Division Unit Report for LGBTQ 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 (rhaps@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!

<table>
<thead>
<tr>
<th>1. NACADA Strategic Goal(s)</th>
<th>2. Specific desired outcome</th>
<th>3. Actions, activities or opportunities for outcome to occur</th>
<th>4. Outcome measurements &amp; related data instrument(s)</th>
<th>5. Other groups or individuals to connect</th>
<th>6. Anticipated challenges</th>
<th>7. Progress toward outcome</th>
<th>8. Future action(s) based on data</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>A more inclusive association</td>
<td>-- Consider the data gathered upon membership. Currently upholds binaries and forces people into boxes</td>
<td>--When a good committee is formed to discuss this and produces some recommendations to the counsel and the board</td>
<td>--Inclusion &amp; engagement committee and membership committee</td>
<td>--This will be controversial. Not everyone will see the point of this.</td>
<td>(Complete in August 2019 report)</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Engage in ongoing assessment of all facets of the Association</td>
<td>Updated gender/sex/sexuality questions on the NACADA membership application</td>
<td>--Create a committee to look at sister professional associations</td>
<td>(List opportunities for collaboration with other groups)</td>
<td></td>
<td></td>
<td>(Data-informed decisions)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>--liaise with membership and inclusion &amp; engagement committees to examine the issue</td>
<td></td>
<td></td>
<td></td>
<td>(Complete in August 2019 report)</td>
<td></td>
</tr>
</tbody>
</table>

Ongoing
| 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 | -- Membership will utilize the Slack system | -- NA | -- This will require a lot of logistical work for the website. | -- Getting membership to Slack | Complete the update of the website | NA | 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 | Increase visibility of LGBTQ (sub)populations (both within NACADA and students) and improve the knowledge bases of the association. | -- guide scholarly efforts in commission | -- At least one commission-related publication. Clearinghouse, Academic Advising Today, the new NACADA journal, the Mentor, the Journal of Academic Advising | 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 ongoing process as usual. | 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 ongoing process as usual. | Keep banging the drum for scholarship - write more as a steering committee |
| 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 | | | | | | | | | |
| Expand and communicate the scholarship of academic advising | Increase visibility of LGBTQ (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 | 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 | | | | |
| Action | Resource | Timeline
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>NACADA Strategic Goals - <a href="https://www.nacada.ksu.edu/About-Us/Vision-and-Mission.aspx">https://www.nacada.ksu.edu/About-Us/Vision-and-Mission.aspx</a></td>
<td>Not started to avoid interference with NACADA’s larger climate survey - this will be the goal for next year</td>
</tr>
<tr>
<td>Expand and communicate the scholarship of academic advising</td>
<td>Advising Community Self-Assessment Rubric - <a href="https://docs.google.com/document/d/1QRd4FTxuE72NDQMDcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing">https://docs.google.com/document/d/1QRd4FTxuE72NDQMDcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing</a></td>
<td>At annual we will have information for the membership and then will form next steps to implement.</td>
</tr>
<tr>
<td>Provide professional development opportunities that are responsive to the needs of advisors and advising administrators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engage in ongoing assessment of all facets of the Association</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Resources:**


*Advising Community Self-Assessment Rubric -* [https://docs.google.com/document/d/1QRd4FTxuE72NDQMDcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing](https://docs.google.com/document/d/1QRd4FTxuE72NDQMDcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing)