

### **NACADA Member Status of Race, Ethnicity, and Inclusion Work Group**

In August of last year, past President Karen Archambault introduced the newly formed Taskforce on Race, Ethnicity, and Inclusion as an integral part of NACADA's strategic focus for a more inclusive future. Our by-laws tied a taskforce to a single president, and the importance of this work and a long time commitment of the professionals involved warranted elevation to a "work group". With the full support and expediency of President Erin Justyna, this change was approved. Co-chaired by Jessica Staten, Indiana University Bloomington, and Locksley Knibbs, Florida Gulf Coast University, Charlie Nutt, NADADA Executive Director, serves as the EO Liaison, and Peggy Goe, NACADA Executive Office, as Project Manager. Three subcommittees were formed from the work group membership. A summary of their initial charge and members are indicated below follows:

**Communication:** *To establish an effective information sharing process between NACADA membership, the REI Work Group and the Board.*

Ahmad Sims (Chair) – Western Kentucky University  
CJ Venable – University of Nebraska-Lincoln  
Leah Panganiban – University of Washington  
Margaret Mbindyo – Millersville University

**Education:** *Focus on providing educational opportunities to the Board, Council, Membership and Executive Office with a goal of eliminating barriers within the Association.*

Amy Korthank (Chair) – The University of Iowa  
Danielle Flores Lopez – Michigan State University  
Dene Roseburr-Olotu – University of Central Oklahoma  
Michelle Smith Ware – University of Notre Dame  
Quentin Alexander – Longwood University

**Structural:** *Determine areas within the NACADA structure that lack racially inclusive practices.*

Fai Howard (Chair) – University of South Florida  
Ariel Collatz – University of California, Davis  
Cheyenne Henry – Dalhousie University  
Megumi Makino-Kanehiro – Hawai'i at Mānoa  
Wanda Reyes-Dawes – Manchester Community College

The work group has been doing some grounded work in relation to the charge. We have seen the need to get a group of individuals with other passions and identities who will bring different perspectives as well as lived experiences and skills that would fill in the gaps where we lack expertise and guarantee that the work group aligns with our charge in reference to Diversity Ethnicity and Inclusion (DEI). We felt that it would be valuable to come together and focus on the race, ethnicity, and inclusion professional development that our Association will implement

for all our leaders in October. As such, we have recently, invited Dr. Hannah-Jefferson of Jackson State University to join us, based on her expertise, to assist us in developing a training program. This training will be done through a hybrid delivery format during the 2020 Virtual Annual Conference. We are also pleased to announce that we have a new addition to our team. Lizbeth Alcantara, Kansas State University, will be joining the Education Subcommittee as the new Project Manager based on the training needs.

As leaders, we have to engage in conversations and training surrounding Diversity, Ethnicity and Inclusion and be seen engaging, perhaps imperfectly, in the hard work necessary to change our association's culture. A lot of the work that we will embark upon is a willingness to listen and accept that there are things that needs to be changed within NACADA. While we recognize that training is only one piece of the puzzle, it is not the solution. Therefore, we are also cognizant that nothing will happen overnight and that real transformation will require intense listening, new knowledge, lots of role-modeling from leaders, and NACADA's commitment to keep working hard and engaging in conversations about inequality, to the point where folks in the majority absolve themselves of accountability for changing things or confronting their own biases. We absolutely need to increase levels of understanding on topics related to diversity, equity, and inclusion. At the same time, we will continue to serve and remain transparent in our efforts with the membership of NACADA.

We are grateful for the leadership and commitment of this group. Watch for regular updates of the REI Work Group in future issues of Highlights. Please feel free to contact Jessica ([jgstaten@iu.edu](mailto:jgstaten@iu.edu)), Locksley ([lknibbs@fgcu.edu](mailto:lknibbs@fgcu.edu)), or Peggy ([pgoe@ksu.edu](mailto:pgoe@ksu.edu)) anytime with questions.

Locksley Knibbs, Co-Chair REI Work group – Florida Gulf Coast University  
Jessica Staten, Co-Chair REI Work group – Indiana University Bloomington