



# LGBTQA Commission

## Bloomsburg University of Pennsylvania

Strategic Plan of the LGBTQA Commission of Bloomsburg University of Pennsylvania

(Adopted February 25, 2011)

### I. Mission Statement

- a. The Commission promotes Lesbian, Gay, Bisexual, Transgender and Ally (LGBTQA) visibility, educates on issues of diversity, and advocates for equality, particularly on issues related to sexual orientation, gender identity and gender expression.

### II. Vision Statement

- a. The LGBTQA Commission continues to support the campus and area LGBT communities via advocacy, education, and resources. We will establish and maintain a permanent high-visibility campus resource center with a full time staff that will serve as the home of our initiatives. We look to partner with other groups and institutions on and off campus.

### III. Strategic Goals Currently Met

- a. Provide educational opportunities

Objective	Assessment
Facilitate events (e.g. speakers, performances, or exhibits)	Plan three events per semester.
Sponsor the BU Safe Zone Program	Provide five Safe Zone Training seminars per semester.
Sponsor the Mid-Atlantic LGBTQA Conference.	Organize the annual conference.

- b. Advocate for equality

Objective	Assessment
Advocate for equal employment benefits for LGBT individuals.	Maintain contact with unions and management.
Advise the Gay/Straight Alliance (GSA).	A commission member will assist with planning and organizing GSA meetings and events.
Work in partnership with external LGBTQA groups.	
Develop relations with LGBTQA Alumni.	Sponsor one social event each semester
Work with other campus organizations.	Co-sponsor at least one campus wide event per semester.

- c. Enhance visibility

Objective	Assessment
Maintain LGBTQA Resource Center.	
Maintain the LGBTQA resource website.	
Host social events for the LGBTQA Community.	Plan three events per semester.

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

- a. Expand and solidify the LGBT resource center

<b>Objective</b>
Obtain a permanent high-visibility location large enough for meetings. Hire a dedicated support staff <ul style="list-style-type: none"><li>• One full time director</li><li>• One graduate assistant</li><li>• One work study</li></ul>

- b. Expand initiatives in the town of Bloomsburg

<b>Objective</b>
Work with the Mayor and Council on a town nondiscrimination ordinance. Partner with community equity/advocacy groups. Participate in community events.

- c. Recruit Commission Members

<b>Objective</b>
Seek representation from: <ul style="list-style-type: none"><li>• Each college</li><li>• Dean's council</li><li>• Executive Staff</li><li>• Athletic Programs/Coaches</li><li>• Residence Life</li><li>• Allies</li></ul>

- d. Expand advocacy efforts on campus

<b>Objective</b>
Refine classroom panel presentations to include fully trained students and commission member participants. Enhance available resources on the LGBTQA website to include: <ul style="list-style-type: none"><li>• Communities of faith</li><li>• Allies</li></ul>

- e. Strengthen LGBT alumni ties to BU

<b>Objective</b>
Establish lavender graduation and grow the alumni affinity group to 25.