

STRATEGIC FOCUS AREA #2

RACIAL
JUSTICE



GOAL:

Move towards being an anti-racist organization that prioritizes the needs of queer and trans people of color (QTPOC) in all aspects of the organization, and is representative of, informed by, and accountable to QTPOC.

- 1) Expand programming by and for QTPOC.
- 2) Increase representation of and leadership development opportunities for QTPOC at all levels.
- 3) Leverage funds to support QTPOC-centered programs and people.
- 4) Structure input from and accountability to QTPOC in all aspects of the Center's work.
- 5) Shift the culture of the Center to be more intentionally inclusive of QTPOC.

STRATEGIC FOCUS AREA #3

MENTAL
HEALTH



GOAL:

Enhance the availability and quality of mental health resources for LGBTQ+ people in Central PA.

- 1) Foster connection and community through all LGBT Center regular programming.
- 2) Increase capacity of mental health providers to provide LGBTQ-affirming care.
- 3) Develop capacity of the LGBT Center to provide LGBTQ-affirming mental health services.

STRATEGIC FOCUS AREA #4

ACCESS TO
HOUSING



GOAL:

Improve the availability and quality of housing resources for LGBTQ+ people in Central PA.

- 1) Improve access to and quality of existing housing systems for LGBTQ+ people who are unstably housed.
- 2) Create new systems for providing LGBTQ-specific housing services.
- 3) Identify, equip, and highlight older adult housing providers that are LGBTQ-affirming.



THANK YOU FOR TAKING THE TIME LEARN ABOUT THE LGBT CENTER OF CENTRAL PA'S NEW VISION, MISSION, AND VALUES AND NEW STRATEGIC PLAN FOR 2019-2021.

We cannot do this alone, so if you are interested in helping us to realize these goals please join us! There are lots of opportunities to be involved as volunteers, donors, sponsors, and partners.

If you are interested in getting involved, please reach out to Executive Director Amanda Arbour at aarbour@centralpalgbtcenter.org or 717-920-9534. For more information about the Center, visit us at www.centralpalgbtcenter.org or follow us on Facebook, Instagram, and Twitter @LGBTcentralPA.

We hope to have the opportunity to work with you as we move forward in this new direction! Please don't hesitate to reach out to us along the way - we always welcome your feedback.

THANK YOU!



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In recognition of the positive force the LGBT Center is throughout our community, PPO&S Integrated Marketing Communications has provided the design concept for these materials pro bono.



LGBT Center
of Central PA
**STRATEGIC
PLAN**
2019-2021





The LGBT Center of Central PA serves over 2,000 people each year across Dauphin, Cumberland, York, and Lancaster counties, and seeks to be responsive to the changing needs of our LGBTQ+ communities in our programming and our strategic priorities.

The establishment of the Center in 2006 was driven by a strategic planning group that conducted a needs assessment, supported by The Foundation for Enhancing Communities (TFEC).

In 2018, the LGBT Center of Central PA commenced a new visioning and strategic planning process, under the leadership of Board President Heidi Notario and Executive Director Amanda Arbour. Community feedback was collected through multiple focus groups and an online survey.

The data was compiled and analyzed for themes. Extensive work by both staff and Board helped integrate this information into our new Vision, Mission, and Values, which provide a clear statement on who we are as an organization and what we value, in addition to our new Strategic Plan for 2019-2021 which establishes priorities and sets out a trajectory to direct our work over the next three years.

We are excited to share it with you.

VISION, MISSION *and* VALUES

VISION

To inspire LGBTQ+ people across identities for collective liberation.

MISSION

To foster inclusive communities and holistic well-being for LGBTQ+ people through social, educational, and cultural engagement.

VALUES IN ACTION

We recognize how interconnected our work in the LGBTQ+ movement must be with other social justice movements, and we unapologetically support those seeking justice and inclusion for people of color, documented and undocumented immigrants, refugees, people of all faiths or no faith, women, people living with disabilities, older adults, youth, and people who are low-income. We know that each of these struggles, although unique, are intertwined — and we support justice for all who are oppressed and marginalized.

Safety: We seek to prioritize the physical, mental, and emotional safety of LGBTQ+ people. We believe survivors of violence and seek to support their safety and agency.

Respect & Dignity: We value the humanity in each person, and seek to ground our interactions in respect and dignity for people of all identities and experiences.

Intersectionality & Inclusion: We recognize the complex ways that our multiple identities intersect, and the layers of societal privilege and oppression that we experience on an individual, communal, organizational, and systemic level as a result. We seek to understand and challenge our privileges and actively work towards solidarity. We strive to center the voices of and prioritize programs and services for LGBTQ+ people who are most marginalized, committing to be representative of and accountable to those communities.

Collaboration: We seek to work, internally and externally, in a collaborative manner that values feedback, builds partnerships, and operates from a framework of mutuality rather than competition.



STRATEGIC FOCUS AREA #1

COMMUNITY BUILDING



GOAL:

Build connected, engaged, and resilient communities among LGBTQ+ people in Central PA.

- 1) Provide regular programming for specific age groups and identities within our LGBTQ+ communities to build community, connection, and support.
- 2) Provide regular programming across and between different identities and ages to foster greater understanding and solidarity among our LGBTQ+ communities.
- 3) Provide opportunities for LGBTQ+ people and our allies to work with the Center to support LGBTQ+ people and enhance understanding of LGBTQ+ realities in Central PA.
- 4) Foster authentic community engagement by both providing resources and seeking community expertise to foster active and mutually beneficial partnerships.