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Subject: Fridays with NACADA: Introduction of Taskforce on Race, Ethnicity, and Inclusion



Dear NACADA Friends and Colleagues,

As you may realize, much of the work of the NACADA Board goes on behind the scenes; we are working on the strategic direction, trying to determine what the long-term future of the organization might look like and make an impact now on how that future might be shaped. In this Fridays with NACADA, I'd like to share some of that work, and officially announce the **Task Force on Race, Ethnicity and Inclusion** that will be moving this work forward.

History and Context:

Inclusion of and appreciation for all members is one of the pillars of NACADA and has been a key focus of the association since its founding. The association has made significant strides with regard to diversity and inclusion, including the development and growth of the Inclusion and Engagement Committee, the Global Initiatives Committee, and the Emerging Leaders Program among others. The leaders and members of the association have often sought and engaged in challenging conversations and work in order to move the association forward.

In 2018, efforts regarding diversity and inclusion as a part of our strategic focus were intensified as the Board heard feedback from members through a variety of avenues. This feedback suggested that there was much still to be done to reach the goals the association set for true and meaningful inclusion. Later that year, the Board engaged with an external consultant to broadly consider these questions. The Board has since focused on how to address the need to further engage our community through the lens of race and ethnicity. Recognizing that there are issues related to race and ethnicity that are much bigger than NACADA, several relevant means by which to address race and ethnicity have been identified. This work is significant and deserves specific and dedicated attention.

Current Effort:

With the support of the Board, I am calling for a task force, in cooperation with the Board, the Inclusion and Engagement Committee, the Global Initiatives Committee, and other current association membership to make recommendations on the "how" of these actions, as well as to address whether systemic changes are needed in order to advance the association's strategic goal regarding inclusion. The task force is specifically being asked to challenge the status quo and present the Board with the Best Practices and Next Steps for moving the association to a next level of meaningful inclusion. The task force's specific charge is below.

Taskforce Charge:

In accordance with the history and current information presented above, the **Task Force on Race, Ethnicity and Inclusion** is charged to:

- determine the current strengths of the association with regard to race, ethnicity and inclusion and consider how these strengths might be bolstered
- critically consider how NACADA, as a member association, manifests the challenges in higher education with regard to racial justice
- review similar member associations (including but not limited to those focused on student success) to consider and assess best practices
- make short- and long-term recommendations to the Board with regard to both operational and structural changes as it may see fit and
- make additional recommendations to the Board, Council, or other organizational entities or members as it may see fit

Specific actions of the task force may include recommendations on how the association can:

1. Position itself as a higher education exemplar on race, ethnicity, and inclusion through a social justice lens, including but not limited to consideration of representation, leadership, and member experience
2. Effectively operationalize race, ethnicity, and inclusion as strategic goals within a Global (rather than an exclusively US-centric) environment
3. Create sustainable safe space for critical conversations regarding Race, Ethnicity and Inclusion
4. Increase the membership and engagement of underrepresented and minority advisors, including recommendations for outreach to institutions serving large numbers of underrepresented and minority students
5. Clarify the paths to leadership and ensure a shared definition of leadership
6. Develop an organizational Code of Ethics, including specific language around race and ethnicity
7. Scale the Emerging Leaders Program

Membership and Support:

Specific co-chairs are to be named in the immediate future; membership is intended to broadly represent the organizational entities currently working on issues related to Race, Ethnicity, and Inclusion, including the Inclusion and Engagement Committee, the Global Initiatives Committee, relevant Advising Communities, and the Emerging Leaders Program Advisory Board. While certainly, an understanding of the organization is helpful to this work, the Task Force will also hold (3) seats out of 12 (exclusive of the co-chairs) for newer members, with less than 3 years of experience in the association who display passion for race, ethnicity, and inclusion, and whose experience in NACADA has not yet included a leadership role. In addition, the association will provide a Project Manager with experience in Social Justice to support and guide this organizational effort. Membership and Task Force Chairs will officially be announced after the Annual Conference in October.

If you are interested in nominating yourself or someone you know for the task force, please complete the nomination form at <https://forms.gle/FE4mF3y3MKyjhVCz7>.

Best,

Karen L. Archambault
NACADA President, 2018-19