

Vision 2020 Strategic Plan Alignment – LGBT+

Planning Framework

Unit Goals, Metrics, and Timeline

Current Strategies

Major Accomplishments

Aspirations

Mission

LGBT+ Programs is committed to the wellness and success of all students, faculty, and staff in their expression of gender and sexuality at NMSU. LGBT+ Program provides advocacy, resources, education and programming to the college community. We welcome all students to utilize our facility, which includes a computer lab, LGBT+ themed library and lounge. LGBT+ Programs exists to meet the needs of our LGBT+ students and to welcome and encourage the expression and success of all students. Our mission is to promote inclusion and diversity at NMSU. We are here to promote/further the success of our diverse faculty, staff, and students.

Vision

To extend and establish meaningful resources across NMSU and DACC campuses.

Values

Inclusion, Diversity, Student and Staff Success

Goal 1 Implement Safe Zone training protocol/procedure to assure all departments are equipped with the latest communicative techniques. This could begin Fall 2018 and would take multiple years to establish.

Vision 2020 Goal Alignment: Enrollment, Student Diversity, Staff Diversity

Area is set up on our website to promote/receive requests.

A number of departments on the main campus, such as Housing, already request trainings. So does the DACC-East Mesa Campus.

Hire a full time staff member to maintain schedule of regular trainings to all departments across NMSU and DACC campuses.

Goal 2 Implement a feedback system to measure and assess the approval and success of sexual/gender related rules/strategies such as Preferred Name and Gender Inclusive Housing. This could begin Spring 2018, and work could be established in following semesters to adapt these options for further student inclusion/success.

Vision 2020 Goal Alignment: Enrollment, Student Diversity, Graduation

Gender Inclusive Housing and Preferred Name were established through our office as options across NMSU/DACC.

Regular meetings are already held with SAEM, Housing, and The Office of the Provost.

Continue to adapt and grow rules/strategies to meet the needs of an ever diversifying campus.

Goal 3 Create options on applications to identify and communicate with LGBT+ students. Options may begin as soon as Fall 2018 but more realistically Fall 2019 with continued development.

Vision 2020 Goal Alignment: Enrollment, Student Diversity, Graduation

Data was collected from other universities. Options were reviewed.

A meeting with SAEM established that software changes were in the midst and that their office would work with ours to establish options in the near future.

A comprehensive system is established to maintain communication and university success from a student's admission on through their graduation.

Goal 4 Establish gender neutral facilities at Aquatic and Activities Center. This will likely take place over the next few years, based on funding.

Vision 2020 Goal Alignment: Enrollment, Student Diversity, Staff Diversity, Graduation

Research was collected on peer institutions. Options were reviewed.

A meeting was held with OIE, Facilities, and Campus Health that established these facilities as a necessity moving forward

Gender neutral spaces are established across campus and no area is avoided because of discomfort for LGBT+ people.

Goal 5 Establish metrics to gauge LGBT+ faculty/staff on campus to determine if further recruitment is necessary. Measurement could begin immediately with further action arising in the future.

Vision 2020 Goal Alignment: Staff Diversity

A noticeable absence of certain minorities in staff/faculty within the LGBT+ community occurred.

Our office is now located under The Provost and such a step now makes sense.

NMSU represents all genders and sexualities in its staff/faculty and hiring processes.