



**Maryland Commission  
on LGBTQIA+ Affairs**

# 2025 Strategic Plan

**Purpose:**

The 2025 Strategic Plan serves as a roadmap to guide the Maryland Commission on LGBTQIA+ Affairs in promoting inclusion, equity, and safety for LGBTQIA+ Marylanders with a focus on addressing emerging threats and protecting vulnerable populations.

**Background:**

Building on the successes of 2024, this plan integrates insights from the September 2024 Strategic Planning Retreat, addresses evolving challenges, and seeks innovative solutions to protect and strengthen LGBTQIA+ inclusion and rights across Maryland.

**Priorities:**

**1. Legislative and Policy Advocacy**

- A. **Protect Trans Rights:** Advocate against Federal or State legislation or policies that restrict access to gender-affirming care or harmfully target trans youth and adults.
- B. **Advance State-Level Protections:** Promote policies ensuring equitable and affirming access to housing, healthcare, education, and employment protections for LGBTQIA+ communities. Advocate for the Commission's policy priorities through testimony and direct engagement with legislative and administrative bodies.
- C. **Policy Implementation:** Work with State agencies to adopt and implement the Commission's LGBTQIA+ inclusion recommendations.

**2. Assess Challenges Facing LGBTQIA+ Communities**

- A. **Monitor Threats:** Regularly assess and respond to threats to LGBTQIA+ safety, with a focus on trans, Black, Indigenous, people of color, disabled people, and rural communities.
- B. **Community Insights:** Host listening sessions, conduct surveys, and hold one-on-one meetings to understand concerns and shape future recommendations.
- C. **Statewide Community Needs Assessment:** Collaborate with partners to secure funding and execute a comprehensive needs assessment of LGBTQIA+ communities in Maryland.

**3. Organizational Growth and Sustainability**

- A. **Expand Funding:** Seek additional resources from the State, Federal government, foundations, and private sources to support the priorities and work of the Commission
- B. **Charitable Organization:** Explore establishing a 501(c)(3) companion organization to raise charitable funds for the Commission's work.

#### 4. Engagement and Outreach

- A. **Target Outreach:** Continue to attend and participate in Pride celebrations and LGBTQIA+ focused events across the State, especially in rural communities.
- B. **Coalition Building:** Strengthen partnerships with State agencies, local organizations, and community groups to expand networks of affirming spaces.
- C. **Events:** Convene State and local leaders through initiatives like the LGBTQIA+ Inclusion Symposium and a statewide leadership summit.

#### 5. Resource Development

- A. **Comprehensive Guide:** Develop a statewide LGBTQIA+ resource guide covering health, legal, housing, and community services, ensuring accessibility and inclusivity.
- B. **Enhanced Online Access:** Improve the Commission's website to serve as a central hub for resources, news, and community events.