

Division Unit Report for the Inclusion & Engagement Committee (Name of Advisory Board or Committee)
Submitted by: Michelle Ware (michelle.ware@nd.edu) (Name and email of Advisory Board or Committee Chair)

Please complete **Columns 1 through 6** and return by **November 15, 2017** to Administrative Division Reps Cecilia Olivares (olivaresc@missouri.edu) and Steve Viveiros (viveiros_steven@wheatoncollege.edu) with a copy to Admin Division Liaison Jennifer Joslin (jejoslin@ksu.edu). Please copy your Executive Office Liaison as well.

This report will reflect items from your unit's 2017-2018 plan of work. (Columns 7 and 8 are included only for reference at this time, as they will not be completed until the progress report due August 27, 2018.)

NACADA Strategic Goal(s) (List strategic goal(s) to which the outcome is related)	Specific desired outcome (What you want to occur as a result of your efforts; what you want someone to know, do, or value)	Actions, activities or opportunities for outcome to occur (What processes need to be in place to achieve desired outcome)	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)	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)	Challenges (if any) anticipated in achieving this outcome (How you plan to address difficulties that may arise as you work to achieve the outcome)	Progress toward achieving outcome (Only completed in August 2018 report)	Future action(s) based on data (Data-informed decisions) (Only completed in August 2018 report)
Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of	Align the new committee name with the work (i.e. tasks and actions) of the committee - to evaluate, educate and advocate for equity and	1) Review the structure of NACADA in relation to the lenses through which the Association views inclusion.	1a) Develop a universal design for Association conferences. 1b) Develop plan for how gender identity is viewed within the Association on	Board of Directors Sustainable Leadership Committee Global Initiatives Committee Research Committee Regions	This committee connects many entities with the Association and chiefly serves to assist other groups related to addressing inclusion and engagement topics. This coordination of	1a) Members of the IEC discussed developing a universal design for Association conferences via documents focused on guidelines for inclusion practices that would be distributed to conference presenters pre and post proposal submission/ acceptance.	1a) In the future, an in-depth review of current documents and/or procedures are needed to identify which inclusion practices associated with NACADA conferences should be the focus. In addition, further understanding how Regions address

<p>intersections of identity.</p>	<p>inclusion in all aspects of the Association.</p>	<p>2) Assist Board of Directors liaisons with assigned task force / committee work</p> <p>3) Assist Board of Directors with achieving Strategic Goal 4 Benchmarks</p>	<p>the membership application.</p> <p>2) Members of the committee will have assisted with tasks (once determined by the Board of Directors liaisons) for their assigned task force / committee</p> <p>3) Members of the Data Subcommittee will have assisted with the development of a Climate Survey</p>	<p>LGBTQA Commission Membership, Recruitment & Retention Committee</p>	<p>these efforts takes time to develop and is ever-changing.</p>	<p>1b) IEC members discussed developing a plan to review NACADA’s membership application (i.e. gender), but felt this work should be informed by the pending climate survey.</p> <p>2) Members of the IEC committee assisted with tasks (determined by the Board of Directors liaisons) as part of the Badging Task Force, Leadership Support Fund Task Force, and Barriers to Leadership committee.</p> <p>3) The IEC Data Subcommittee assisted with brainstorming related to developing an assessment of members’ perceived climate within NACADA</p>	<p>inclusivity and equity is warranted.</p> <p>1b) In the future, a plan should be developed to better understand NACADA’s goals in relation to membership/leader ship statistics provided based on current annual data related to the membership application (and/or pending climate survey).</p> <p>2) IEC members reported topics discussed related to their BoD facilitated task forces and/or committee, but felt their work was ongoing and may offer more developments in the future.</p> <p>3) It was suggested that an external company offer further assistance with the development of an assessment related to the climate within NACADA. The IEC will continued to be involved as this project progresses.</p>
-----------------------------------	---	---	---	--	--	--	---