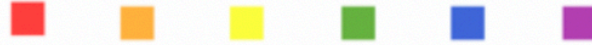


Association for Lesbian, Gay, Bisexual & Transgender
Issues in Counseling



Strategic Plan Report



2020

ALGBTIC Strategic Plan Committee

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Strategic Plan Committee

Chairs:	Misty Ginicola	Margarita Martinez	Mickey White
Members:	Whitney Akers	Laurie Bonjo	Adam Carter
	Adrienne Erby	Kim Lee Hughes	Tameeka Hunter
	Stacey Litam	Matthew Lonski	Roberto Carlos Martinez
	Rafe McCullough	Liz O'Keefe	Stacey Pinto
	Catherine Roland	Jared Rose	Jane Rheineck
	Andrew Shaw	Tony Spann	Marion Toscano
	Cory Viehl	Suzy Wise	Eunhui Yoon

Mission & Values

Our first task was to review our Mission and Values. Our Previous Mission was:

Our current mission statement is:

The mission of ALGBTIC includes the recognition of both individual and social contexts presenting the confluence of race, ethnicity, class, gender, sexual orientation, ability, age, spiritual or religious belief system, indigenous heritage in order:

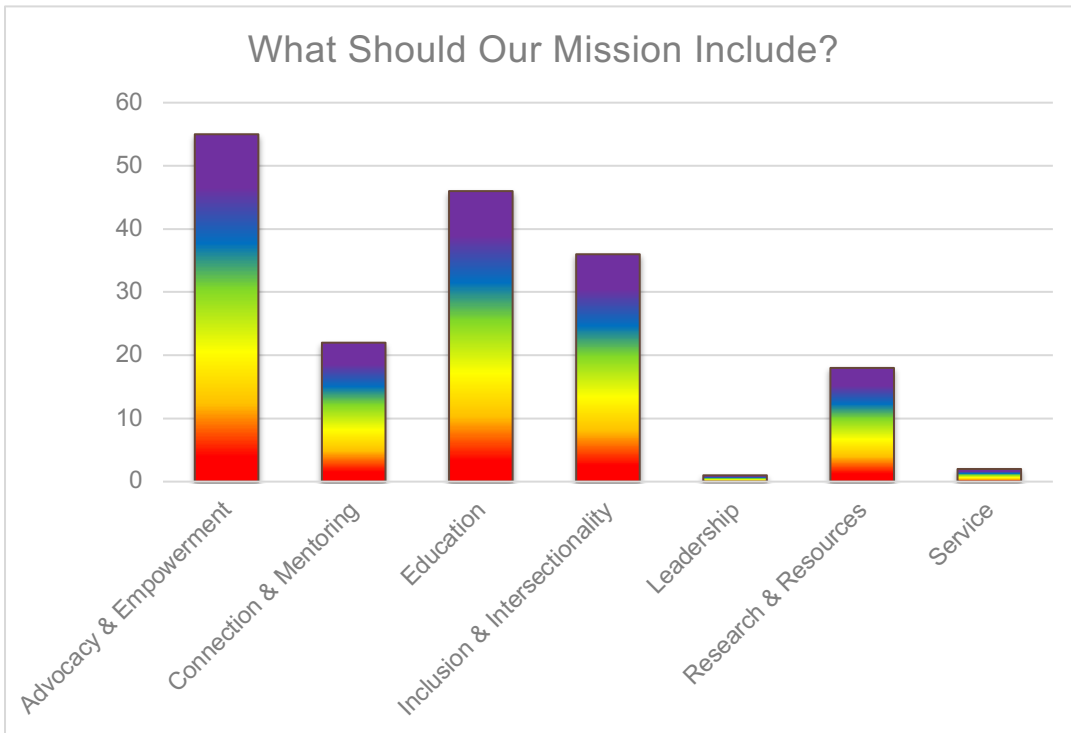
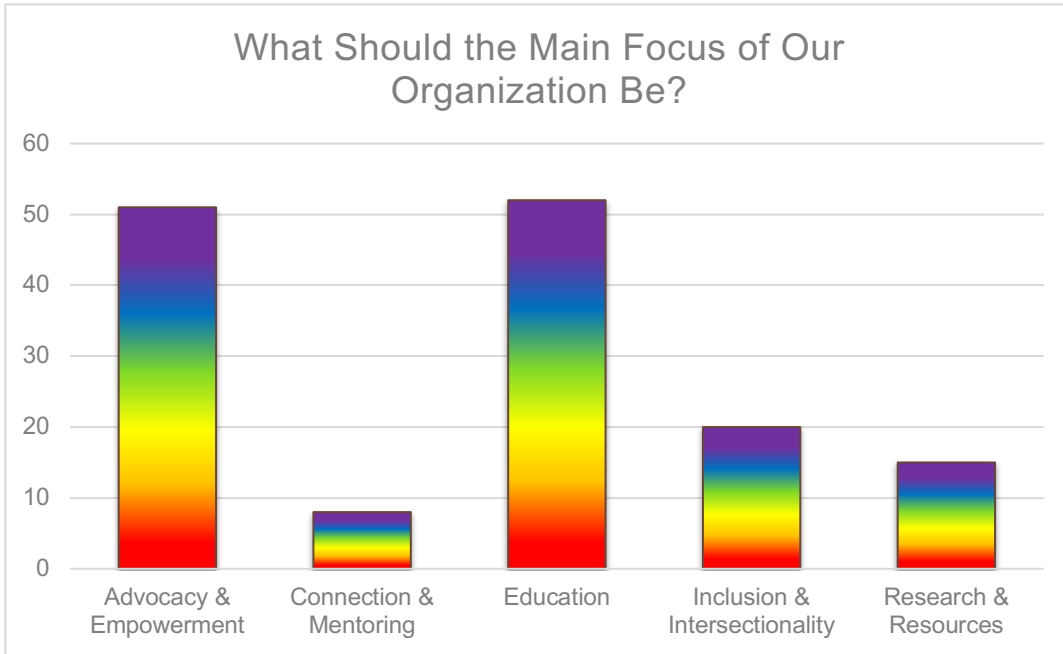
- *to promote greater awareness and understanding of gay, lesbian, bisexual, and transgender (LGBT) issues among members of the counseling profession and related helping occupations*
- *to improve standards and delivery of counseling services provided to LGBT clients and communities*
- *to identify conditions which create barriers to the human growth and development of LGBT clients and communities; and use counseling skills, programs, and efforts to preserve, protect, and promote such development*
- *to develop, implement, and foster interest in counseling-related charitable, scientific, and educational programs designed to further the human growth and development of LGBT clients and communities.*
- *to secure equality of treatment, advancement, qualifications, and status of LGBT members of the counseling profession and related helping occupations.*
- *to publish a journal and other scientific, educational, and professional materials with the purpose of raising the standards of practice for all who work with LGBT clients and communities in the counseling profession and related helping occupations.*

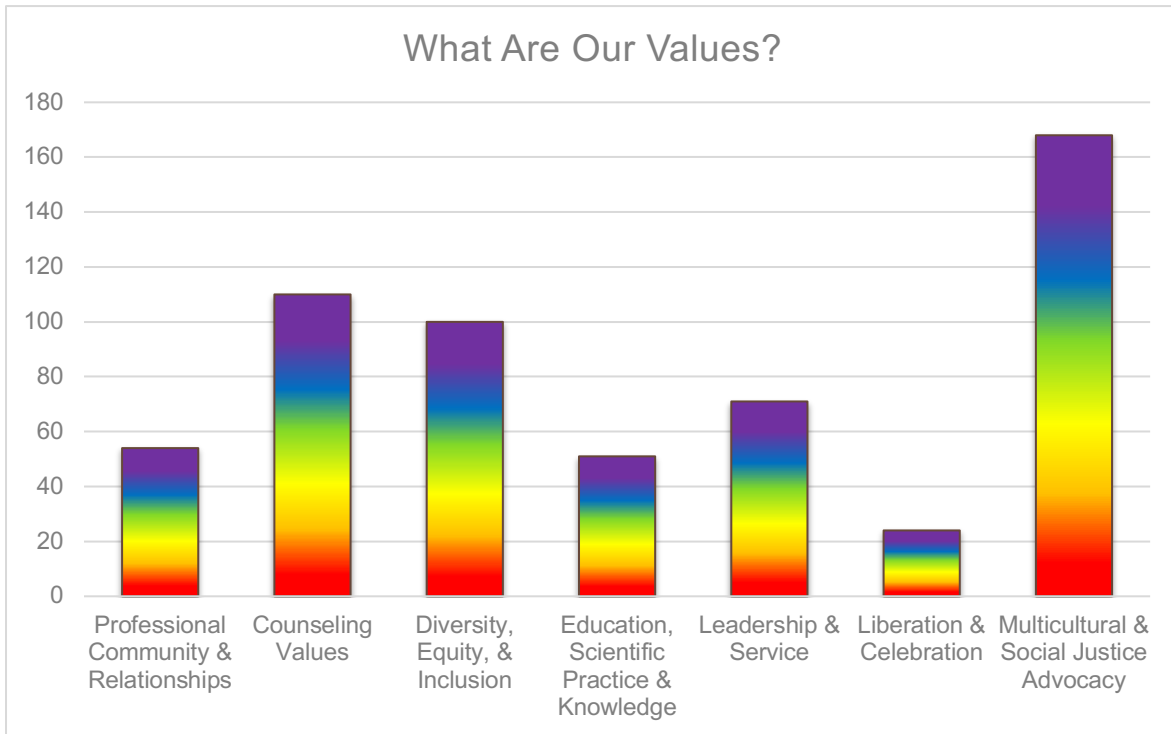
Strategic Plan Vision, Mission, & Values Process

We did not have values or a vision statement. We surveyed all members, which included our Elders Council and our Queer and Trans People of Color committee. We asked:

1. What do you believe should be the main focus of our organization?
2. What do you feel the mission of our organization should include?
3. What are the values you believe our organization should have?
4. What would you like to see changed about the mission statement?

We had 113 responses and the Chairs of the Strategic Plan Committee performed a thematic analysis on the responses. Using the ACA Mission and Values, we came to consensus on the themes present.





Our Strategic Plan Committee met and discussed the findings and discussed what our role is as an organization. Following the meeting, a draft of the values, mission, and vision were created by the Chairs. The Committee members and Elders' Council reviewed and provided feedback on the content. The ALGBTIC Board then met, discussed and edited the language.

Our Values

Values	What Does it Mean?
Multicultural & Social Justice Advocacy	<ul style="list-style-type: none"> • To eliminate erasure and increase the visibility of sexual, affectional, intersex, and gender expansive identities within the profession of counseling and beyond. • To recognize and resist the impact of prejudice and bias in all of its forms, including ableism, classism, colonialism, heterosexism, sexism and cissexism, racism, sizeism, and xenophobia in the field of counseling and related professions. • To advocate for equity in counseling contexts, as well as greater public policy initiatives and legislation.
Counseling Identity	<ul style="list-style-type: none"> • To embrace and live the essence of professional counseling practices and ethics, including authenticity, unconditional positive regard, integrity, wellness, respect, compassion, dignity, leading with courage, advocacy, and self-care. • To support the counseling profession in applying the lived essence of professional counseling practices specifically to underrepresented and underserved sexual, affectional, intersex, and gender expansive identities. • To recognize, validate, and model the role that radical self-acceptance and sex positivity play in the mental health of underrepresented sexual, affectional, intersex, and gender expansive identities and acknowledge these values as relevant and important in our work.
Diversity, Equity, & Inclusion	<ul style="list-style-type: none"> • To value and engage all persons for their wisdom, perspectives, and experiences that they share, with recognition that people with multiple marginalized identities have unique perspectives that can bring awareness to individual and systemic unknown biases created by privilege. • To recognize intersectional identities for LGBTQIAPG+ people include, age and generation, disAbility, ethnicity, health and mental health, indigenous and immigrant status, religion and spirituality, size, socioeconomic status, and lived experiences, among others. • To acknowledge both the strengths and the barriers that are incumbent with these intersectional identities and work within a social justice and advocacy framework.
Leadership & Service	<ul style="list-style-type: none"> • To cultivate bold and dedicated leaders in the field of counseling. • To lead collectively, reflectively, and transparently with dignity, integrity, courage, and humility. • To allow space for differing perspectives and wisdom as a way to continuously grow and improve in meeting the changing needs of the LGBTQIAPG+ population.
Professional Community & Relationships	<ul style="list-style-type: none"> • To create a home for all counselors and other mental health professionals who are doing the important work of counseling and advocating for LGBTQIAPG+ individuals. • To mentor and support counselors who are seeking to improve their competence with LGBTQIAPG+ individuals.

	<ul style="list-style-type: none"> • To ensure that events and spaces created by this organization are deeply inclusive and that events and spaces provide representation, visibility, and belongingness to all identities.
Education, Scientific Practice & Knowledge	<ul style="list-style-type: none"> • To provide counselors and other mental health professionals with education and development of culturally-appropriate, inclusive, evidence-based counseling methodologies and practices for LGBTQIAGE+ individuals with intersectional identities. • To provide a space where researchers working on issues relevant to LGBTQIAPG+ identities may find a collaborative community.
Liberation & Celebration	<ul style="list-style-type: none"> • To teach counselors and related professionals to identify clients' strengths and resilience and to create space for individuals to empower themselves, liberate themselves from the bonds of colonization, and to celebrate their affectional and gender expansive identities as gifts to their families and communities. • To see ourselves and one another as belonging, and to embrace our potential as a community.

Mission

Our mission is to advocate for the voice, equity, and inclusion of LGBTQIAPG+ persons within the profession and beyond, and to promote the professional development of counselors and related professionals to ensure that all LGBTQIAPG+ individuals receive ethical, culturally-inclusive, liberating services that attend to all aspects of client's intersectional identities.

Vision

Every LGBTQIAPG+ person is given the opportunity to experience out-and-proud belongingness because they know their worth, and are respected, valued, and celebrated as the gift they are to their families, communities, cultures, and our world.

Finally, the draft was released for public comments.