**VISION:** Professionals are empowered. Members feel supported. Students have equitable access to postsecondary pathways.

**MISSION:** Empowering members with diverse professional needs to support access to postsecondary pathways and advocate for equity and ethics in education.

**CORE VALUES:** Organizational Stewardship • Ethics and Integrity • Advocacy, Volunteerism and Service • Diversity, Equity, Inclusion and Justice

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**MEMBERSHIP & COLLABORATION GOALS**

1. Increase/improve responsiveness to the needs of a dynamic membership
2. Establish a mentorship program for new professionals to help them engage with PACAC and maximize membership
3. Increase membership in key areas: public school counselors, graduate schools/students, current college students

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**PROFESSIONAL DEVELOPMENT GOALS**

1. All PACAC programming (online workshops, ethics credential, conference, etc.) presenters will encompass a diverse representation that reflects our membership and the students we serve
2. Dedicate resources to virtual programming in order to increase access (financially & geographically) for the membership across the commonwealth and beyond
3. Increase the percentage of members participating in PACAC professional development programs

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**DIVERSITY, EQUITY, INCLUSION AND JUSTICE GOALS**

1. Increase representation of underrepresented professionals on the Executive Committee
2. Dedicate resources to advancing DEIJ initiatives across the Association
3. Center inclusivity to recruit and retain a more diverse membership