

## Diversity Committee Meeting Minutes

Annual Conference – Orlando

Monday, October 4, 2010

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### Present:

Jobila Williams, Chair, The College of William & Mary (2007-2011)  
Nathan Vickers (Emerging Leader Program Advisory Board Chair, 2008-2010), The University of Texas-Austin (will continue to serve for 2010-2012 term)  
Sandy Waters (Incoming Emerging Leader Program Advisory Board Chair, 2010-2012), Old Dominion University  
Gabriela Bermudez, Penn State University (2008-2010) (will continue to serve for 2010-2012 term)  
Joyce Ellenwood, Bethune-Cookman University (2008-2010) (will continue to serve for 2010-2012 term)  
Audrey Jackson, Florida Community College-Jacksonville (2008-2010)  
Wei-Chien Lee, San Jose State (2008-2010)  
Todd Taylor, Columbus State Community College (2008-2010) (will continue to serve for 2010-2012 term)  
Heather Doyle, Lakehead University (2009-2011)  
Aidaire Parker, University of Maryland at College Park (2009-2011)  
Christy Walker, University of North Carolina at Chapel Hill (2009-2011)  
Adam Duberstein, Ohio Dominican University (2010-2012)  
Roxanna Haunani McGraw, North Carolina State University (2010-2012)  
Rachel Stelzer, Savannah College of Art & Design (2010-2012)  
Leigh Cunningham, Ex Officio, NACADA Executive Office

### Absent

Jane Jacobson, Iowa State University (Immediate Past Chair, 2009-2011)  
Amy O'Dowd, Redeemer University College (2009-2011)  
Christina Galindo CUNY-Baruch College (2008-2010)  
Stanley Singleton, Paine College (2008-2010)  
Heidi Farani, Edmonds Community College (2010-2012)  
Erin Justyna, Texas Tech University (2010-2012)

### Chair Jobila Williams reviewed **GOALS 2009-2010**

1. Create regional liaisons to strengthen collaborative efforts between the committee and regions. This will enable to us to share ideas, strategies, and serve to open the lines of communication involving current diversity initiatives within the regions of NACADA to promote and encourage involvement.
  - Volunteers to serve as liaisons to the Regions were solicited via the listserv. They are:
  - Region 1: Kelly Looke(Volunteer)/Wanda Reyes-Dawes(Volunteer)/Aidaire Parker
  - Region 2: Jobila Williams/Aidaire Parker
  - Region 3: Christy Walker/Roxanna McGraw
  - Region 4: Rachel Stelzer/Joyce Ellenwood
  - Region 5: Felicia Toliver(Volunteer)/Todd Taylor
  - Region 6: Liaison Needed (Jane Jacobson?)
  - Region 7: Nathan Vickers/(Erin Justyna ?)
  - Region 8: Heather Doyle
  - Region 9: Wei-Chien Lee
  - Region 10: Adam Duberstein
  - International: Jobila Williams/Todd Taylor/Nathan Vickers
    - If you would like to serve as the liaison with a committee, commission or interest group, please let us know.
  - Their task will be to reach out to the Region Chairs to find out how the Regions are defining diversity and what they are doing to promote it.

### Template for Regional Liaisons:

- How are you defining under-represented groups in your region?
- What have been some of your diversity initiatives?
- What was successful?
- What was a challenge?
- What goals for diversity do you see for the region?
- How do you see your region achieving this goal?

- What opportunities for collaboration and outreach can you identify?
  - What programs do you think could enhance diversity for this region? (e.g. programs, research, etc.)
  - How can we support the needs of your region?
  - Regional Demographic Information
  - Regional Reports Available
2. Outreach to international institutions. Improve our networking as an international organization.
    - Question posed by Canadian member Heather Doyle: How do we meet the needs of international members after they get here?
      - Can we request a representative of the Diversity Cmte sit on other committees and advisory boards?
      - Can we create a survey through myNACADA that asks members to self-identify?
  3. Capacity Building – Outreach for Best Practices
    - Question posed by member Todd Taylor: I am still constantly meeting members who define diversity only in terms of color/ethnicity (was recently asked, *Why are there white people on the Diversity Committee?*) How do we better educate members on how we define diversity?
  4. Continue discussions of diversity at the Annual Conference and promoting the Leading Light Award
    - The first Leading Light Award was given to Skip Crownhart
    - Dr. Torres is keynote at this year's conference as the result of last year's conference diversity common reading
    - Three committee members assisted with the Common Reading program. Our group should continue support. This raises the challenge for our committee to continue collaborations with other committees.

ELP Chair Nathan Vickers gave report on successful completion of the Emerging Leaders Program by all members of the 2008-2010 Class. The considerable number of Emerging Leaders who have moved into leadership positions provides clear evidence of the success of the program.

Following discussion of General Outcomes statement in the Division Meeting which was reported to this committee by Jobila Williams, this committee decided that what we really need to develop is a template for better gathering data on which to formulate our desired outcomes. Because we have no clear data in regards to many aspects of member diversity, it is very difficult to even know who our under-represented members are. This will drive our Diversity Committee Outcomes.

#### Goals for 2010-2011

1. Regional Liaisons will gathering data to gain a better understanding of diversity among members of NACADA, and identify under-represented groups by region
2. Promote Leading Light Award
3. Participate in Common Reading Group
4. Identify other collaborative efforts among commissions, committees, and interest groups. Create liaisons once we have gathered data.
5. Outcomes:
  - a. We would like to see 11 programs that promote diversity initiatives (one for each region).
  - b. Encourage each administrative committee to include diversity as part of their charge.
  - c. Identify under-represented groups by region