Office of Lesbian/Gay/Bisexual/Transgender Life

GOAL 1: PROVIDE INCREASED KNOWLEDGE OF QUEER TRANS CONCERNS TO MEMBERS OF THE EMORY UNIVERSITY COMMUNITY.

Objective 1.1: Develop, implement, and assess curricula to address knowledge gaps among members of the community related to queer and trans issues.

   A. Assess community needs for education.
      Target date for completion: Spring 2019.

   B. Develop, implement, and assess educational programming initiatives to address the identified needs.
      Target date for completion: Fall 2019.

   C. Develop, implement, and assess Safe Space 201 and Trans 201 trainings.
      Target date for completion: Fall 2019.

Objective 1.2: Educate faculty, staff, and students on ways to support mental health needs of queer and trans students.

   A. Train Safe Space facilitators to deliver the CAPS community mental health model.
      Target date for completion: Fall 2018.

   B. Integrate community health model into established Safe Space curriculum.
      Target date for completion: Fall 2018.

Objective 1.3: Develop, implement, and assess training for under-engaged faculty, staff, and students to increase knowledge of queer and trans issues.

   A. Identify departments, units, sub-populations on campus for which LGBTQ training could be beneficial.
      Target date for completion: Spring 2019.

   B. Collaborate with stakeholders to identify gaps in knowledge.
      Target date for completion: Summer 2019.

   C. Develop, implement, and assess relevant and contextually-specific training and educational materials.
      Target date for completion: Fall 2019.
GOAL 2: INCREASE PROFESSIONAL AND LEADERSHIP SKILLS OF QUEER AND TRANS STUDENTS AND ALLIES.

Objective 2.1: Develop, implement, and assess opportunities for students to engage with professionals in fields historically under-represented by queer and trans people.

A. Develop networking 101 sessions in collaboration with the Career Center prior to the HireUs event.
   Target date for completion: Spring 2019.

B. Identify needs of queer and trans students pursuing majors or careers in STEM.
   Target date for completion: Spring 2020.

Objective 2.2: Support exploration of LGBTQ issues and content in professional and academic fields.

A. Establish an LGBTQ-focused health journal reading group to expand and enhance engagement of professional students across healthcare fields.
   Target date for completion: Spring 2019.

B. Collaborate with the Department of Women’s, Gender, and Sexuality Studies to promote the Studies in Sexualities program.
   Target date for completion: Summer 2019.

C. Identify opportunities for collaboration with queer and trans faculty in Creative Writing.
   Target date for completion: Spring 2019.

Objective 2.3: Develop leadership skills of queer and trans student leaders on campus.

A. Establish responsibilities and expectations for advisement of the queer and trans graduate and professional group.
   Target date for completion: Spring 2019.

B. Assess and redevelop federal work study job descriptions and responsibilities to enhance leadership skills and capacity.
   Target date for completion: Spring 2019.

C. Expand the promotion of endowed leadership development funds to increase applicant pool.
   Target date for completion: Ongoing.

D. Diversifying student leadership opportunities available through endowed leadership funds.
   Target date for completion: Ongoing.
GOAL 3: EXPAND PRACTICES TO MEET THE NEEDS OF UNDERSERVED MEMBERS OF THE QUEER AND TRANS COMMUNITY.

Objective 3.1: Develop intersectional programs and initiatives that address the needs of queer and trans students of color.

A. Establish additional opportunities for QTSOC community building.
   Target date for completion: Ongoing.

B. Develop collaborative partnerships with communities of color to support QTSOC community building programs.
   Target date for completion: Ongoing.

Objective 3.2: Develop programs and initiatives that address the needs of intersex, asexual/aromantic, and polyamorous students.

A. Increase campus awareness and knowledge of experiences of intersex, asexual/aromantic, and polyamorous students.
   Target date for completion: Ongoing.

B. Include voices beyond typical or popular lesbian, gay, bisexual, and transgender experiences and narratives in all Office of LGBT Life programming and initiatives.
   Target date for completion: Ongoing.

Objective 3.3: Increase strategic partnerships across campus to advocate for queer and trans graduate students.

A. Identify campus liaisons within each school who can address the needs of queer and trans students.
   Target date for completion: Ongoing.

B. Establish relationships with existing graduate and professional school diversity initiatives and programs to identify opportunities for collaboration and promote resources and opportunities available to students.
   Target date for completion: Ongoing.
GOAL 4: PROMOTE, EXPAND, AND SUSTAIN HOLISTIC WELLNESS AMONG QUEER AND TRANS STUDENTS.

Objective 4.1: Increase queer and trans students’ knowledge and utilization of wellness resources on campus.

A. Identify the overlapping needs and concerns of Office of LGBT Life and Office of Student Success Programs and Services student populations.
   Target date for completion: Fall 2018.

B. Familiarize professional staff, student staff, and student volunteers with wellness resources available through Emory Campus Life.
   Target date for completion: Ongoing.

Objective 4.2: Expand the Queer Discussion Group model to address wellness in the queer and trans community.

A. Benchmark with other institutions on ways for queer and trans student leaders to engage in wellness.
   Target date for completion: Summer 2020.

B. Establish list of guest speakers who regularly engage with Queer Discussion Group facilitators.
   Target date for completion: Ongoing.

C. Integrate asset model to Queer Discussion Group facilitator training.
   Target date for completion: Fall 2020.

Objective 4.3: Develop, implement, and assess programs and resources related wellness gaps including sexual health, financial literacy, recreation, and food insecurity.

A. Expanding community wellness models into weekly LGBTeas.
   Target date for completion: Ongoing.

B. Partner with campus offices to identify, cross-promote, and create resource lists and programs related to sexual health, financial literacy, recreation, and food insecurity.
   Target date for completion: Ongoing.
GOAL 5: INCREASE STUDENT ENGAGEMENT WITH ATLANTA AND QUEER AND TRANS COMMUNITY MEMBERS OUTSIDE OF EMORY UNIVERSITY’S ATLANTA CAMPUS.

Objective 5.1: Identify and effectively communicate LGBT related opportunities in Atlanta.

A. Expand Office of LGBT Life newsletter to clearly incorporate local and regional opportunities.
   Target date for completion: Ongoing.

B. Increase participation of Emory students in Atlanta LGBTQ opportunities.
   Target date for completion: Ongoing.

Objective 5.2: Identify and support ways to connect academics, community, and service.

A. Partner with offices and departments to establish or enhance service to Atlanta’s LGBTQ communities.
   Target date for completion: Summer 2019.

B. Promote student participation in Emory Cares Day in partnership with GALA: Emory LGBTQ+ Alumni and Emory Alumni Association.
   Target date for completion: Fall 2019.

C. Evaluate feasibility of Emory Law School awarding academic credit to ELLS student volunteers.
   Target date for completion: Fall 2021.

Objective 5.3: Collaborate with institutional and regional partners to increase engagement with the broader queer and trans communities.

A. Develop racial justice or other events during National Coming Out Day/Week with Georgia LGBT professionals group.
   Target date for completion: Fall 2018.

B. Identify Atlanta-area student organizations for cross-institutional collaborations and resource sharing.
   Target date for completion: Spring 2019.

Objective 5.4: Partner with Oxford College to better support queer and trans students at both campuses.

A. Facilitate a collaborative conversation, training, and/or program for Emory Pride and Oxford Pride Executive Boards.
   Target date for completion: Ongoing.
B. Identify programs and opportunities for Oxford students to participate in programs and events on the Atlanta campus.
   Target date for completion: Ongoing.

C. Develop a collaborative program at Oxford College based on student needs.
   Target date for completion: Fall 2019.