



ADVISING COMMUNITIES

Division Unit Report for LGBTQA Advising and Advocacy Submitted by Amy Brock

Columns 7 and 8 are completed for the progress report due August 15, 2019. Please send your report to ACD Reps: Rebecca Hapes (rhapes@tamu.edu), Kyle Ross (kwross@wsu.edu) and EO Liaison Dawn Krause (dawnkrause@ksu.edu). Please copy your unit's Steering Committee member (Cluster Rep) as well. Thank you!

1. NACADA Strategic Goal(s) <i>(List one of NACADA's 7 strategic goal(s) related to the specific desired outcome in #2)</i>	2. Specific desired outcome <i>(What you want to occur as a result of your efforts; what you want someone to know, do, or value)</i>	3. Actions, activities or opportunities for outcome to occur <i>(What processes need to be in place to achieve desired outcome)</i>	4. Outcome measurements & related data instrument(s) <i>(How will you specifically measure the outcome and with what instruments? e.g. survey, focus group)</i>	5. Other groups or individuals to connect <i>(List opportunities for collaboration with other groups)</i>	6. Anticipated challenges <i>(How will you address issues that arise as you work to achieve the outcome?)</i>	7. Progress toward outcome <i>(Complete in August 2019 report)</i>	8. Future action(s) based on data <i>(Data-informed decisions)</i> <i>(Complete in August 2019 report)</i>
<p>Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity</p> <p>Engage in ongoing assessment of all facets of the Association</p>	<p>A more inclusive association</p> <p>Updated gender/sex/sexuality questions on the NACADA membership application</p>	<p>-- Consider the data gathered upon membership. Currently upholds binaries and forces people into boxes</p> <p>--Create a committee to look at sister professional associations</p> <p>--liaise with membership and inclusion & engagement committees to examine the issue</p>	<p>--When a good committee is formed to discuss this and produces some recommendations to the counsel and the board</p>	<p>--Inclusion & engagement committee and membership committee</p>	<p>--This will be controversial. Not everyone will see the point of this.</p>	<p>We have members participating in a work group that Charlie has formed to examine the use of pronouns (and gender identity) within NACADA (pronouns on name badges or ribbons, all gender restroom options at conferences, gender question on the membership application). Changes are already being made for the 2019 Annual Conferences (as well as the regional conferences)</p>	<p>Ongoing</p>

Expand the use of innovative technology tools and resources to support the work of the Association	Reconsider the way the commission uses technology to engage its members	-- Complete the update of the website -- Determine what new resources should be added --Implement the use of Slack to communicate with the membership	--Membership will utilize the Slack system	--NA	--This will require a ton of logistical work for the website. --Getting membership to Slack	Done - We have updated the webpage and implemented Slack. We also implemented an Instagram account.	Continually monitor the relevance of the community webpage. Continue to encourage community members to use Slack. Remain responsive to the needs of our community membership in terms of communication platforms.
Expand and communicate the scholarship of academic advising Provide professional development opportunities that are responsive to the needs of advisors and advising administrators Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity	Increase visibility of LGBTQA (sub)populations (both within NACADA and students) and improve the knowledge bases of the association.	--guide scholarly efforts in commission --seek out a commission-sponsored AAT Article	--At least one commission-related publication. Clearinghouse, Academic Advising Today, the new NACADA journal, the Mentor, the Journal of Academic Advising Number of accepted regional and annual presentations.	Will need to connect with several commission members throughout the US and Canada.	--Getting people to write is always a challenge! People are eager but then they become reluctant or too busy.	We have one member who will be submitting an article to AAT soon and another member who is working on a book chapter about LGBTQ. Beyond that, it's an on-going process as usual.	Keep banging the drum for scholarship - write more as a steering committee
Expand and communicate the scholarship of academic advising Provide professional development opportunities that are	Increase visibility of LGBTQA (sub)populations (both within NACADA and students) and improve the knowledge bases of the association.	--facilitate the continued development of the Commission's Standardized Presentations --work with regional representative	Although it's ambitious, it would be nice to see a commission-related presentation at all 10 regions in 2018. I would also like to see	Will need to connect with several commission members throughout the US and Canada.	Actually connecting to the number of people needed to accomplish this. The amount of work it will take to build this standardized	Ongoing - we did have several regions present a LGBTQ+ presentation, but not all	At the annual business meeting - have prepared some topics that can be presented on and will allow members time to sign up and collaborate with

responsive to the needs of advisors and advising administrators Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity		coordinator to get people to present on other LGBTQA topics at regional and annual conferences --coordinate online trainings	10+ annual conference presentations.		presentation.		others with support from the steering committee.
Expand and communicate the scholarship of academic advising Provide professional development opportunities that are responsive to the needs of advisors and advising administrators	Increase the confidence of the membership to engage in scholarship	--start a digital LGBTQA reading circle/book club	Have at least 5 members sign up and read at least 1 book a quarter	Connect with Research Committee,	Everyone is so busy – we would have to make this fun, engaging, and relevant	Started - will announce at our business meeting and at the ACD Fair at annual to take our next steps.	At annual we will have information for the membership and then will form next steps to implement.
Engage in ongoing assessment of all facets of the Association	Assess the current LGBTQA membership to see what goals and directions the community should move	--create a survey to send to membership to see what their needs and goals are	--create and execute a survey --analyze the data to see what changes we need to make and possibly re-evaluate our community goals	Several groups will need to be involved with this to help us create this for members	This could mean that the trajectory of the community changes – which could be uncomfortable.	Not started to avoid interference with NACADA’s larger climate survey - this will be the goal for next year	Create and execute survey

Resources:

NACADA Strategic Goals - <https://www.nacada.ksu.edu/About-Us/Vision-and-Mission.aspx>

Advising Community Self-Assessment Rubric - <https://docs.google.com/document/d/1QRd4FTxuE72NDOMdcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing>