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Strategic Plan Metrics for the University of Rhode Island's GLBT Center Plan July 2010

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Strategic Plan Metrics for the University of Rhode Island's GLBT Center Plan 2010-15

Gay Lesbian Bisexual Transgender Programs and Services **July 2010**

I. Academic Plan Goal: Ensure a Campus Climate that celebrates differences and creates a rich environment.

Student Affairs Goal 7: Optimize collaboration toward developing a culture that embodies equity and celebrates multiculturalism and inclusion.

Objective/Strategy	Key Indicator(s) of Success
1. Develop collaborative opportunities to address contemporary issues impacting upon LGBTIQQ people and communities on and off campus. Issue a. Promoting a network of continuing support for LGBTIQQ people and their families. Issues b. Engaging the LGBTIQQ civil right movement through collaboration with Marriage Equality Rhode Island and other social justice related organizations. Issue c. Support and enhance the organizational and programmatic agenda of the URI Gay Straight Alliance.	**1. Proposed Measures:** **a.** URI students and GLBT Center staff will collaborate with the officers and members of PFLAG South Central Rhode Island to create, promote, and attend meetings supportive of families and friends of LGBTIQQ people (Measurement: attendance and student feedback). **b.** URI students and GLBT Center staff will collaborate with Marriage Equality Rhode Island to provide educational and activist opportunities in support of achieving marriage equality in Rhode Island and nationally (Measurement: student participation and student ability to discuss marriage and other LGBTIQQ civil rights issues). **c.** GLBT Center staff will promote the successful and ongoing development of the URI Gay Straight Alliance through cooperative planning and presentation of LGBTIQQ activities and programs. (Measurement:

2. To include URI students faculty, staff and interested community members in the development and presentation of a year long film series focusing upon issues and perspective important to LGBTIQQ people and communities locally, nationally, and globally.	student attendance and execution of programming.) **2. Proposed Measures:** Students and staff involved with the URI GLBT Center will seek the participation of faculty, staff and students in creating, advertising, and presenting the film series. Related discussions will follow. (Measurement: successful promotion, attendance, and participation in topical discussion following the films.)

II. Academic Plan Goal: Ensure a Campus Climate that celebrates differences and creates a rich environment.

Student Affairs Goal 5: In partnership with our Academic colleagues, develop programs and spaces that promote and encourage faculty-student interaction outside the traditional classroom.

Objective/Strategy	**Key Indicator(s) of Success**
1. Develop and present a monthly series of brown bag discussions open to everyone at URI and neighboring communities to explore LGBTIQQ topics addressing personal, cultural, political, spiritual,	**1. Proposed measures** GLBT Center staff will work with a committee of interested faculty, staff, students, and community

historical, and other perspectives of interest and import.	members to accomplish the development and presentation of this series. (measurement: Welcome Wednesday series developed and advertised. Attendance, participation and evaluation.)

PLANNING TERMS
Goal – As described in the University of Rhode Island's Academic Plan 2010-2015 titled *Charting our Path to the Future*.
Objective or Strategy - This refers to how the goal will be achieved.
Metrics or Key Indicators - Indicate how the achievement of the goal will be measured. How you know when you have been successful.
Actions - This refers to specific steps that will be implemented towards achieving the objective. These steps frequently articulate the timeframe in which each action step would be completed.