

Diversity Committee Meeting Minutes

Annual Conference – Denver

Monday, October 3, 2011

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### Members Present:

Jobila Williams, Chair, College of William & Mary (2007-2011)  
Heather Doyle, Incoming Chair, Lakehead University (2009-2013)  
Sandy Waters (Emerging Leader Program Advisory Board Chair, 2010-2012), Old Dominion University  
Christy Walker, University of North Carolina at Chapel Hill (2009-2011)  
Adam Duberstein, Ohio Dominican University (2010-2012)  
Erin Justyna, Texas Tech University (2010-2012)  
Roxanna Haunani McGraw, formerly NCSU – soon beginning new position with Johnson CCC (2010-2012)  
Todd Taylor, Columbus State Community College (2010-2012)  
Nathan Vickers, University of Texas-Austin (2010-2012)  
Adrienne Johnson, University of Kansas (2011-2013)  
Alison Chandler, University of Nevada-Las Vegas (2011-2013)  
Jose Ramos, Old Dominion University (2011-2013)  
Melinda Anderson, College of William & Mary (2011-2013)  
Tia Johnson, University of Louisville (2011-2013)  
Wanda Reyes-Dawes, Manchester Community College (2011-2013)  
Yung-Hwa Anna Chow, Washington State University (2011-2013)  
Leigh Cunningham, Ex Officio, NACADA Executive Office

### Members Absent:

Jane Jacobson, Iowa State University (Immediate Past Chair, 2009-2011)  
Aidaire Parker, University of Maryland at College Park (2009-2011)  
Gabriela Bermudez, Penn State University (2010-2012)  
Heidi Farani, Edmonds Community College (2010-2011)

### Visitor:

Evelyn Ellis, Coast Guard Academy

### Chair Jobila Williams reviewed the Purpose of the Committee:

The purpose of the NACADA Diversity Committee is to assist in the development of plans, strategies, and initiatives to encourage increased diversity in the membership of the association and involvement in the association by diverse individuals at all levels of the association. While the Multicultural Commission focuses on issues of advising and student success of students, the Diversity Committee focuses on association issues.

NACADA defines diversity from a very broad perspective, which includes diversity in regard to ethnicity, gender, gender identity, and sexual orientation as well as diversity in regard to institutional type, size, and employment position. Involvement in the association also is viewed broadly including leadership at many levels (within the division units, at the division level, at the Council level, at the Board of Directors level, and with the various work groups, ad hoc committees, Advisory Boards, and task forces), serving on the Consultants' Bureau, writing for the *NACADA Journal*, *Academic Advising Today*, and the *NACADA Clearinghouse of Academic Advising Resources*, or presenting at state, allied member, regional, and annual conferences.

The Committee assists with developing plans over a broad perspective including, but not limited to, training and development issues, plans for deliberate incentives for the involvement of diverse membership, the development of an Emerging Leader program, identifying members from diverse backgrounds for involvement, and various other initiatives and strategies.

The Committee works closely and collaboratively with all other organizational units in NACADA.

**Chair Jobila Williams** announced that a Diversity Initiatives Report (included at the end of these minutes) had been sent to the committee listserv just prior to the meeting. She discussed this report (since most members had not discovered it prior to the meeting) and noted that:

- she had learned that in 2005 the Board of Directors had charged all NACADA units (region, committee, advisory board, commission, interest group) to include diversity initiatives in their work and to report on them regularly
- her inquiry had found that most regions are doing diversity outreach to populations they view as under-represented. These initiatives consist primarily of scholarships and mentoring programs
- Region Liaisons for this year were:  
Region 1: Kelly Looke / Wanda Reyes-Dawes / Adaire Parker  
Region 2: Jobila Williams / Adaire Parker  
Region 3: Christy Walker / Roxanna McGraw  
Region 4: Rachel Stelzer / Joyce Ellenwood  
Region 5: Felicia Toliver / Todd Taylor  
Region 6: Adam Duberstein  
Region 7: Nathan Vickers / Erin Justyna  
Region 8: Heather Doyle  
Region 9: Wei-Chien Lee  
Region 10: Adam Duberstein  
Region 11: Jobila Williams / Todd Taylor / Nathan Vickers

Jobila asked the committee for their ideas on how to get more regular, comprehensive data on what diversity initiatives are being done.

- *Could a cell be added to the current reporting structure?* The request would need to go up to the Division Reps to be taken to the other divisions, since all would be involved. **Incoming Chair Heather Doyle** may wish to pursue this option.
- *Could we have representatives from some other units on this committee, and perhaps vice versa?* **Incoming Chair Heather Doyle** may wish to pursue this option.
- Todd Taylor suggested that instead of going out to the regions to say what they could be doing, we ask what populations they consider underserved in their region and if there is anything we can do to assist them in involving those groups.

**Chair Jobila Williams** noted that this year's Leading Light Award winner was NACADA Past President Casey Self and encouraged committee members to consider nominating deserving candidates for next year. She also encouraged committee members to attend the Common Reading session – the article to be discussed is once again diversity-focused.

## **GOALS 2011-2012**

1. Develop initiatives to increase member awareness of the breadth of NACADA's definition of diversity.
2. Identify / recruit members to serve as resource liaisons to NACADA units.
3. Begin to develop a resource directory for diversity initiatives. Develop template.

## **ACTION ITEMS**

Incoming Chair **Heather Doyle** will:

- contact those who submitted region reports to see if they are interested in co-authoring an article for *Academic Advising Today* (goal 1)
- recruit replacements for region liaisons who are going off the committee (goal 2)
- discuss with region liaisons what might be the most productive approaches for working with regions. (Todd Taylor suggested that instead of going out to the regions and saying what they could be doing, ask who is underserved in the region and how they might involve this specific group – share information on how to do it and what initiatives are available.) (goal 2)
- identify what other NACADA units committee members belong to (goals 1 & 2)
- prepare two documents (goal 3);
  - tips for presenters on what to consider when putting forward proposals and what type of audience they are appropriate for
  - tips for proposal readers to see if diversity is incorporated in the proposal and type of audiences it would be applicable for

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## **Diversity Committee Meeting**

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Diversity Initiatives Report

Jobila Williams

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Diversity Charge

- Approved by the Board of Directors in 2005 and put forth by the Diversity Committee.
- “Diversity Charge to all NACADA Units: Each unit (Committee, Region, Commission, Interest Group, Task Force) will develop goals or strategies specifically focused on increasing diversity within its sphere of influence and report progress annually.”

Commission & Interest Group

- Proposals for establishing commission status require a Diversity Charge.
- Faculty Advising Commission – identify ways in which more faculty advisors can become involved in NACADA activities. (2011 Strategic Goals Strategies)
- Multicultural Concerns Commission – begin a Common Reading through the listserv to further members understanding of issues. (2011 Strategic Goals Strategies)
- Advising Administration Commission – enlist the help of international members to lead proposal reader team. (2011 Strategic Goals Strategies)
- Distance Education Advising – planning cross-cultural communication webinar at a distance.
- Assessment of Advising Commission – increase geographic diversity of steering committee members. (2011 Strategic Goals Strategies)
- Undecided/Exploratory Student Commission – recruit and retain underrepresented populations identified by NACADA’s Membership Committee such as faculty, African-Americans, graduate students, and Native Americans. (Pilot Report, 2007).

Regional Division

- Diversity Initiatives Planned for 2011 – Region Division Report. (Social events for connections, awards/scholarships, outreach for recruitment including grad programs related to advising).
- Concerns were raised in 2008 about the ability for Regions to continue to fund these initiatives when they are facing financial difficulty. It was suggested that they continue to allocate \$1,000 towards projects if possible. Otherwise, apply for supplemental budget request from the Finance Committee. (Region Chair Teleconference, 2008).
- Region 1
 - Encourage key presenters at Regional Conference to be representative of diverse populations. (Pilot Report, 2007)
 - At regional conference, develop more focus for constituents of community colleges. (Pilot Report, 2007)
 - Encourage diverse populations to volunteer for various activities in Region or at conference. (Pilot Report, 2007)
- Region 2
 - Regional mentoring program; \$1,000. (Pilot Report, 2007)

- Increase involvement of community colleges. Invite speakers to address specific topics and highlight these sessions. (Steering Committee Minutes, 2006).
- Grants for graduate students to cover NACADA membership and region conference registration. (Regional Division Mid-Year Report, 2011)
- Increase membership diversity; targeted faculty advisors by giving out complimentary membership to 30 faculty advisors; follow-up includes email contacts and region conference activities. (Regional Division Mid-Year Report, 2011)
- Use the Emerging Leaders Program grant to promote student membership in the region (Steering Committee Minutes, 2007).
- Difficulty spending \$1,000 allocated for Diversity Project although it included Student Travel. They expanded their definition of underrepresented to also include faculty advisors to better utilize funds. (Steering Committee Minutes, 2010).
- Mentor program used to help encourage underrepresented advisors to get involved in NACADA. (Region Chair Report, 2008).
- Region 3
 - Recruit and retain underrepresented populations for leadership and participation in Advisor Spa Day; \$1,000. (Pilot Report, 2007).
 - Commission a report to identify and describe the participation of underrepresented populations in Region 3; \$150. (Pilot Report, 2007).
 - Intentional leadership education at regional level; \$5,000. (Pilot Report, 2007)
 - Scholarships offered to graduate students, advisors from HBCUs and Two-Year colleges to attend state drive-in, and faculty advisors. (Regional Division Mid-Year Report, 2011)
 - Budgeted \$1500 for Diversity Project Initiatives. (Region Budget for 2011).
- Region 4
 - Regional Award and Newsletter; \$700. (Pilot Report, 2007)
 - Graduate Student Region Travel Grant, Faculty and Primary Advisor Award. (Regional Division Mid-Year Report, 2011)
- Region 5
 - Encouragement of involvement in numerous grass root leadership opportunities through NACADA state/province and institutional allied group organizations.
- Region 6
 - Tribal Grants; out reach to Tribal College and the Aboriginal Advisor Grant to attend Region Conference. (Regional Division Mid-Year Report, 2011)
- Region 7
 - Gave region awards for academic advisors, faculty advisors and graduate students. (Regional Division Mid-Year Report, 2011)
 - Support diversity initiatives within state organizations. Set aside \$200 for each state organization to support emerging leader of diversity initiatives in their state organizations. (Regional Division Mid-Year Report, 2011)
 - TEXAAN, state advising association has been split into regions and placing liaisons to the board to focus on diversity issues and recruitment. The liaisons will collect information from regional schools. Missouri has a Multicultural VP and conducted a survey to determine the make-up of the state's membership. (Diversity Committee Regional Liaison, 2011).
- Region 8
 - Recruit Native American/First Nation tribes to NACADA by offering one free NACADA membership per state/province each year; \$440. (Pilot Report, 2007).

- Offer two graduate students free registration at the regional conference in 2008. (Pilot Report, 2007).
- Establish an event at the regional conference for graduate students and new professionals to help them feel connected to NACADA and support their growth; \$300. (Pilot Report, 2007).
- Establish a functioning Regional Steering Committee with equal representation from each state/province. (Pilot Report, 2007)
- Currently defines diversity as community college professionals and Native American/First Nations. Diversity initiatives focus on improving membership of these underrepresented groups and increasing presentations at regional and national conferences. Their goal is to see more involvement from these groups. Each state and province liaison has been asked to promote and recruit. 2010 regional conference had record number of First Nations presenters/attendees. Upcoming conference is focused on international involvement. 2013 focused on recruitment of Native Americans/Alaska Natives from community colleges. They ask that we support the upcoming conferences in their region, asking underrepresented groups to share information about student success in these groups. (Diversity Committee Regional Liaison, 2011).
- Region 9
 - Solicit current members to encourage underrepresented colleagues to join NACADA. (Pilot Report, 2007).
 - State meetings were held to identify the underrepresented populations and gather ideas on how to recruit them. (Pilot Report, 2007).
 - Identify current members who are interested in assisting with leadership responsibilities and have a session at Region Conference on leadership roles and benefits. (Pilot Report, 2007)
 - Scholarships for graduate students to attend regional and annual conference and scholarships for community college advisors, and reception at conference to help individuals connect. (Regional Division Mid-Year Report, 2011).
 - Increase diversity of steering committee by developing a position for a community college advisor. (Regional Division Mid-Year Report, 2011)
- Region 10
 - Identify institutions with little to no NACADA members. Contact representatives from institutions and pay for NACADA membership fee and invite to attend a conference. (Pilot Report, 2007).
 - Obtain and forward information about which committees are seeking volunteers, both at the national and regional level. (Pilot Report, 2007)
 - Tutorial of what services and resources are available, and expectations of various services. (Pilot Report, 2007)
 - Find out who is interested in participating in Region 10 leadership. (Pilot Report, 2007)
 - National Conference Travel Scholarship was their Regional Diversity Project; \$2,875. (Region Chair Annual Report, 2010).
 - Defines underrepresented groups by NACADA's definition of diversity. Provides scholarships to graduate students which have been successful. They have had difficulty with faculty advisor attendance. They hope to reach advisors in satellite/outreach campuses and they hope to do so by education about NACADA through Pocket Guides. They hope that we can support them through guidance and research. They continue to emphasize diversity of type of institution on the Steering Community. (Diversity Committee Regional Liaison, 2011).

Emerging Leaders Program

- 37 ELPers have come through the program.
 - 11 ran for office, or chairing a committee

- 19 serve on 1 or more committees
- 9 have publication credit
- 3 have been part of webcast panels
- 15 have presented at national conference
- 11 presented at regional conference
- 5 presented at state conference
- 4 had a role in the national conference
- 15 had a role in a regional conference
- 4 had a role in a state conference
- 1 attended a Summer Institute, 1 received a NACADA research grant, 1 helped edit the Teach and Advising webpages.
- Demographic Information
 - Under-represented Type: First Generation, African-American/Black, International, Disability, Faculty, GLBTQ, HBCU, Latino/Hispanic, Asian, Jewish, Multi-ethnic, Native American, Private and/or Religious School, Proprietary School, Small School, 2-year School, Veteran