

Inclusion & Engagement Committee Meeting

Friday, October 13, 2017

Annual Conference, St Louis, MO

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### PRESENT:

[Carol Pollard](#), Chair (2015-2017) University of North Texas (2012-2018)  
[Michelle Smith Ware](#), Incoming Chair (2017-2019) University of Notre Dame (2013-2019)  
[Heather Doyle](#), Emerging Leader Program Advisory Board Chair, Dalhousie University (2016-2018)  
[Angelica Barrera](#), Membership Committee Liaison, University of Texas at San Antonio (2016-2018)  
[Mark Nelson](#), Oklahoma State University (2015-2019)  
[JP Villavicencio](#), University of Wisconsin-Whitewater (2016-2018)  
[Joshua Adams](#), Texas Woman's University (2016-2018)  
[Jonelle Golding](#), Michigan State University (2016-2018)  
[Monica Jones](#), University of Arkansas-Pulaski Technical College (2017-2019)  
[Locksley Knibbs](#), Florida Gulf Coast University (2017-2019)  
[Mehvash Ali](#), American University of Sharjah (2017-2019)  
[Leigh Cunningham](#), NACADA Executive Office Liaison

### ABSENT:

[Henrietta Genfi](#), Bentley University (2013-2017)  
[Craig McGill](#), Florida International University (2015-2017)  
[Mandy Balek-Stephens](#), Carroll University (2015-2017)  
[Sarah Stevens](#), University of Southern Indiana (2015-2019)  
[Jermain Pipkins](#), Los Angeles Valley College (2016-2018)  
[Lisa Laughter](#), Washington State University (2016-2018)  
[Abbie Windsor](#), University of Wisconsin-Whitewater (2013-2017)  
[Wendy Schindler](#), Gateway Community & Technical College (2017-2019)

### GUESTS:

Amy Sannes (President-Elect), Karen Archambault (Vice President-Elect), Nathan Vickers (Vice President), Erin Justyna (Council), Cecilia Olivares (Council), Steve Viverios (Council-Elect), Jared Burton, Brittany Hoover, Yvette Barbosa

### DISCUSSION ITEMS:

- Carol welcomed everyone to the first meeting of the Inclusion & Engagement Committee (new name)
  - Welcomed incoming members and had them introduce themselves
  - Thanked outgoing members
- Carol passed around data sheet of NACADA Leader/Member representation stats for anyone who might not have seen that yet
- Heather Doyle gave ELP updates
- Carol reviewed this year's goals
  - Improve connections with other association entities to support diversity – most successful this year was connection with the GLBTQA Concerns Commission
  - Connect with candidates not selected for other leadership roles
  - Encourage members to increase involvement and/or run for office
    - Carol, Michelle & JP wrote blog
    - Changes to the website, including new diversity statement

- JP shared about the work of the data subcommittee – primarily looking at what we do know, what we don't know, and what we want to know. Proposed the idea of a climate survey, and began working on it, but this was tabled until the Board of Directors has decided how they want to approach it at the full association level.
  - Amy Sannes (guest / President-Elect) shared that the Board of Directors is moving forward and will have more information for us after their meeting at the end of conference. Karen Archambault will be our Board liaison, and we will be working with other entities (probably Research Cmte and Global Initiatives Cmte) on creating benchmarks to meet the strategic goals.
- Carol initiated brainstorming about potential goals for the coming year
  - Michelle Ware suggested an interest form be developed.
  - Michelle is wondering what the role of this committee is related to preparing for what may be going on in event cities before we arrive for an event. What can we anticipate and what can we do about things that we can't anticipate?
  - What barriers keep members from being engaged and how we can we help them overcome those barriers?
    - Mehvash suggested we consider adding a google translate button to the website; be more aware of making sure that website images are globally representative; consider having translations of our publications (particularly the basic ones, such as Core Competencies).
    - Ivette Barbosa suggested we have a list of bilingual members who would be willing to converse with other members in their native language.
    - Heather Doyle stressed that it is critical that we be more aware of how we are selecting to go to places where people feel marginalized and unsafe.
    - Mark Nelson noted that there have been proposal review comments that are very insensitive.
    - Heather suggested that the committee look at developing educational presentations (rather than presentations about the committee).