

Date: November 15, 2019
To: Amber Kargol & Rebecca Hapes, AC Division Representatives;
Dawn Krause, EO Division Liaison
From: Ariel Collatz, Interim Proposed Social Justice AC Chair
Re: Formal Request to create Social Justice Advising Community

Rational

Social justice acknowledges that we live in an inequitable world and that each of us has a responsibility to work towards a more empowering society. Advisors have the power to contribute to student success by identifying and implementing inclusive and equitable practices. By recognizing advising's contribution in creating equitable educational institutions, advisors are empowered to ensure that systems, environments and practices are intentional and recognize students' needs along with their complex and intersecting identities.

The literature, multiple conference presentations, a pocket guide, and a webinar represent the emergence of this important topic within the NACADA community. Scholarship about social justice has increased and is represented in the *NACADA Journal* and *Academic Advising Today*; the NACADA Clearinghouse lists social justice as one of the index topics. Presentations at the 2018 Phoenix Annual Conference included "Advising for Social Justice: Best Practices, Theory, and Tips"; "Telling Our Stories: Tips and Strategies for Being an Ally for Students and Advisors of Color"; and "Academic Advising and Thinking Critically About Whiteness."

Historically, social justice has been perceived to be the purview of student affairs professional associations and not academic advising and as such, the representation of social justice in NACADA has until recently been limited. Currently, academic advisors who understand their roles in terms of social justice may see their professional interests better represented by the National Conference for Race and Ethnicity in American Higher Education (NCORE), Student Affairs Administrators in Higher Education (NASPA) or College Student Educators International (ACPA). Taking the step of clearly including social justice within the purview of academic advising and NACADA thus creates the potential to reach new members, especially since every student has the opportunity to interact and engage with academic advisors.

Several existing ACs represent complementary topics especially the LGBTQA Advising and Advocacy Community and the Multicultural Concerns Advising Community with their focus on individual student populations. Though social justice encompasses understanding and working with systems that relate to students of different cultures and sexual orientation/identity and gender identities; it differs in that the focus is not only on the individual student populations but the larger systemic structures and environments that surround these populations. The complementarity of these topics lends itself to collaborations across the association. Chairs of the Multicultural and LGBTQA ACs were consulted with and are open to collaborations with a

new social justice AC. The Theory, Philosophy and History of Advising AC also represents another pathway for collaboration on the development of social justice advising theory. These chairs were also consulted and welcomed collaboration.

Creation of a Social Justice AC would provide an opportunity for those who have chosen to focus on social justice and advising to find community, opportunities for professional development and support in implementing just practices.

“Now is the time for advisors and academic systems to institute a contemporary approach to advising where a commitment to social justice is deeply embedded, acknowledged, implemented and lived in daily practice” (Selzer and Rouse, 2013). Creation of this community is one way that Selzer and Rouse’s vision for updating our approach to academic advising can come to fruition and help make social justice an intentional part of our work as advisors.

Inclusion and Engagement Charge

The social justice AC, by nature of the topic, draws a highly diverse representation of the membership, and as such can more easily serve as a launching point from which members who have typically found themselves underrepresented in the leadership of NACADA to be encouraged, supported, and empowered to seek out involvement opportunities that help to shift the diversity of leadership in the association to reflect a more inclusive and equitable association. The social justice AC contributes to this charge from the Board of Directors by explicitly saying that this association believes that all advisors belong in this association in the same vein as the AC aims to help all students feel they belong at their institutions.

Advancement of NACADA’s mission and goals

The NACADA Social Justice Advising Community aims to provide a space in which advisors can join in solidarity to promote scholarship, move theory to practice, and increase professional development opportunities related to advising and social justice.

The AC plans to hold one event each year to connect advisers to relevant research and professional development opportunities such as web events, readings and discussions. The website will provide a space to highlight NACADA’s social justice resources. The AC has already used its newsletter to share articles, TED Talks and other videos to help clarify foundational social justice concepts.

AC Chair and AC Steering Committee members

Chair: Ariel Collatz, *University of California, Davis*

Steering Committee Members

Research Subcommittee Chair: Drew Puroway, *Saint Thomas University*
Communication Subcommittee Chair: Alissa Whitmore, *Iowa State University*
Events/Workshops Subcommittee Chair: Narketta Myles, *Kent State University*
Website/Chronicler Subcommittee Chair: Yung-Hwa Anna Chow, *Washington State University*

Evidentiary Support of Activity and Membership

Business meeting. A business meeting was held at the annual conference in Louisville Kentucky. The meeting was scheduled during the last session block on Wednesday morning at 10:30 AM and drew 40+ participants.

Social event. Social event was scheduled during the conference and was able to draw 10 attendees who were not part of the advising community leadership team and expressed an interest in the AC. There were a number of first time conference attendees at the dinner who remarked how nice it was to have a social event following the day's breakout sessions.

Survey completion and Social Media. The newsletter has 119 people who have signed up to receive updates and our LinkedIn group has 115 members. A survey was sent out to folks who said they were interested and was completed by 53 individuals, 49 of whom were current NACADA members. 79% said they would change their current ACs so that social justice would be one of them.



Division Unit Report for Social Justice Advising Community Submitted by Ariel Collatz

Please complete Columns 1 through 6 and return by November 15, 2019.

Columns 7 and 8 are completed for the progress report due August 15, 2020. Please send your report to ACD Reps: Rebecca Hapes (rhapes@tamu.edu), Amber Kargol (akargol@iastate.edu) and EO Liaison Dawn Krause (dawnkrause@ksu.edu). Please copy your [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 2020 report)</i>	8. Future action(s) based on data (Data-informed decisions) <i>(Complete in August 2020 report)</i>
Provide professional development opportunities that are responsive to the needs of advisors and advising administrators.	Host Zoom Event sharing conference sessions to provide increased access to social justice professional development resources for those unable to attend the conference.	Identify presenters willing to re-present conference session; schedule, advertise and host event.	Log number of attendees and request session feedback.	Depending on session content reach out to appropriate AC(s) to co-sponsor event in order to reach a larger audience.	Identifying presenters may be an issue; if so, look to 2018 conference sessions to find presenters.		

<p>Expand the use of innovative technology tools and resources to support the work of the Association.</p> <p>Expand and communicate the scholarship of academic advising.</p>	<p>Develop content for Advising Community webpage including access to NACADA Social Justice Resources and connecting with the AC's communication channels. Help members understand the importance of Social justice to academic advising practice.</p>	<p>Identify appropriate Clearinghouse resources.</p>	<p>Web Page is completed. Analyse web traffic to track number of visitors and the most popular content areas as possible through NACADA website.</p>	<p>Connect with other ACs or colleagues who are subject matter experts as needed.</p>	<p>Ensure content is inclusive, comprehensive and brief. Through collaborations, we can ensure content is inclusive and comprehensive. In having brief but comprehensive content, we can ensure that the resources can successfully be used by busy advisers.</p>		
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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-](https://docs.google.com/document/d/1Z-4O7ir_AzjM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing)

[4O7ir_AzjM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing](https://docs.google.com/document/d/1Z-4O7ir_AzjM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing)