

Inclusion & Engagement Committee Meeting

October 2, 2018 Annual Conference–Phoenix

Present

[Michelle Smith Ware](#), Chair (2017-2019) University of Notre Dame (Region 5) (2013-2019)
[Carol Pollard](#), Immediate Past Chair (2015-2017) University of North Texas (Region 7) (2012-2019)
[Heather Doyle](#), Emerging Leader Program Advisory Board Chair, Dalhousie University (Region 1) (2016-2018)
[Amy Korthank](#), Incoming Chair ELP-AB, University of Iowa (Region 6) (2018-2020)
[Jermain Pipkins](#), Los Angeles Valley College (Region 9) (2016-2018)
[Lisa Laughter](#), University of California-Davis (Region 9) (2016-2018)
[Mark Nelson](#), Oklahoma State University (Region 7) (2015-2019)
[Monica Jones](#), Alabama A&M University (Region 4) (2017-2019)
[Locksley Knibbs](#), Florida Gulf Coast University (Region 4) (2017-2019)
[Wendy Schindler](#), Gateway Community & Technical College (Region 3) (2017-2019)
[JP Villavicencio](#), University of Wisconsin-Whitewater (Region 5) (2016-2020)
[Jonelle Golding](#), Michigan State University (Region 5) (2016-2020)
[Joshua Adams](#), Texas Woman's University (Region 7) (2016-2020)
[Wanda Reyes-Dawes](#), Manchester Community College (Region 1) (2018-2020)
[Ivette Barbosa](#), IUPUI (Region 5) (2018-2020)
[Leigh Cunningham](#), NACADA Executive Office Liaison

GUESTS: Kevin Hinson (MYB rep), Karen Archambault (incoming President), Erin Justyna (incoming Vice President), Patti Griffin (Board of Directors), Oscar van den Wijngaard (incoming Board of Directors), Maxine Coffey (Executive Office), Steve Viveiros (Administrative Division rep), Jill Putman (Region 10 Diversity Chair & incoming Emerging Leader), Sarah Maddox (current Emerging Leader), Domonique Carter (incoming Emerging Leader), Autumn Grant (past Emerging Leader)

Absent

[Angelica Barrera](#), Membership Committee Liaison, University of Texas at San Antonio (Region 7) (2016-2018)
[Sarah Stevens](#), University of Southern Indiana (Region 5) (2015-2019)
[Mehvash Ali](#), American University of Sharjah (International) (2017-2019)
[Ahmad Sims](#), Tennessee State University (Region 3) (2018-2020)

Discussion Items

- Michelle welcomed members and guests, and introduced Minding Your Business (MYB) representative (Consultants on NACADA Climate Survey)
- ELP Updates – Heather Doyle explained the ELP-AB's review of the Emerging Leader application questions and rubric updates (including member support letter no longer required, new financial support options, option to discuss barriers to participation, and rubric posted on line for increased transparency). She announced that the new Class had been chosen.
- Review GOALS 2017-2018
 - Develop a universal design recommendation for association conference presenters.
 - Review how gender identity is viewed within the association.
 - Assist Board of Directors liaisons with assigned task force work.
 - Assist Board of Directors with achieving Strategic Goal 4 benchmarks.
- Open discussion of lingering questions: How is the IEC viewed? What is the role of the IEC past/present/future? How can we get the IEC on everyone's mind (not just committee members)? What inclusion/equity issues can/should be addressed by the association/committee going forward?

- Mark Nelson suggested creating a general presentation on how to develop an inclusive conference proposal/presentation.
 - Lisa Laughter wondered if this information could just be added to existing general presentation tips that are available.
 - Josh Adams suggested adding to the toolkit of all those who are accepted to present.
 - Karen Archambault noted the need for wireless mics, and she will take up this issue during her presidency
- Ivette Barbosa asked, How do we send the message that all are welcome? (As a Latina, she had some difficulty discovering that for herself.)
- Michelle posed additional questions for consideration going forward: How do we get the ball rolling and KEEP it rolling as leadership changes? What structures can be put in place? How do we keep people from leaving because they don't feel included?
 - Karen noted that Erin Justyna, in her role as Vice President, will lead a BoD subcommittee (which will include Megumi Makino-Kanehiro and Kerry Kincanon) that will work with the MYB consultants to find answers to these questions.
- Need to identify GOAL(s) for 2018-2019
 - Identify subcommittees