

## Division Unit Report for the Inclusion & Engagement Committee

### Submitted by \_\_\_Carol Pollard

Please complete **Columns 1 through 6** and return by **Sept 1, 2017**, to Administrative Division Reps Cecilia Olivares, [cecilia.p.olivares@gmail.com](mailto:cecilia.p.olivares@gmail.com) , and Brett McFarlane, [bmcfarlane@ucdavis.edu](mailto:bmcfarlane@ucdavis.edu) , with a copy to Administrative Division Liaisons Maxine Coffey, [mcoffey@ksu.edu](mailto:mcoffey@ksu.edu) , and Jennifer Joslin, [jejoslin@ksu.edu](mailto:jejoslin@ksu.edu) . Please copy your unit's Executive Office Liaison, Leigh Cunningham, [Leigh@ksu.edu](mailto:Leigh@ksu.edu) as well.

<b>NACADA Strategic Goal(s)</b> (List strategic goal(s) to which the outcome is related)	<b>Specific desired outcome</b> (What you want to occur as a result of your efforts; what you want someone to know, do, or value)	<b>Actions, activities or opportunities for outcome to occur</b> (What processes need to be in place to achieve desired outcome)	<b>Outcome measurements &amp; related data instrument(s)</b> (How you will specifically measure for the outcome and any instruments you will specifically use e.g. survey, focus group)	<b>Other groups or individuals (if any) to connect with in achieving this outcome</b> (List any plans or opportunities for collaboration with other Committees, Advisory Boards or units regarding this outcome)	<b>Challenges (if any) anticipated in achieving this outcome</b> (How you plan to address difficulties that may arise as you work to achieve the outcome)	<b>Progress toward achieving outcome (Only completed in August 2017 report)</b>	<b>Future action(s) based on data (Data-informed decisions) (Only completed in August 2017 report)</b>
Create an inclusive environment within the Association that promotes diversity	Develop better connections with other NACADA committees/interest groups to support Diversity  Encourage membership to run for offices/get more involved	Committee is still deciding on actions for all goals. Hope to have subcommittees take on small parts each and coordinate efforts	Compare annually membership diversity to leadership diversity	Membership Committee  Sustainable Leadership  Board  Regions  LGBTQA Commission	This committee connects to many and chiefly serves to help other groups as we strive for common goals. This coordination of efforts can take time to develop.	<ul style="list-style-type: none"> <li>- Connected with LGBTQA CM and will have a liaison member to serve a 2 year term</li> <li>- Worked with EO, Admin division leaders and Global Initiatives Cmte to clarify and rewrite association diversity statement, and to change the committee's name from Diversity to Inclusion &amp; Engagement</li> <li>- Members wrote a blog post</li> <li>- Added a "block" statement to website telling members how to become active</li> </ul>	<ul style="list-style-type: none"> <li>- If this works well, use as a model for future interactions</li> <li>- Received positive feedback and will encourage other members to write for blog</li> </ul>

						<p>with this committee - to be more transparent in how our committee works so members can better understand and/or become active</p> <ul style="list-style-type: none"><li>- Began work on a membership survey</li> <li>- We were unable to make progress on this goal this year</li></ul>	<p>and/or AAT in future</p> <ul style="list-style-type: none"><li>- We have been told that the BoD wants to make this a large-scale climate survey with other units involved. We are awaiting further direction</li> <li>- goals for 2017- 2018 to be discussed at annual conference. Issues in the US and across the world have elevated inclusion issues and we all want NACADA to be a leader in promoting healthy inclusion efforts</li></ul>
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Connect with  
candidates  
not chosen  
for other  
leadership  
roles