Strategic Plan 2022-2027

Office of Intercultural Student Affairs | Division of Student Affairs
Appalachian State University

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INTERCULTURAL STUDENT AFFAIRS

MULTI CULTURAL CENTER

WOMEN's CENTER

HENDERSON SPRINGS LGBTQ+ CENTER

The 2022-2027 Office of Intercultural Student Affairs Strategic Plan supports Appalachian State University and the Division of Student Affairs strategic directions through the mission and expertise of our Office and Tri-Centers. This plan identifies three overarching priorities for the Office and Tri-Centers with goals and objectives to achieve over the next five years.

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*Our **PURPOSE***

The 2022-2027 Office of Intercultural Student Affairs Strategic Plan supports Appalachian State University and the Division of Student Affairs strategic directions through the mission and expertise of our Office and Tri-Centers. This plan identifies three overarching priorities for the Office and Tri-Centers with goals and objectives to achieve over the next five years.

Our MISSION

The Office of Intercultural Student Affairs seeks to care for all intersectional experiences, engage students of marginalized and minoritized identities, and transform the Mountaineer journey.

Three **Centers** One **Mission**

Our VISION

To provide a welcoming and inclusive experience for students to thrive socially, academically, and culturally in pursuit of becoming intercultural leaders.

Priority I | **STUDENT ENGAGEMENT**

ISA and the Tri-Centers will work to increase engagement among minoritized and marginalized student populations.

GOALS & OBJECTIVES

Goal 1.1 | High-quality programming and events

Objective 1.1a | Educate: Provide high-quality, intentional programming designed to educate students on identity development, advocacy, wellness, and success.
Objective 1.1b | Support: Provide opportunities for brave spaces, particularly in response to societal events, as an ongoing means to support students affected by current events, past trauma, and everyday life.
Objective 1.1c | Celebrate: Sponsor/co-sponsor awareness events, heritage and history months, and celebrations for minoritized and marginalized identities.

Goal 1.2 | Equitable resource allocation

Objective 1.2a | Work to identify population-specific needs and desires related to student engagement
Objective 1.2b | Work to modify current funding levels and request new funding that is equitable across areas

Goal 1.3 | Mutually beneficial collaborations and partnerships

Objective 1.3a | Work to clarify and communicate expectations for current/ongoing collaborations and partnerships
Objective 1.3b | Conduct a needs assessment to determine new relationships to pursue

Priority II| **COMMUNITY**

ISA and the Tri-Centers will work to strengthen the sense of community among minoritized and marginalized student populations.

GOALS & OBJECTIVES

Goal 2.1 | Creating a sense of belonging

Objective 2.1a | Collect data from alumni, former students, and current students about their sense of belonging.
Objective 2.1b | Create data-informed opportunities for gathering/fellowship and networking on a regular basis.

Goal 2.2 | Using an intersectionality lens

Objective 2.2a | Collect data to determine the most needed intersecting identities not addressed by current programming and services.
Objective 2.2b | Create data-informed opportunities for embedding and/or creating intersectional programming, events, and services.

Priority III | **COMMUNICATION**

ISA and the Tri-Centers will work to provide regular and effective communication streams.

GOALS & OBJECTIVES

Goal 3.1 | Internal Communications

Objective 3.1a | Professional and Student Staff: Create and modify internal communication streams among professional and student staff (e.g., staff meetings, emails, group chats).
Objective 3.1b | Student Organizations (AOISA): Create and modify internal communication streams among AOISAs and ISA/Tri-Centers (e.g., monthly meetings, announcements digest, Google Groups/Engage emails).

Goal 3.2 | External Communications

Objective 3.2a | Website: Work to modify the ISA and Tri-Centers websites for maximum efficiency, accessibility, and ease of use.
Objective 3.2b | Google Groups: Work to create and effectively manage Google Groups as a means of disseminating news and announcements.
Objective 3.2c | Social Media: Work to effectively and regularly use social media channels to disseminate news, announcements, and information.