

**President's Commission on LGBT Concerns**  
Strategic Plan  
8/19/05

Emory's LGBT Community: The Next Level

During the 2005-2006 year, the President's Commission on LGBT Concerns will build on a strong foundation to help make Emory's lesbian, gay, bisexual, and transgender community a more unified, vital force on campus and a leading example to those outside the University. While LGBT students, faculty, and staff at Emory benefit greatly from gay-friendly policies and a generally supportive campus climate, there is more to be done. Some marginalized groups within our community, including transgender people, still do not have complete and equal access to all Emory has to offer; this will be a special focus of the Commission this year as we advise the President on LGBT issues and needs. Boosting the visibility and strength of the LGBT community also will be central to our work, with the aim of making Emory a destination for LGBT students, faculty, and staff. The anti-gay Amendment One controversy of last year showed us that Atlanta and Georgia have a long way to go toward acceptance of LGBT citizens, but Emory should continue to serve as a shining example of inclusion and equality. The Commission is committed to taking Emory's LGBT community to the next level in the following areas:

**VISIBILITY/UNITY:** Create new initiatives, facilitate existing efforts, and reach out to allied groups in order to raise awareness of the LGBT community on campus; develop a system that ensures the Commission's actions are directly related to tangible outcomes

**INCLUSION:** Develop and launch creative educational initiatives that explore issues specific to people often left out of the LGBT community; ensure policy phrasing is inclusive, especially in relation to University benefits and services

**SUPPORT/ADVOCACY:** Provide a mechanism for constituents to raise issues and seek out solutions for personal, political, and professional issues; seek opportunities to advocate for the LGBT community in the public campus forum

**ADVISING:** Work with University administration to develop a process by which the work and issues of the Commission inform policy decisions

**EDUCATION:** Promote discussion and learning around relevant, current LGBT and queer issues in order to affect the campus environment

**SPECIFIC OBJECTIVES**

**VISIBILITY/UNITY**

- Partner with gay and lesbian alumni group (GALA) on the creation of a scholarship program
- Develop an LGBT and allies ‘person of the year award’ to be presented annually
- Ensure that the University LGBT community is kept up to date on programs and initiatives via newsletter/web updates
- Maintain a visible presence at LGBT program and events across the University campus and throughout Atlanta

## INCLUSION

- Explore issues specific to transgender individuals and other often-marginalized people (bisexuals, questioning people, multi-identity people)
- Partner with other commissions to explore multi-identity issues (ie. ethnic and sexuality minorities)
- Ensure that University policy language is inclusive, especially in relation to employee recruitment and retention, benefits and services

## SUPPORT/ADVOCACY

- Work with Office of LGBT Life to create ‘community connections’ - opportunities for members of the LGBT community to interact with one another
- Explore LGBT family/parent issues (domestic partner adoption policies, gay parenting, having a gay parent)
- Support the Counseling Center’s ‘Out at Emory’ group and ensure that there are services on campus for LGBT individuals with mental health concerns
- Ensure that the Commission is aware of state/national legislation that might affect members of the LGBT community through partnering with Office of Governmental Affairs

## ADVISING

- Provide President, Provost, and University administration with timely updates on issues of concern to the LGBT community at Emory
- Conduct community research and ensure that research is used in a way that informs policies
- Maintain input in recruitment/ hiring of key University position (not necessarily LGBT people, but LGBT-policy-friendly people)

## EDUCATION

- Develop and implement dialogues/ debates on policies/specific issues (not “Is it okay to be gay?” but “How does Amendment One affect Emory’s staff?”)
- Promote the academic pursuit of LGBT thought and discussion by partnering with the LGBT Queer Studies committee/essay contest