

Inclusion & Engagement Committee Meeting

September 21, 2021 | Zoom

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### Committee members present

[Locksley Knibbs](#), Chair (2019-2021) Florida Gulf Coast University (Region 4) (2017-2023)  
[Mark Nelson](#), Incoming Chair (2021-2023) Oklahoma State University (Region 7) (2015-2023)  
[Meagan Hagerty](#), Chair ELP-AB (2020-2022), Anthology, Inc. (Region 6) (2016-2022)  
[Autumn Grant](#), Wheaton College (Region 1) (2019-2021)  
[Tyler Hall](#), Dalhousie University (Canada-Region 1) (2021-2023)  
[Kalani Palmer](#), Indiana University of Pennsylvania (Region 2) (2021-2023)  
[Ahmad Sims](#), Christian Brothers University (Region 3) (2018-2022)  
[Cody Harrison](#), Lincoln Memorial University (Region 3) (2021-2023)  
[Vonetta Hardy](#), University of Alabama at Birmingham (Region 4) (2019-2021)  
[Syndy Gilliam-Ulee](#), Florida A&M University (Region 4) (2020-2022)  
[Adriene Hampton-Webster](#), Florida Agricultural & Mechanical University, Region 4 (2021-2023)  
[Amy Brock](#), Auburn University (Region 4) (2020-2022)  
[Léonor Wangensteen](#), University of Notre Dame (Region 5) (2019-2021)  
[Leah Frierson](#), Washington University, Region 7 (2021-2022)  
[Tracy Pascua Dea](#), UC-Berkeley (Region 9) (2019-2023)  
[Jill Putman](#), Colorado State University (Region 10) (2019-2021)  
[Sarah Maddox](#), Colorado State University (Region 10) (2019-2021)  
[Leigh Cunningham](#), NACADA Executive Office Liaison

**Guest** – NACADA Executive Director Melinda Anderson

### Committee members absent

[Quentin Alexander](#), Longwood University (Region 2) (2019-2021)  
[Darryl Cherry](#), Southern Illinois University-Edwardsville, Region 5 (2021-2023)  
[Caitlin Rovner](#), Chaldron State College (Canada-Region 6) (2020-2022)  
[Lorna Hamill](#), University of Washington (Region 8) (2019-2021)  
[Joshua Adams](#), Texas Woman's University (Region 7) (2016-2022)  
[Andrea Harris](#), Pepperdine University, Region 9 (2021-2023)

### Discussion Items

- Locksley welcomed incoming members and asked them to introduce themselves.
- NACADA Executive Director Melinda Anderson explained IEC's fit into overall NACADA structure and new IEC charge
  - Process began with recommendations from the REI Workgroup, wanting to make sure that the work continues. Among the outcomes from these recommendations is the new charge for the IEC, along with the creation of a new Inclusion & Engagement Training Advisory Board to work with IEC (see Appendix C). With the IEC taking on the assessment piece, that will provide direction for the new IET-AB to take in developing training. Some of the training elements that are created will become required for NACADA Leaders.
  - Also, an Associate Director in the EO will be assigned to work on diversity and inclusion, as well as ADA issues in the association. Most likely, this person will be the EO Liaison for both IEC and IET-AB to help coordinate their work.
  - Information about these changes will be shared more broadly during annual conference and going forward.

- Mark led the conversation re moving forward
  - He will reach out to Wendy Troxel right away to see what data there is from the Region review that might be useful to determining where this group's assessment needs to begin, as well as to request her help with developing a new assessment tool.
  - Mark proposed meeting monthly beginning in November. Leigh will send out doodles for Nov/Dec/Jan.
- ELP-AB Chair Meagan Hagerty gave program updates
  - Pairing will take place this week for the 2021-2023 Class, with virtual Orientation coming up on Oct 3.
  - Plan to return to onsite Orientation in 2022.
  - There will be a social in Cincinnati during annual conference for anyone who can attend.
  - Planning a 15<sup>th</sup> anniversary celebration for 2022 in Portland.
- Mark thanked the completing members

## **Appendix C**

Upon review and discussion, the structural subcommittee makes the following recommendations:

Broaden the role of the Inclusion & Engagement Committee within the association by renewing its charge.

The role of the IEC is to meet the inclusion and engagement needs of NACADA's diverse membership by:

- Developing and implementing an assessment process/cycle
- Analyzing and reviewing trends in the assessment data
- Researching and recommending effective methods and practices throughout the association.
- Create an ongoing, three-year assessment cycle, while recognizing there may be one-time, specific assessments that complement this cycle.
- Develop a standardized assessment instrument/tool that can be used for NACADA events and programs at every level (i.e., state, regional, global) with flexibility for "add-ons" when specific needs arise.
- Provide recommendations for training to the Inclusion & Engagement Training Advisory Board
- Ensure committee includes members with an assessment background

Create Inclusion & Engagement Training Advisory Board (IET-AB)

- The role of the IET-AB is to develop, conduct, and assess training for association leaders and members based on recommendations from the IEC assessment data.
- Focus the role of the IET-AB to the ongoing development of DEI training and curriculum in coordination with the NACADA Executive Office.

Assign an assistant director position in the EO to:

- Address accessibility issues and needs (including inclusive spaces at association events)
- Ensure ADA compliance by the association
- Facilitate the creation and implementation of a DEI plan for the association
- Facilitate the creation and implementation of DEI training