



Division Unit Report for LGBTQA Advising and Advocacy Submitted by Cody Harrison (they/he)

Please complete Columns 1 through 6 and return by November 15, 2022.

Columns 7 and 8 are completed for the progress report due August 15, 2023.

Please send your report to your [Cluster Representative](#), the Advising Communities Division Representatives: Gavin Farber (gavin.farber@temple.edu), Tony Lazarowicz (tlazarowicz2@unl.edu), and Executive Office Liaison to the Advising Communities Division: Liz Alcantara ([lizbeth@ksu.edu](mailto:lizabeth@ksu.edu)). Thank you!

1. NACADA Strategic Goal(s)	2. Specific desired outcome	3. Actions, activities, or opportunities for outcome to occur	4. Outcome measurements & related data instrument(s)	5. Other groups or individuals to connect	6. Anticipated challenges	7. Progress toward outcome	8. Future action(s) based on data
<i>(List one of NACADA's 8 strategic goal(s) related to the specific desired outcome in #2)</i>	<i>(What you want to occur as a result of your efforts; what you want someone to know, do, or value)</i>	<i>(What processes need to be in place to achieve desired outcome)</i>	<i>(How will you specifically measure the outcome and with what instruments? e.g., survey, focus group)</i>	<i>(List opportunities for collaboration with other groups)</i>	<i>(How will you address issues that arise as you work to achieve the outcome?)</i>	<i>(Complete in August 2023 report)</i>	<i>(Data-informed decisions)</i> <i>(Complete in August 2023 report)</i>
Goal 1 Identify and remove barriers to accessibility of all opportunities for engagement and professional growth in the association to foster equity and inclusion for all members.	LGBTQIA+ members should feel like they know where to go to find support and celebration from other LGBTQIA+ members. There should be spaces and structures in place that support underrepresented and minoritized NACADA members.	Short term: Creating space within the LGBTQA Advising and Advocacy AC for LGBTQIA+ members to gather as LGBTQIA+ people and not just academic professionals. Long term: Affinity (or equivalent) groups, outside of the ACs and the ACD, within the overall NACADA structure.	Monitor community conversations and membership requests for specific LGBTQIA+ identifying professional spaces. Measure engagement and participation in LGBTQIA+ membership specific presentations and gatherings, if offered (for example, networking spaces, socials, affinity spaces, etc.).	LGBTQIA+ identifying NACADA membership that may not be part of the LGBTQA Advising and Advocacy AC. Other identity based ACs who are having similar concerns within their membership.	It may be hard to find ways to include LGBTQIA+ members who are not also members of the AC. Support from NACADA leadership across all divisions will be helpful with this challenge.		
Goal 7 Examine and align the structure and infrastructure of the association to best support advancement of the vision, mission, and strategic goals.	The LGBTQA Advising and Advocacy AC will have space available for these moments, but would like to help NACADA build official space for this						

	work, outside of the AC Division.						
<p>Goal 2 Develop innovative and expanded opportunities for professional development that are relevant across the global contexts of academic advising.</p> <p>Goal 6 Foster communities of practice that empower members to advance the scholarship of academic advising.</p>	<p>A more active AC that offers ways for NACADA and AC members to grow and develop their skills in working with LGBTQIA+ students and colleagues. This can include hosting at least 4 professional development sessions, reigniting the book club to read LGBTQIA+ works, and hosting a research and writing group.</p>	<p>Organized and well-advertised professional development sessions about topics of interest to the community (found via surveys and general conversation), member(s) willing to host a book club, member(s) with research and writing skills willing to help others.</p>	<p>Active participation in all activities.</p> <p>Increased communication on- and offline between members and leaders.</p> <p>More AAT, Journal, Blogs, Book Reviews, etc. being published.</p> <p>More presentations at Annual and Regional conferences.</p>	<p>Collaboration with other ACs will be most helpful in this endeavor.</p> <p>Membership has brought up wanting to work with the Advisor Training & Development AC, Graduate and Professional Students AC, Social Justice AC, Students with Experiences in the Foster Care System AC, and Veterans, Military, Students, and Family Members AC.</p>	<p>The AC has been in a slump the past few years, so this may carry over for a little bit. This can be addressed through positive and encouraging attitudes from AC leadership and a robust outreach and marketing plan.</p>		
<p>Goal 5 Provide practices that allow members to identify and cultivate their long-term professional development and engagement with the association.</p>	<p>Reinstate a Steering Committee comprised of 5-7 members with specific roles, tasks, and potential sub-committees underneath them.</p>	<p>Solid Steering Committee recruitment.</p> <p>Diversity, of all types, in Steering Committee makeup.</p> <p>Commitment, determination, and drive from Steering Committee members.</p>	<p>Steering Committee engagement, Steering Committee commitment, AC activities and engagement growth.</p> <p>Steering Committee members going on to be ELP members, AC chairs, or other leaders in NACADA.</p>	<p>Recruitment will need to come from AC Meetings at 2022 Annual and the Virtual meeting afterward, LGBTQIA+ events at Annual, word of mouth, and former Steering Committee members/ recommendations.</p>	<p>Lack of involvement or desire to be involved in leadership may be a problem, but it can be addressed by showing how Steering Committee work can lead to much more within NACADA.</p>		

INSERT rows as needed

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-EgP0o/edit?usp=sharing>

Advising Community Chair Self-Assessment Rubric - https://docs.google.com/document/d/1Z-4O7ir_AzjM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing