

NAU LGBTQIA Task Force Strategic Planning Session November 4, 2011 Summary Notes The strategic planning session ended by identifying four areas to be further developed during general meetings of the Task Force or through specially called strategic planning meetings. The four areas are: Philosophy Mission Statement – Joe and Arianne will work on edit - Our mission is to continue to connect NAU with Flagstaff as a community that advocates for the health, equality, and success of LGBTQIA (Lesbian, Gay, Bisexual, Transgender, Intersex, and Allies) people. We provide resources and educate to foster a safe environment, and we are committed to inclusivity across various intersections of difference. We work to build coalitions with allies of all sexualities to improve the recruitment and retention of LGBTQIA faculty, students, and staff at NAU for the purpose of fostering this support for diversity. • Values/Principles Statement • Purpose Assumptions (need better word – guidelines, parameters, framework – better word for positive – constructive...) • The Task Force stands for “institutional change” • The Task Force will promote change through its advocacy role • Its approach is to stress the positive and work collaboratively • Currently, its focus is “student centered” stressing recruitment and retention – faculty and staff as well • The role of the Task Force is ‘developmental’ in that it plans to also 1) engage faculty and staff and 2) create a welcoming climate 3) community • Move everything with help of allies and recognize importance of allies • Foster inclusivity and intersectionality of diverse groups. Resources • Material • Non-material Discussion of the above areas led to the fourth area of Goals • Short-term goals (approximately through 2012-2013 academic year) 1. Sustain Office of LGBTQIA Resources and Support - make program coordinator a full time position with 2 GA’s – and interns 2. Agree on mission statement 3. Maintain “awareness campaign” website for task force and LGBTQIA resources – get on NAU Diversity pages – mailbox idea from student – exchange of information via “mailboxes” posted strategically across campus – flyer campus with “Administration supports LGBTQIA students” 4. Enhance communication – how does the younger generation communicate 5. Fund-raise – need better direction 6. Conduct climate survey including “incident reporting” 7. Establish living-learning community (Residence Life and Women’s and Gender Studies) – WGS has put forth a proposal waiting to hear back 8. Enhance networking–e.g., with “diversity” commissions, academic units, ASNAU, Gateway Center; thus, stressing “collaborative advocacy” – letter from task force to Director of Gateway and other student advising and mentoring groups 9. Enhance partnership with University of Arizona 10. Establish commission status • Mid-term goal 1. Find permanent home for Office of LGBTQIA Resources and Support • Long-term goal 1. Establish “institutional” budget Questions Do Commissions do fundraising General Comments Task force not created when things are good