Women). This Center was part of a larger national movement fueled by feminist academics to establish social scientific research centers that would focus on women's issues – in our case, women's economic and political status and advancement – on college and university campuses. These "CRWs," as they were known, were built on the conviction that women's and girls' advancement could be accelerated by using data, data-driven methodologies, and social scientific rigor.

In 1981, another pivotal event in the history of the Wellesley Centers for Women took place when the College, buoyed by committed supporters Robert S. and Grace W. Stone, established the Stone Center for Developmental Services and Studies, known popularly as The Stone Center. This Center, first led by Jean Baker Miller, M.D., author of the groundbreaking book, *Toward a New*

Psychology of Women, became the origin of Relational-Cultural Theory (RCT), recognized in the American Psychological Association's *Theories of Psychotherapy* as "one of the ten most important psychological theories today." The Stone Center pioneered an integrative approach to research, theory, and action that has informed and defined our culture since its inception.

In 1995, under the leadership of Susan McGee Bailey, Ph.D. – who coined our venerated motto, "*A world that is good for women is good for everyone*"™ – the Center for Research on Women and the Stone Center merged to form the Wellesley Centers for Women (WCW). Today, WCW can boast two dozen primary investigator-level researchers and project directors, numerous research and project associates and assistants, student assistants and interns, in-the-field trainers, and a small but efficient core administrative team for a total full-time staff of approximately 60 and a total workforce of over 100. Our contributions to advancing knowledge include over 400 papers, reports, and curricula, more than 200 scholarly journal articles, over 100 books and counting. We also publish two scholarly periodicals, *Women's Review of Books* and *Afterschool Matters*. Our work has generated thousands of citations in scholarly journals and the popular press, as well as critical changes in public policies, perceptions, and practices. Our public presence ensures that we are accessible to audiences far and wide, of every generation, and that our research findings and action projects can be shared easily and quickly with policymakers, practitioners, educators, parents, and change makers of all kinds.

Today, the work of our researchers spans a wide array of issues and topics: education and child care, mental health, violence against women and girls, economic security and

wellbeing for women and families, women and the justice system, adolescents and sexuality, girls and the media, gender equity in the arts, even mindfulness. These topics map on to a broad spectrum of important social issues and community concerns, and our research influences change in these areas. Yet, translating research and theory into action is also a pivotal aspect of making change effectively. Our action programs – the National Institute on Out-of-School Time (NIOST), the National S.E.E.D. Project on Inclusive Curriculum, Open Circle, and the Jean Baker Miller Training Institute – are all nationally and, in some instances, internationally recognized leaders in their respective areas of endeavor. Our portfolio also proudly includes the landmark *Women’s Review of Books*, now in its fourth decade of publication. Over the years, WCW has succeeded in incubating and sustaining innovators and trailblazers – and this will remain the foundation of our work.

Everyone at WCW recognizes that the conditions of women’s and girls’ lives are shaped not only by their sex and gender, but also by other important factors: their race, ethnicity, nationality, and culture; their social class and economic status; their nationality and religion; their sexuality and gender expression; their age and ability status; their level of education; whether they live in urban, suburban, or rural areas; and more. Additionally, we all share the conviction that the lives of men and boys – indeed, people of all genders – are as valuable and important as those of girls and women. We work with the understanding that the change we seek occurs simultaneously at micro and macro levels encompassing individuals, dyads, families, communities, and society-at-large. Only when social equality, psychological wellbeing, peace, and freedom from violence and want evince for all people will our research and action programs have reached their true and ultimate end.

What’s next for us? As we look forward, a landscape anchored in the ongoing relevance of women’s and girls’ issues yet transformed by the global technological revolution and the possibilities of big data beckons us to engage new audiences, invite new collaborations, form new partnerships, and imagine new horizons of activity.

We know that, for the foreseeable future, the value of research in the social change equation is only going to increase. We also know that the special brand of knowledge that comes from women- and gender-informed approaches to research and implementation will only become more in-demand as local, national, and international communities mobilize to address the greatest challenges facing women and girls. In every arena – from ending violence to increasing economic empowerment to ensuring equal education to advancing women’s and girls’ leadership in all sectors of society – high-quality research is a catalyst to progress and problem-solving.

Enter WCW, where we are *shaping a better world through research, theory, and action*. In the years to come, we will not only continue to lead with research excellence, theoretical innovation, and cutting-edge action programs, but will also raise the banner of research-informed leadership – leadership that shapes social change at grassroots and global levels, making a decidedly positive difference for women and girls, families and communities, indeed, everyone.



Layli Maparyan, Ph.D.

Katherine Stone Kaufmann '67 Executive Director



Women, Sex, and Health Care—Hope for the 21st Century featured, from left to right, Layli Maparyan, Ph.D., Katherine Stone Kaufmann '67 Executive Director, Wellesley Centers for Women, and Cecile Richards, President, Planned Parenthood Federation of America and the Planned Parenthood Action Fund.

Who We Are

The Wellesley Centers for Women is a premier women- and gender-focused, social-change oriented research-and-action institute at Wellesley College.

While women's and girls' perspectives and experiences are at the center of our institutional identity, we recognize that the conditions of women's and girls' lives are shaped not only by their sex and gender, but also by other important factors: race, ethnicity, and culture; social class and economic status; nationality and religion; sexual orientation and gender expression; age and ability status; level of education; geographic context (urban, suburban, or rural); and a host of other factors. We share the conviction that the lives of men and boys – indeed, people of all genders – are as valuable and important as those of girls and women.

As we emphasize at WCW, we work with the understanding that the change we seek occurs simultaneously at micro and macro levels, encompassing individuals, dyads, families, communities, and society-at-large.

Only when social equity and equality, psychological wellbeing, peace, and freedom from violence and want evince for all people will our research and action programs have reached their true aim.

Our work is sustained by funding from federal, state, and local government agencies, private foundations, the Centers' endowment, and the generosity of individual donors committed to social change, as well as essential infrastructure support from Wellesley College. We seek to make our work accessible and useful to policymakers, thought leaders, decision makers, academics, advocates, activists, direct service providers, funders, the media, and any others, including the general public, who have the power and desire to make positive change.

1974

The Center for Research on Women (CRW) is established at Wellesley College.



1976

The International Conference on Women and Development attracts 117 women from 32 countries.

Vision

We envision a world of justice, peace, and wellbeing for women and girls, children and youth, families and communities, in all their diversity around the world.

Mission

Our mission is to advance gender equality, social justice, and human wellbeing through high quality research, theory, and action programs.



Achieving Equity for Women: Policy Alternatives for the New Administration conference — “Expanding Quality Early Care and Education” panel featured, from left to right: Danielle Ewen, Director, Child Care and Early Education Policy, the Center for Law and Social Policy; Mildred Warner, Ph.D., Professor in the Department of City and Regional Planning, Cornell University; Nancy Marshall, Ed.D., Senior Research Scientist and Associate Director, Wellesley Centers for Women; and Charles Kolb, President, Committee for Economic Development.

1977

CRW conducts an evaluation for the U.S. Department of Education of curricula, research, and outreach materials developed to promote gender equitable education.

1979

The National Institute on Out-of-School Time (originally known as the School-Age Child Care Project) begins extensive research, education, training, publication, and program development designed to improve the quality of children’s out-of-school time.



Theory of Change

An organization's theory of change helps explain the process by which that organization's activities contribute to desired outcomes. At WCW, we operate with a shared understanding that research, theory, and action all make vital contributions to the social-change process. High-quality research provides data about what is, tests theories about why, and evaluates what works, allowing us to see beyond opinion, to raise awareness about important issues, and make better investments in policies, programs, and practices that are effective. When change makers, decision makers, and opinion leaders are informed by rigorous research, their initiatives are more likely to be successful.

Theory allows us to advance novel understandings about how the world operates and to advance new ideas about why things are and what it takes to make a difference. Theory helps us envision new solutions to old problems and to see new problems that may have escaped notice before. Theory also provides an avenue for diverse groups and cultures to share their understandings about how to solve complex problems.

Action programs take the best of research and theory and turn them into practicable solutions for real-world problems. Such programs are the laboratories of change that allow us to advance our gender equality, social justice, and human wellbeing goals in ways that are experiential and measurable.

Together, research, theory, and action form a cycle of activity that supports meaningful, sustainable change – for women, girls, families, communities, and society-at-large.

Our Values

At WCW, we value:

- Gender equality and putting women's and girls' perspectives at the center of inquiry
- The pursuit of social justice and wellbeing for all
- Rigor, innovation, and effectiveness in our work
- Global, ecological, and intersectional perspectives on people and change.

1981

The Stone Center for Development Services and Studies is established at Wellesley College under the leadership of Jean Baker Miller, M.D., founding director.

1983

Women's Review of Books begins publication.



Continuing to Do What We Do Best:

High-Quality Research, Groundbreaking Theory, and Innovative Action Programs

Researchers and project directors have always epitomized what distinguishes the Wellesley Centers for Women as a place of excellence and innovation in research, theory, and action. Individual researchers and research teams as well as project directors and their teams have defined our agenda through their passionate creativity and scholarly expertise. Over the course of our 40-year history, WCW experts have contributed substantively to key national and international dialogues and problem-solving efforts, as well as supported local and regional efforts to improve the lives of communities.



WCW Lunchtime Seminar Series—"Double Standards and Differentiated Gateways: Adolescent Girls and Boys at Risk for Substance Abuse" featured, from left to right: Michelle Porche, Ed.D., Senior Research Scientist and Associate Director, Wellesley Centers for Women, and Lisa Fortuna, M.D., M.P.H., M.Div., Assistant Professor at the University of Massachusetts Medical School Department of Psychiatry.

GOAL 1: CONTINUING TO DO WHAT WE DO BEST

WCW will continue to provide a hospitable, inclusive, and supportive environment for individual scholars, research teams, and project directors and their teams to undertake meaningful work that advances gender equality, social justice, and human wellbeing. In the years to come, we will work to ensure that WCW attracts and retains researchers of the highest caliber, with particular attention on recruiting the next generation and increasing our institutional sustainability.

Currently, WCW researchers are engaged in research and evaluation in the following **key thematic areas**, which we expect to anchor our work for the next decade:

Education

- Early Education and Child Care
- Quality Out-of-School Time
- Social-Emotional Learning
- Gender Equity in Education
- Racial Equity, Social Justice Education, and Curriculum Change
- Trauma-Informed Perspectives on Academic Achievement
- Mindfulness and Learning in Children

Economic Security

- Employment, Health, and Wellbeing
- Low-Income Women and Economic Security
- Working Families, Family Leave Policy, and Carework
- Alternatives to Incarceration for Low-Income Women

Mental Health

- Primary Prevention of Depression
- Mental Health Care for Survivors of Fistula
- Relational-Cultural Theory

Youth and Adolescent Development

- Adolescent Sexuality and Family Communication
- Adolescent Girls and Education
- Youth and Social Media
- Trauma-Informed Perspectives on Adolescent Substance Use

Gender-Based Violence

- Preventing Gender-Based Violence in Schools

In addition, WCW is home to four long-standing and highly successful action programs that engage in curriculum development and training, professional development, evaluation, field building, and theory building:

- The Jean Baker Miller Training Institute (JBMTI)
- The National Institute on Out-of-School Time (NIOST)
- The National S.E.E.D. Project on Inclusive Curriculum (Seeking Educational Equity & Diversity)
- Open Circle.

We also proudly publish the *Women's Review of Books*.

1987



The Open Circle social-emotional learning program is established to teach problem-solving skills to elementary students.

1987

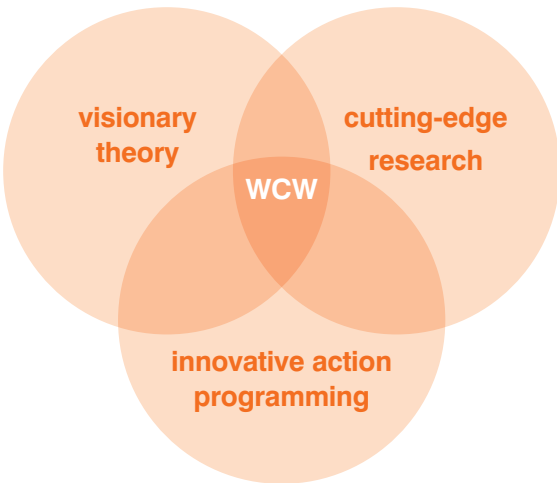


The National S.E.E.D. (Seeking Educational Equity and Diversity) Project on Inclusive Curriculum founded.

Initiative 1.1

Keeping Our Good Work Going

Over the next decade, we will continue to support our researchers and project directors and their teams, whose procurement of grants and contracts sustains their work and the Centers as a whole while bolstering Wellesley College’s exceptional extramural support profile and providing unparalleled opportunities for its undergraduate students to gain supervised research experience. Through the pursuit of new sources of programmatic and institutional support for WCW from foundations and corporate sponsors and the continued cultivation of donors, we will augment WCW’s long-term sustainability, enhance the ability of our researchers, project directors, and program staff to do their best work, and amplify our outreach capacity.



Initiative 1.2

Recruiting the Next Generation

WCW will have the opportunity to recruit and cultivate its next generation of researchers, project directors, and scholars in the coming decade. Our objective is to attract promising new scholars whose work builds on our key thematic areas in ways that link innovatively to emerging problems and issues. We have long served as an incubator for cutting-edge research, creative programming, and visionary theory. Our unique environment makes it possible for a diverse community of scholars engaged in research, theory, or action to ask new questions, imagine untried solutions, and test new programs. Excellent mentorship is one of our trademarks and strong collegial support is a part of our culture. By creating a more formal structure for professional development, our environment will be even more desirable for new hires. The strong administrative support for the cultivation of extramural funding that we offer not only increases this advantage, but it also increases the probability of success for new hires.

In addition to recruiting new staff at the junior level, we recognize an ongoing need to remain able to attract productive mid-career and senior scholars across disciplines and life experiences with established track records who enhance our existing areas of expertise or expand closely related new areas. Not only will such hires strengthen WCW programmatically and financially, but they will also boost our mentoring capacity and add to our visibility as an institution. Such senior hires also bring networks of valuable connections that can benefit the WCW community as a whole.

1988

Conference on the Economic Condition of Black Women held with funding from The Ford Foundation.

1989

White Privilege: Unpacking the Invisible Knapsack, a groundbreaking essay by Peggy McIntosh, Ph.D., is first published as part of the Stone Center Work in Progress series.

Sharing What We Know:

Research + Leadership = Accelerated Social Change

For the last 40 years, WCW has been cultivating its own unique brand of leadership based on excellence in research, theory, and action and their power to inform and drive social change. As we move forward into the next decade, we are re-imagining the possibilities of research, theory, and action to accelerate change under the rubric of research-informed social change leadership. Our focus on the power of research to inform, shape, and enhance leadership, particularly leadership for social action and leadership that addresses concerns related to women, girls, and gender, makes our contribution to the domain of leadership unique.



United Nations Commission on the Status of Women parallel event—“The Power of Data: How Research Advances Social Change for Women and Girls” panel featured, from left to right: Layli Maparyan, Ph.D., Katherine Stone Kaufmann '67 Executive Director, Wellesley Centers for Women; Priya Nanda, Ph.D., Group Director-Social & Economic Development Group, International Center for Research on Women; Akosua Darkwah, Ph.D., Director, Centre for Gender Studies and Advocacy, and Senior Lecturer, Department of Sociology, University of Ghana; and Haven Ley, MSc, Senior Advisor to the Co-Chair, Bill & Melinda Gates Foundation.

In today's world, three interrelated realities shape the domain of leadership:

First, with the explosion of data of all kinds through an ever-increasing multitude of outlets, leaders need **research literacy**, that is, the ability to digest and utilize research and make sense of vast quantities of data, including competing findings. This need is particularly acute where women, girls, and gender are concerned, because thoughtful data disaggregation that is informed by the sophisticated sociopolitical understandings of difference that come with gender studies training and in-the-field scholarship is essential to helping us know where gaps are and what kinds of solutions work for whom. Research literacy is now an essential skill for effective leadership, yet too few leaders are trained with this skill set. The Wellesley Centers for Women is poised to advance gender-informed research literacy for in-the-field social change agents, and established and emerging leaders, scholars, and students.

Second, leaders need high-quality research on the issues they care about in order to make effective decisions and navigate complex decision-making terrains. Not all research is of equal quality, yet, we have the power to ensure that leaders gain access to high-caliber work, such as that produced by WCW researchers. While we will continue to produce peer-reviewed academic publications, which



More than 200 attendees participated in the *Women and... Series—“Young Women and Violence”* in New York City, NY.

are the gold standard of research quality, in the coming decade, we will increase our efforts at **research translation**, generating accessible versions of our research that can be quickly and easily digested by policymakers, advocates, activists, and direct service providers, members of the media, funders, and other key decision makers. We will pay particular attention to increasing our production of content that is accessible to a broad audience across platforms.

Third, despite inarguable gains over time, gender equality in leadership is still elusive – nationally and internationally. WCW can help move the needle on women's and girls' leadership in two ways: by conducting research on women, girls, and leadership, and by contributing to the training of future women leaders, particularly in ways that enhance their research literacy and their knowledge about how research can inform social change. In the next decade, we will launch several initiatives to help us get there.

1990

Two groundbreaking conferences, *Gender and International Relations* and *Learning Together: A National Conference of Teen Parenting and Child Care Programs*, provide an arena for discussion of critical issues facing society.

1992

Major new initiative on Sexual Harassment in Schools launched with support of individual donors, resulting in the publication of leading teaching guides, journal articles, and popular press articles.

Initiative 2.1

Raising the Banner of Research in Important Conversations

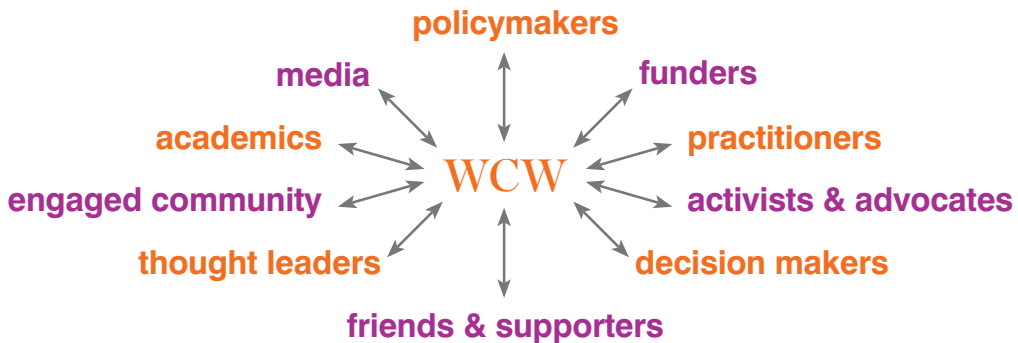
Our first priority is to get the message out: High-quality research amplifies social change efforts, and women- and gender-focused research institutes make vital partners in the social-change equation. Over the next decade, WCW, as one of the largest and longest-standing social-change-oriented women- and gender-focused research-and-action institutes in the world, will advance the visibility, role, and use of research, researchers, and women-and-gender research organizations in social-change efforts related to women, girls, and gender. Increasing the understanding of how valuable research is and that women- and gender-focused research institutes exist will make great gains possible – a message and a call-to-action that WCW will deliver to policymakers, in the media, and beyond – promoting the value of rigorous, gender-informed research, including WCW’s.

Our official status as a United Nations Non-Governmental Organization (NGO) with Special Consultative Status gives us valuable



Women and... Series—“Young Women and Violence” featured panelist Nan Stein, Ed.D., Senior Research Scientist, Wellesley Centers for Women.

leverage. As the Post-2015 international development agenda crystallizes, with notable emphasis on women and gender issues, WCW will contribute to making the case that women- and gender-focused research organizations are a valuable and ready partner connecting change agents (policymakers, thought leaders, decision makers, academics, advocates, activists, direct service providers, funders, and members of the media) who seek to increase their impact and influence through the utilization of evidence, evaluation, and other forms of carefully collected data and analysis. Advancing the role of research will become part of WCW’s core messaging and strategic outreach throughout the coming decade.



1992

The American Association of University Women (AAUW) report, *How Schools Shortchange Girls*, researched and written at the Center for Research on Women, focuses national consciousness on issues of gender equity in education.



1995

The Stone Center and Center for Research on Women become a single organization: the Wellesley Centers for Women.

Initiative 2.2

Developing a Research-Based Social Change Leadership Certificate Program

Anchored in the expertise and experience of WCW researchers and project directors as well as Wellesley College faculty who have conducted research that has led to social change, this hybrid online and in-person course, realized with the support of funders and partners, will expose participants to case studies of research-based social change. In the process, participants – envisioned as Wellesley College students and emerging international leaders and change agents – will learn the basics of conducting good research, drawing sound conclusions, disseminating

research for maximum impact, and evaluating and refining change efforts. The case-study method will allow for a holistic approach to these themes, while utilization of online teaching technologies will allow for flexible and self-paced modular delivery. A follow-on, in-person or virtual mentoring experience will be available for a select group of participants involved in real-time social change projects related to women, girls, or gender.

Not only will this program increase international visibility for both WCW and Wellesley College, it will also increase the research literacy for a cohort of emerging women leaders and provide valuable research experience and international networking for Wellesley College students. Additionally, it will create opportunity for working leaders and change agents around the world who have limited access to advanced education and professional development programs. While entering the domain of pedagogy is a significantly new venture for WCW as an institution, the considerable expertise of many of our researchers and project directors in the areas of research supervision, training, and, in some cases, teaching, prepares us well to do something innovative, exciting, and timely.



More than 300 attendees participated in the WCW 35th Anniversary Symposium: Reflections, Conversations, New Directions in Wellesley, MA.

1995

The Jean Baker Miller Training Institute (JBMTI) is established. Scholars from the JBMTI have brought Relational-Cultural Theory to over 100,000 people in workshops, trainings, conventions, and symposia sponsored by various groups throughout the world.



1998

A conference on work and families, Today's Realities and Tomorrow's Visions, held with funding from the Alfred P. Sloan Foundation and the Business and Professional Women's Foundation.

Initiative 2.3

Collaborating Globally to Increase Research and Program Capacity

WCW will serve as a research capacity-building partner with organizations worldwide that are working to increase the impact of gender-informed research on social change issues related to women, girls, and gender. Our focus will be on women-and-gender research organizations and academic institutions seeking to develop women-and-gender research capacity in developing nations, beginning with Africa. Central to our model of partnership will be facilitating research-related collaborations between WCW researchers and international colleagues, and facilitating information exchange between countries and across cultures.

A second component of this initiative will be to facilitate collaborations between WCW's action programs, which offer various kinds of training, and international partners seeking such training. Where possible, we will also encourage and facilitate program evaluation, which may provide opportunities for research-and-action staff to partner, in order to assess the efficacy of change efforts and build the body of culturally valid, evidence-based programs available worldwide.

A third component of this initiative will be to continue serving as an evaluation partner to on-the-ground organizations working on gender equity and other forms of social change in their communities. Over the years, WCW researchers have developed a reputation for offering high quality gender-equity and evaluation-research services to community based organizations, corporations, government agencies, and other institutions. In the coming decade, we seek to build on this reputation by becoming a go-to partner for gender-equity and evaluation research that falls within the purview of our research specialization areas as well as by expanding the work internationally.



More than 300 attendees participated in the Achieving Equity for Women: Policy Alternatives for the New Administration conference in Washington, D.C.

1998

A grant from the Centers for Disease Control creates the National Violence Against Women Prevention Research Center, a consortium of which the Wellesley Centers for Women is a member.



2001

WCW received NGO (Non-Governmental Organization) in Special Consultative Status with the Economic and Social Council of the United Nations.

Increasing Our Impact:

New Outreach, Collaborations, and Partnerships

Because the Wellesley Centers for Women was founded some 40 years ago on the aspiration of aiding the women's movement by providing substantive and rigorous research on women, women-centered theory, and women-inspired action programs, the spirit of collective action is part of our institutional DNA – even if, over time, our focus has broadened.

Today, collective action means working in collaboration and partnership with other organizations, institutions, and individuals who share our vision of a better world in ways that amplify our collective efforts through complementarity and shared endeavor.

For WCW moving forward, this will mean engaging in new outreach and seeking new collaborations and partnerships at multiple

levels. At the most local level, we will continue to strengthen our ties with our home institution, Wellesley College. Regionally, nationally, and internationally, we will engage in new outreach through a variety of means and seek new collaborations and partnerships with agencies and organizations large and small that can amplify our efforts and our impact.



Jen Dirga, M.S.W., Program Manager at Open Circle, and Sallie Dunning, M.Ed., Trainer and Coach at Open Circle, worked with the Pearl Community Empowerment Foundation, educators, parents, and community members in Amor Village, Uganda.

Initiative 3.1

Leveraging Our Ties with Wellesley College

Since its inception, WCW and Wellesley College have had a mutually enhancing relationship. WCW has served as a resource for Wellesley College students and others to develop research expertise through internships, research assistantships, work-study participation, and postdoctoral opportunities. Students who have worked with us have gained valuable skills in data collection and analysis as well as literature review and scientific writing, in some cases becoming co-authors on scholarly publications and presenters at academic conferences. This is one of the most exciting and fundamental aspects of our work at WCW, and it will continue as a cornerstone of our activity into the foreseeable future.

Over the course of the next decade, we see increased opportunities to collaborate fruitfully with Wellesley College faculty and faculty formations, such as the Project on Public Leadership and Action and the Quantitative Analysis Institute. We also see opportunities to contribute to College-level initiatives, such as the Women.World.Partners, the Peking University Partnership, and the MasterCard Scholars Program. As mentioned above, we anticipate new opportunities to invite our faculty colleagues to participate in WCW-launched initiatives, such as the Research Informed Social Change Leadership course, described in Initiative 2.2.



Kajahl Valipour FitzGerald, M.A., Assistant Director of Development, Wellesley Centers for Women, reviews a project with Emma van den Terrell, Class of 2015, Wellesley College.

Initiative 3.2

Increasing WCW's Public Visibility and Outreach

Dissemination of our work has always been a core part of WCW's mission, implicitly or explicitly. A major goal of the next decade is to amplify the visibility and impact of WCW researchers, project directors, and scholars whose work influences or has the potential to influence policy, programming, and other avenues of social change by providing more support for writing, publication, and dissemination of research findings as well as media-readiness training and coaching.

Aligning our online presence with our new strategic platform and visual identity, and updating our website functionality to ensure enhanced user engagement with changing technologies, will be key to the success of our visibility and outreach efforts in the coming decade. These updates will not only strengthen our dissemination efforts, but they will also ensure that we attract, excite, and connect with multiple generations for years to come.

2004

WCW hosts a groundbreaking international conference, *Innovations in Understanding Violence Against Women*, designed to maximize networking and the formation of collaborations across and within countries.

2005–06

WCW leads two projects on gender and science, technology, engineering, and math funded by the National Science Foundation (*Fairer Science* and *SISTEM*).



Initiative 3.3

Leveraging External Collaborations and Partnerships

A third major goal is active participation in the annual meetings of the United Nations (UN) Commission on the Status of Women (CSW), using our official NGO status, which we have held since 2001, as a platform for hosting regular parallel or side events and participating in official CSW meetings. By leveraging this status to participate in global conversations, join global networks (including UN networks), and establish international connections, we will gain new avenues for the dissemination of our research, theory, and action programs.

Beyond the UN, we will engage in key collaborations and strategic partnerships with other research institutes and centers, women-, girl-, and gender-focused NGOs, funders, and others. We define collaborations as shared work projects and partnerships as ongoing, mutually enhancing institutional relationships. Our objective is to collaborate, sometimes on a researcher-to-researcher or project-to-project basis and other times institutionally, with individuals and organizations whose objectives are similar or complementary to our own. Similarly, our objective is to partner with organizations that will gain from WCW's expertise and experience, amplify WCW's social change impact, and link WCW to influential networks of thought leaders, policymakers, media makers, academic colleagues, activists/advocates, and communities. Through such collaborations and partnerships, we will enhance both our social change impact and our sustainability.



The Adolescent Mixed-Ancestry Identity Colloquium featured, from left to right: Jennifer Grossman, Ph.D., Research Scientist, Wellesley Centers for Women; Linda Charmaraman, Ph.D., Research Scientist, Wellesley Centers for Women; and Richard Lee, Ph.D., Professor of Psychology, University of Minnesota.

2007

WCW and UNICEF cosponsor an innovative conference in Bangkok bringing together leading Asian women's rights and children's rights advocates to address the connections in their work.

2009

WCW and The Institute for Women's Policy Research (IWPR) cosponsor a major policy-research conference in Washington, D.C. — Achieving Equity for Women: Policy Alternatives for the New Administration.

Celebrating Our Legacy:

Preparing for a Milestone Anniversary – Our 50th

Reaching our 50th anniversary will be no small milestone for the Wellesley Centers for Women, and throughout the coming decade, we will engage in activities that reflect the importance of reaching – and thriving beyond – that momentous landmark.



Women and... Series—"Young Women and Violence" featured Jean Kilbourne, Ed.D., Senior Scholar, Wellesley Centers for Women.



The WCW 35th Anniversary Symposium: Reflections, Conversations, New Directions—“Women’s Lives: Past, Present and Future” featured Judith Jordan, Ph.D., Director of the Jean Baker Miller Training Institute.

Initiative 4.1

Documenting Our History

Documenting WCW’s enduring and illustrious history of social change leadership through research, theory, and action in the form of a book, film, exhibit, or other publicly accessible medium, in time for WCW’s 50th anniversary, will be an important activity that takes planning, preparation, and fulfillment. Many noteworthy people and events are part of this great narrative, and, across the course of the coming decade, with the support of funders, we will reach out, collect stories and artifacts, and create the framework that locates this specific and influential history within larger social movements for equality, justice, and women’s empowerment. We look forward to showcasing the products of this inwardly and outwardly focused reflective process at our 50th anniversary celebration in 2024–2025.

2009

The Robert Bowne Foundation awards more than \$2.1M over five years to the National Institute on Out-of-School Time (NIOST) for the National Afterschool Matters Initiative to promote research and professional development for the out-of-school time industry.

Initiative 4.2

Building for the Future

WCW’s organic process of evolution from two separate entities that later merged into one has meant decades of being housed across multiple physical buildings, both “on” and “off” the Wellesley College campus. While each of our buildings – Cheever and Waban Houses (original headquarters of the Center for Research on Women) and the Stone Center (original headquarters of the Stone Center for Developmental Services and Studies) – are of historic and sentimental importance, WCW has become a mature, thriving, and highly interconnected organization that would benefit from a workspace that reflects its stature and supports its complex activities. Stated simply, space and facilities enhancements would significantly augment our capacity to do all that we are capable of doing.

Over the next decade, WCW’s space must be improved, whether in the form of renovations and upgrades or new construction. This possibility invites exciting new opportunities for investment and collaboration that benefit the College and the Centers. Improved space for WCW will not only signal that WCW is a jewel in the crown of Wellesley College, but it will also signify that WCW is a serious player in the global arena. Such signaling will, in turn, attract resources to WCW and the College, bolster WCW’s research and action programs, and markedly advance WCW’s long-term sustainability. It would, in fact, be the ultimate way to launch WCW’s next half century.

2011

The National Institute of Mental Health awards WCW \$1.3M over five years for an evaluation of a primary care/Internet-based depression prevention intervention for at-risk teens and their families.



“I rely on experts who can share policy-research findings and theoretical insights that may inform my own advocacy for sexual and reproductive health and rights. I became involved with the Wellesley Centers for Women because the institution’s commitment to women and girls, families and communities is an important complement to my personal and professional mission. The research and projects undertaken at the Centers have contributed to social change efforts with the aim of leadership parity, educational equity, economic security, the prevention of gender violence, social-emotional wellbeing, and more. I look forward to the next ten years of groundbreaking examinations and action programming that can help shape a better world.”

Alexander Sanger, M.B.A., J.D., LL.M.

Chair, International Planned Parenthood Council
Member, WCW Council of Advisors



“Rigorously planned and executed research is only the beginning and very necessary part for effecting policies for social change. Scholars at the Wellesley Centers for Women exemplify that approach with their careful gender-focused work that are critically peer reviewed and then used to form the basis for educators, practitioners, policymakers, and leaders to effect successful reforms. I am proud to be a small supporting part of this important process and find the work that the Centers do to be very meaningful.”

Alice Huang, Ph.D.

Senior Faculty Associate in Biology,
California Institute of Technology
Member, WCW Council of Advisors

2011

The W.K. Kellogg Foundation awards WCW \$2.9M over three years to improve teacher quality by expanding the National S.E.E.D. Project on Inclusive Curriculum (Seeking Educational Equity and Diversity).

2012

Partners HealthCare commits \$1M to the Boston Public Health Commission for a collaboration with Boston Public Schools to integrate Open Circle into 23 schools. The Novo Foundation awards Open Circle \$500,000+ to evaluate the BPS initiative and to scale up Open Circle.



“The emergence of the Internet fundamentally changed feminist activism. Today, a girl in middle of rural Iowa may do a Google search for Beyonce and stumble on a blog post debating whether she is a feminist or not, pointing specifically to her song “Flawless” in which she samples a TED talk by Nigerian novelist Chimamanda Ngozi Adichie; this girl may then follow the proverbial strands of the web to an online petition taking aim at some sexist corporate practice or federal policy. Welcome to the future. And yet, despite the undeniable increase in speed, access, and influence, quality research on solutions to sexism is still a rare and precious resource. We can create a cost for sexism faster than ever before, but how do we build the world as we wish it to be? That’s why I’ve just joined the Wellesley Centers for Women. We’ve got unprecedentedly powerful tools, but research has to be the foundation of our blueprint.”

Courtney Martin, M.A.

Activist/Author/Speaker/Blogger

Member, WCW Council of Advisors

2013–14

Policymakers in Washington, D.C., including the White House and U.S. Department of Education, cite WCW’s teen dating violence school-based study in important violence against women efforts; advisors from the White House Let’s Move! initiative relied on NIOST’s scholarly expertise and findings related to healthy eating and activity in out-of-school time.

2014

The Wellesley Centers for Women celebrates its 40th anniversary, initiating its first strategic plan and rolling out a new visual brand identity.

**A World That Is Good for Women
Is Good for Everyone™**

Shaping a
Better World
through
Research
& Action

**Wellesley
Centers for
Women**

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