

# NGPA Strategic Plan 2020-23

## Mission

To Build, Support, Unite the worldwide LGBTQ+ aviation and aerospace community

## Vision

A destination that is Equal, Authentic, and Respected Everywhere



**NGPA**

**The Worldwide LGBT Aviation Community**



## Resources

NGPA is a financially stable organization with diverse resources able to support association goals, education and LGBTQ+ advancement in aviation & aerospace

- NGPA has diverse revenue sources able to absorb cyclic aviation trends
- Grow NGPA's annual scholarship program
- Grow NGPA's Endowment
- Expand NGPA's fundraising capability from donors, sponsors and members



## Leadership

NGPA's Board, volunteers and members represent the highest standards of ethical behavior, skills, diversity and capability

- Actively recruit and mentor NGPA members and volunteers to satisfy current and future leadership needs at the local and national and international levels
- Ensure NGPA's activities and actions are held to the highest expectations of transparency and accountability for stakeholders, members, and supporters
- Clear expectations for all stakeholders



## Membership

Retain and grow NGPA's membership and ensure that it is diverse, connected and engaged

- Evaluate NGPA's value proposition and develop specific member benefits reflecting the diversity of NGPA's members
- Support the unique needs of NGPA's LGBTQ+ membership through a robust suite of products and services
- Encourage and invest in International growth
- The brand reflects the diversity of the membership
- new partnerships that align with the NGPA mission



## Safety

NGPA is viewed as a leader on aviation and aerospace safety matters specifically affecting the global LGBTQ+ community

- Partner with stakeholders, like-minded organizations to promote awareness and inclusive safety practices through the industry
- Reflect member experience and input through outreach to regulators, policymakers and stakeholders on matters affecting the LGBTQ+ community
- NGPA's website, annual programming and communications and services provide safety resources for the membership



## Advocacy

NGPA provides the voice of the worldwide LGBTQ+ community on aviation issues of local, national and international importance

- NGPA maintains and grows a robust network of allies, supporters and partners that share in the association's mission, values and priorities
- Develop engagement strategies for improving LGBTQ+ issue acceptance across a diverse set of aviation and aerospace stakeholders
- Provide education and training for D&I in the industry
- Align sponsors with the NGPA Advocacy objectives