



## **Vision, Mission and Diversity Statement of the Discipline of Modern Languages**

### **Vision**

To empower students to engage meaningfully with other language communities and their cultures towards fulfilment of personal, professional and collective goals.

### **Mission**

As a Discipline our mission is to cultivate:

- the capacity of language- and culture-learning to foster a broad range of transferable skills that favour both gainful employment and solidary endeavours.
- the continuous development of intercultural competence by our students and staff through deep engagement with cultural otherness and critical reflection on one's own culture.
- the study of languages through decolonial and post-colonial lenses that actively counter inherited notions of linguistic privilege and bias, linguisticism and cultural hegemony.
- both celebratory and critical or transformative approaches to the study of languages that entail active engagement with challenging aspects of the subject area such as social and political struggle, or inequities around race, gender and class.

### **Diversity Statement**

As a Discipline that is by its nature continuously engaged with cultural and other forms of difference, Modern Languages pledges to honour and enact all of the principles of diversity set out in the UWI Strategic Plan:

The UWI will foster a culture and work/study environment that is open and welcoming to different ideas and perspectives, acknowledges and values diversity, is inclusive of and affirms the dignity of all persons regardless of race, socio-economic status, age, sex, gender identity and expression, physical and mental ability, sexual orientation, family or marital status, national origin, language, political or religious persuasion, health status, and other characteristics that make its constituents unique.

As well as actively promoting these values in our daily interactions with each other and with students, we seek to do so through our curricular choices and the materials we use for language and culture learning, and through our framing and exposition of these materials in the learning environment. We pledge to educate ourselves continuously on all forms of diversity so that we can respond ever more compassionately and constructively when we encounter these in our colleagues, in our students and in ourselves.