

LGBTQA Commission of Bloomsburg University Strategic Plan  
(Adopted 11/16/2020)

**I. Mission Statement**

- a. The Commission works for social justice for students, faculty, staff and administration who are lesbian, gay, bisexual, transgender, queer and our allies (LGBTQA) particularly on issues related to sexual orientation, gender identity, and gender expression when we educate campus and community, advocate for equality and enhance visibility.

**II. Vision Statement**

- a. The LGBTQA Commission continues to support the campus and area communities via advocacy, education, and resources. We cooperatively maintain a permanent high-visibility campus resource center with a full-time staff that serves as a home of our initiatives. We partner with other organizations and institutions on and off campus to educate, advocate, support and provide social opportunities.

**III. Strategic Goals and Objectives and Assessment**

- a. Educate campus and community:

<b>Objective</b>	<b>Assessment</b>
Cooperatively sponsor events for students, faculty and staff such as: speakers, performances, or exhibits.	Plan three events per semester.
Cooperatively sponsor trainings such as: LGBTQA 101, Trans 101, Ally Training	Provide five trainings per semester.
Sponsor the Mid-Atlantic LGBTQA Conference.	Expand the participation in the conference and offerings.

- b. Advocate for equality:

<b>Objective</b>	<b>Assessment</b>
Advocate for equal employment benefits for LGBTQ individuals.	Maintain contact with unions and management.
Provide an advisor for the Bloomsburg University Equality Alliance (BUEA).	A commission member will serve as a co-advisor and liaison with BUEA.
Work in partnership with external LGBTQA groups.	Co-sponsor at least 2 trainings with outside the campus groups per semester.
Work through the BU Foundation and Alumni Association to organize an LGBTQA Affinity Group.	Sponsor one social event each semester.

Work with other campus organizations.	Co-sponsor at least one campus wide event per semester.
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c. Enhance visibility:

<b>Objective</b>	<b>Assessment</b>
Support the LGBTQA Resource Center.	Coordinator, GA and SA in place.
Maintain the LGBTQA resource pages on the BU website.	
Develop and Maintain a Commission Facebook page.	Page will be up and running by January 2021 and will have 500 likes.
Host social events for the LGBTQA Community.	Three events per semester including a beginning of the year and end of year event.
Ensure banner is hung for the first of the semester, coming out week, and ally week.	
Redo the Commission brochure	With the help of University Marketing and Communications, design and produce a new brochure by February 1, 2021
Continue to Sponsor Lavender Graduation expanding it into an alumni event as well.	Increase participation of BU students, faculty and staff.
Cooperatively staff information tables at Orientation, Coming Out Week, and Ally Week.	

**Strategic Goals (for the next five years)**

- a. Expand initiatives in the town of Bloomsburg
  - a. After successful passage of the new non-discrimination ordinance look for opportunities to conduct outreach in the community to help educate regarding the ordinance and the LGBTQA Community.
  - b. Develop a welcome sticker for businesses in town to display.
  - c. Partner with community equity/advocacy groups for programming options.
  - d. Participate in community events.
  - e. Engage community groups and individuals to participate in on-campus events.

- b. Recruit New Commission Members. Seek representation from:
  - a. Each college
  - b. Dean's council
  - c. Executive Staff
  - d. Athletic Programs/Coaches
  - e. Residence Life
  - f. Allies
  - g. Staff
  - h. Underrepresented minorities
  
- c. Expand advocacy efforts on campus
  - a. Refine classroom panel presentations to include fully trained students and commission member participants.
  - b. Enhance available resources on the LGBTQA website to include:
    - i. Communities of faith
    - ii. Allies
  - c. Continue to expand the names on the Ally list on the BU website.
  
- d. Strengthen LGBT alumni ties to BU
  - a. Grow the alumni affinity group to 50 with officers.
  - b. Develop meet and mentor sessions between LGBTQA alums and BU students.
  - c. Encourage alums to participate in the 'Our Stories' Project
  
- e. Increase Visibility and Education
  - a. Work with faculty, staff and administrators on inclusive language, pronouns as part of signatures.
  - b. Co-sponsor the Annual BUEA Drag Show(s).
  - c. Continue to make deposits into the scholarship fund with a goal to be able to fund 4 - \$500-\$1000 scholarships per year.
  - d. Develop 'Our Stories' on the website, asking top administrators and full professors and staff to share their 'coming out' stories.
  - e. Develop a recognition of offices on campus that are 'platinum, gold, silver' Allies.
  - f. Have BU listed in the Best of the Best Colleges for LGBTQA students by Campus Pride.
  - g. Cooperatively sponsor seminars on campus regarding implicit bias.