



Admin Division Post-Conference Unit Report for the IEC **(Name of Advisory Board or Committee)**
Submitted by: Locksley Knibbs/ lknibbs@fgcu.edu **(Name and email of Advisory Board or Committee Chair)**

Please complete the forms below, drawing from the report you submitted to begin this year in November 2019. Bring forward the information from your previous report, and then complete the two final columns on page 2. **August 1, 2020** is the due date for this year-end report. Send to Reps: Teri Farr (tifarr@illinois.edu), Carol Pollard (Carol.Pollard@unt.edu) and EO liaison, Leigh Cunningham (Leigh@ksu.edu). Thank you!

Projects for this Year:	Strategic Goal that applies
<p>Increase diversity within NACADA leadership at all levels: Establishing a Sub-committee within IEC to focus on Inclusivity, Belongingness, Diversity and Engagement in NACADA. Using a survey, I would like to get feedback from members how they feel about our Association as far as those tenets (on Inclusivity, Belongingness, Diversity and Engagement) are concerned in relation to leadership within NACADA. The focus here is to see how the Minority Serving Institutions (MSIs) i.e. HBCUs, HSIs, TCUs and AAPISs are represented among our Global Community.</p>	<p>Strategic Goal # 4: Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity</p>
<p>Establish a Sub- committee to focus on the <i>Leading Light Global Award</i>. The Leading Light Award is presented annually to a NACADA member in recognition of significant contributions to diversity within NACADA. I would like to see this make a return under my leadership with the goal of submitting a nominee for such a distinguish award in the future. As a Committee, we need to look at ensuring that there is a nominee for the award every year (since this award originated from a Diversity Committee initiative).</p>	<p>Strategic Goal # 1: Expand and communicate the scholarship of academic advising</p>
<p>Promote diversity within NACADA by collaborating with the Social Justice Advising Community, the Emerging Leaders Program (ELP) Advisory Board and the newly established NACADA Task Force on Race, Ethnicity, and Inclusion to help support diversity and inclusion initiatives within NACADA, specifically, as it relates to leadership within the Association. This will be done with the understanding that Diversity simply describes who we are as an Association but Inclusivity should speak to what we do as The Global Community for Academic Advising.</p>	<p>Strategic Goal # 4: Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity</p>
<p>As a Committee focusing on Inclusion and Engagement with NACADA, affirm our charge by taking on a leadership role within our Association when reviewing results of climate survey and assists in determining initiatives to support diverse populations.</p>	<p>Strategic Goal # 4: Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity</p>
<p>Engage members of the IEC about their understanding of our role within the association. Members do not have a clear understanding of the totality of our role and in order to be effective, we need to ensure consensus around our Committee function.</p>	<p>Strategic Goal # 5: Develop and sustain effective Association leadership</p>

Continue to monitor and to inform our Association of perceived and real barriers for inclusion and make recommendations for improvements. Encourage inclusive practices in presenting at the Annual Conference culminating in tangible recommendations for adoption throughout NACADA e.g. Usage of microphones during concurrent sessions. Provide a handout with specifics for all presenters ensuring that microphone is used and PowerPoint presentations adhere to fonts that are viewable from a distance.	Strategic Goal # 4: Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity
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Bring forward the information from your November 2019 year-beginning report, and then complete the two final columns.

1 NACADA Strategic Goal(s) (List strategic goal(s) to which the outcome is related)	2 Specific desired outcome (What you want to occur as a result of your efforts; what you want someone to know, do, or value)	3 Actions, activities, or opportunities for outcome to occur (What processes need to be in place to achieve desired outcome)	4 Outcome measurements & related data instrument(s) (How you will specifically measure for the outcome and any instruments you will specifically use e.g. survey, focus group)	5 Other groups or individuals (if any) to connect with in achieving this outcome (List any plans or opportunities for collaboration with other Committees, Advisory Boards or units regarding this outcome)	6 Challenges (if any) anticipated in achieving this outcome (How you plan to address difficulties that may arise as you work to achieve the outcome)	7 Progress toward achieving outcome	8 Future action(s) based on data (Data-informed decisions)
Strategic Goal # 4: Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity	As The Global Community for Academic Advising, I would like to see the IEC play a more pivotal role in addressing issues of diversity, inclusivity and engagement among our	<u>Develop an Inclusive Mission</u> to educate and create more awareness to NACADA members regarding our role as a Committee. Many are not aware that we are limited in our functions, which is to make recommendations regarding inclusion	Using a survey, we will conduct a membership satisfaction survey to see how members are included and engaged at NACADA sponsored events and leadership positions.	The IEC Committee plans to collaborate with the Social Justice Advising Community, the Emerging Leaders Program (ELP) Advisory Board and the newly established NACADA Task Force on Race, Ethnicity, and Inclusion to help support diversity and inclusion initiatives within NACADA	Geographical location will pose a significant challenge since we are all not in the same location. However, we will use the Zoom Platform to minimize such challenge. Peak Registration times at the various institutions.	The IEC Committee has been working assiduously and in tandem with the Race Ethnicity and Inclusion (REI) Work Group in addressing issues of diversity, equity, and inclusivity. We will be instrumental in liaising with REI, Social Justice and developing a training program for the Council and the Board.	We will continue to work with other AC to develop a training program focusing on Diversity, Equity and Inclusion and within our Association. This training program will be available to all members through a hybrid delivery format. We realize that real transformation will require intense listening, new knowledge, lots of role-modeling from leaders, and the Association's

							commitment to keep working hard and engaging in conversations about inequality, to the point where folks in the majority absolve themselves of accountability for changing things or confronting their own biases.
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