



Mary Jo Gonzales, PhD
Equity, Inclusion, and Social Justice Division
Report for the July 2018 Board of Directors Meeting
Submitted June 25, 2018

NASPA Board Action Items

None at this time.

Leadership & Member Engagement

- **Advisory Board:**
 - Bobby Kunstman, Former Chair (LGBT KC)
 - Sable Manson (Spirituality KC)
 - Brian Medina (Men and Masculinities)
 - Vacant (IEKC)
 - Raja Bhattar (API)
 - Carrie Kortegast (Faculty Division)
 - Chuck Eade (Disability KC)
 - Bernadette Buchanan (African American)
 - Amber Mathwig (Veterans)
 - Jacquis Watters (MultiRacial KC)
 - Jamie Singson (Indigenous Peoples KC)
 - Jennifer Wegner (Center for Women)
 - Corey Benson (GLBT KC)
 - Vacant (Socioeconomic, Class Issues KC)
 - Raul Fernandez (Latinx/a/o KC)
 - Kenneth Gonzales (Undocumented Immigrants Allies)
- **Annual Conference Subcommittee** – The charge of this subcommittee is to work with the appropriate NASPA staff to ensure that the Division has a programmatic presence at the annual conference each year, as well as helping coordinate logistics for the Division’s annual meeting at the event.

Annual Conference Accessibility Services

For the first time this year at the annual conference, there were additional accessibility services provided. These services were created and coordinated by Chuck Eade, member of both the EISJ

Division leadership and one of the chairs of the annual conference subcommittee. The accessibility services table, located near the conference registration area, had approximately 550 contacts with members seeking information during the conference. Additionally, a sensory room for attendees who needed a break from the busy conference schedule was provided. This room was utilized by approximately 200 members throughout the conference in Philadelphia.

The members for the annual conference subcommittee are listed below.

| Name | Title | Institution |
|---------------------------|--|---|
| Bobby Kunstman – co-chair | Senior Associate Director Student Life & Leadership | University of North Carolina, Chapel Hill |
| Chuck Eade – co-chair | Assistant Director of Disability Services | University of Denver |
| Corey Benson – co-chair | Title IX Coordinator | University of Houston, Clear Lake |
| Tim Love | Assistant Dean of Students | Loyola University Chicago |
| Danielle Wilcher | Associate Director of Fraternity and Sorority Life | Southern Methodist University |
| Amanda Marie James | Program Coordinator and Assistant Director | Emory University |
| Martha Encisco | Associate Director, Weber Honors College | San Diego State University |
| Tya Pope | Assistant Director of Intercultural Affairs | Washington College |
| Christa Hitengoku | Assistant Director of Student Affairs | City University of New York |
| Ke’Ana Bradley | Director of Student Life | Mountain View College |
| Mario Garibay | Coordinator of Student Activities | University of California, San Diego |
| Ronald Gray | Dean of Students | Felician University |
| Regena Brown | Assistant Director, Multicultural Resource Center | University of North Carolina, Charlotte |

- NASPActs** – The NASPActs committee is a standing sub-committee within the Equity, Inclusion and Social Justice Division that seeks to provide ongoing opportunities for social action and civic engagement. The NASPActs Committee, listed below, engaged 14 members in bimonthly meetings from October 2017 through March 2018 in preparation for the 2018 NASPActs event at the annual conference in Philadelphia. The group spearheaded the Rally for Students’ Rights march and rally in Philadelphia on Tuesday afternoon. In spite of weather complications that

impacted attendance, the rally gathered close to 75 conference attendees. The city shut down the streets along the march route and provided police escorts for the event. The march culminated in a rally with student speakers who highlighted their personal struggles with some of the current federal policies impacting their ability to complete their education in a safe environment. The event was centered on students' voices and the ways that student affairs professionals can support students during these challenging times. The NASPActs committee is composed of the following members:

| Name | Title | Institution |
|----------------------|--|---------------------------------|
| Brian Medina - CHAIR | Assistant Dean of Students | Marrietta College |
| Valerie Thompson | Research Associate | University of Oklahoma-Norman |
| Valerie Holmes | Associate Vice Chancellor/ Dean of Students | Elizabeth City State University |
| Kevin Reese | Program Coordinator-NU Connections | University of Nebraska-Lincoln |
| Elaine Mom | Staff Assistant to the Vice President of Student Affairs | North Shore Community College |
| Niya Blair | Director, Center for Diversity and Inclusion | University of Houston |
| Daisy Torres-Baez | Coordinator for Diversity Initiatives | Purchase |
| Patrick Hale | Assistant Director of Intercultural Affairs | Stonehill College |
| Tya Pope | Assistant Director of Intercultural Affairs | Washington College |
| Christina Fields | Lecturer, Social and Behavioral Sciences | Marist College |
| Asia Randolph | Graduate Assistant | College of William and Mary |
| Michael Williams | | Norfolk State University |
| Arienne Milkles | Coordinator for Staff Selection and Inclusion Education | Syracuse University |
| Nancy Campoverde | Associate Director of Student Support | Pace University-New York |

- In-Person Professional Development** – The charge of this subcommittee is to provide input on additional in-person professional development opportunities for NASPA members on the topics of social justice, equity and inclusion, including but not limited to the biennial Multicultural Institute and other regional conferences. The subcommittee has been meeting monthly since October 2017 to discuss ways that NASPA's in-person

events can be more inclusive. The work of this group is centering on creating an inclusive event toolkit that NASPA staff and regional conference chairs can utilize to ensure that events are equitable in terms of content represented, accessible for all attendees, and that event spaces are welcoming and inclusive. The members of this subcommittee are listed below.

| Name | Title | Institution |
|-------------------------|---|--|
| Jacquis Watters - CHAIR | Diversity Coordinator | Stevens Institute of Technology |
| Jeanine Bias | Title IX Coordinator | Sam Houston State University |
| Alina Wong | Associate Dean | Barnard |
| Cameron Breither | Assistant Director of Center for Diversity and Inclusion | Suffolk University |
| Carla Fullwood | Assistant Director, Office of Intercultural Engagement | University of North Carolina, Greensboro |
| Francesca Walker | Program Manager of Student Engagement | Columbia University |
| Joseph Ballard | Academic Support Program Specialist, Office of Minority Student Affairs | University of Illinois at Urbana-Champaign |

- Online Professional Development** – The charge of this subcommittee is to work with NASPA staff to ensure that the NASPA OLC regularly offers cutting edge, timely online professional development opportunities focused on social justice, equity and inclusion. This group hosted two webinars in the spring, which are listed below under Professional Development. The subcommittee members are listed below.

| Name | Title | Institution |
|--------------------------|---|-----------------------------------|
| Carrie Kortegast - CHAIR | Assistant Professor of Higher Education | Northern Illinois University |
| Vicki Gist | Assistant Dean of Students & Director, Multicultural Student Services | University of Virginia |
| Sable Manson | Souljourners Program Director | University of Southern California |

- Membership** – The charge of this subcommittee is to work with NASPA staff to ensure that NASPA meets its strategic objectives for diversifying its membership and that the services and products that NASPA provides meet the needs of that diverse membership.

- Raul Fernandez and Bernadette Buchanan from the EISJ Division leadership team are co-chairing this subcommittee.
- Award Recognition – None at this time

Professional Development & Events

- The online professional development committee hosted two EISJ related professional development opportunities in the spring. The two sessions are listed below:
 - Recruiting, hiring and retaining Student Affairs professionals of color – Tameika Scott – February 20 at 3 p.m. ET
 - Moving from Reactive to Proactive Efforts to Reduce Systemic Racism – Lori Patton Davis – March 22 at 4 p.m. ET

Optional Other Reports - Advocacy & Scholarship (*not required*)

- The Membership subcommittee, in concert with the NASPA Executive Team, is coordinating with the University of Southern California Center on Race and Equity to develop a proposal for an association climate study. Discussions around the proposal include an assessment of NASPA members' experiences as part of the association around equity and inclusion, as well as within the higher education context. The timeline for the project is yet to be determined. A preliminary review panel with NASPA members was convened at the NASPA Multicultural Institute in New Orleans, December 10-12. Additional review panels took place during the annual conference in March. Further information about the content of those review panels will be shared as the project timeline develops.