

# NACADA Monthly Highlights

September 2020

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## Race, Ethnicity, & Inclusion Work Group

In the June issue of Highlights, the **Race, Ethnicity, and Inclusion (REI) Work Group** was introduced as well as its members and subcommittees. The change from a task force to a work group was also explained. Today, we would like to share how this group came into being.

Many of you are aware of the all-member survey that took place in 2018. The Board's desire was to develop a strategic focus for a more inclusive future based on a rich and deep climate survey. After carefully considering options, an external organization was selected by the Board to design and administer this all-member survey. The survey was sent, and focus groups and interviews were held throughout 2018.

Unfortunately, the survey response rate was too low for the instrument to be considered reliable. It also focused more on "engagement" than on "climate and culture". The vendor's report was received in February 2019, but without the raw data requested by NACADA and the Board to validate its findings. Still, the Board and Council dedicated a full workday at last year's Mid-Year Meeting to review and decipher the report due to the importance of this issue and the investment made.

At the end of the workday and following much discussion, the Board and Council decided the information could serve as a baseline for the Association and rather than look back, just move forward. Thus, President Karen Archambault called for the creation of the Race, Ethnicity, and Inclusion (REI) Task Force to address the need for a more inclusive future and be named in October (2019) at the Fall Meeting. It was subsequently renamed a Work Group by President Erin Justyna so this important work could continue indefinitely. The REI Task Force held its' first meeting that November, and now renamed as the REI Work Group, it meets monthly and is forging ahead under the strong leadership of co-chairs, Jessica Staten, Locksley Knibbs, its subcommittees, and members mentioned in June. New to this Work Group and to the Education Subcommittee are Dr. Janelle Hannah-Jefferson (co-chair), Jackson State University, and Lizbeth Alcantara (project manager), the newest EO member. Watch for regular REI Work Group updates in future issues of Monthly Highlights as well as in other new and existing communication channels. Please contact Jessica Staten ([jgstaten@iu.edu](mailto:jgstaten@iu.edu)), Locksley Knibbs ([lknibbs@fgcu.edu](mailto:lknibbs@fgcu.edu)), executive director Charlie Nutt ([cnutt@ksu.edu](mailto:cnutt@ksu.edu)), or project manager Peggy Goe.