



**Mary Jo Gonzales**  
**Director, Equity, Inclusion, and Social Justice Division**  
**Report for the March 2019 Board of Directors Meeting**  
**February 24, 2019**

## Requested Action Items

None at this time.

## Leadership & Member Engagement

### **Transition of Division Leadership**

Halfway through the two-year term as the inaugural division director, Ajay Nair stepped down in March 2018 when he became president of Arcadia University. Ajay's efforts focused on transitioning the group from a commission level status to a formal division. While raising the visibility of the division through Board discussion and approval of the Commitment to Equity, inclusion, and Social Justice statement, Ajay also wrote blog posts, implemented member led professional development opportunities, and began a discussion of a possible climate study of the student affairs field.

### **Fortifying Division Structure and Membership**

In order to solidify the Division's foundation, over the past year we have spent a considerable amount of time clarifying roles and representation on the Division, re-writing the position description for members, establishing terms, clarifying expectations for reporting to and partnering with the KCs, and adding constituent group and *ad hoc at large* members to the Division. Please see the President's Report for information about the members of the Division.

The NASPA re-organization also provided dedicated staff support to the EISJ Division. NASPA's Assistant Vice President of Equity, Inclusion, and Social Justice Monica Nixon has provided substantial guidance on developing appropriate membership led initiatives while encouraging capacity building at the NASPA Office and with NASPA staff.

## **Convening Constituents Groups and Listening to our Members**

Work in the Division has focused on providing opportunities to hear from Knowledge Community members about their experiences with NASPA, their ideas around advancing equity and inclusion efforts in the field, and specifically articulate their hopes for the EISJ Division. This process included NASPA staff and member leaders in order to advance our membership engagement goals, particularly how the member experience can be blended seamless with the new NASPA structure.

As Division Director, I have connected with at least one, and in most cases more than one, members of each of the KCs represented on the Division. These interactions provided content for direct feedback on the language of the strategic plan, helped formulate the Division's role in working with the KCs, and identified specific needs of member and constituent groups.

Two major initiatives from these listening sessions included an August 2018 convening of representatives of 13 identity- and justice-based content constituent groups and a February 2019 gathering of past and current leaders of the Indigenous Peoples Knowledge Community. During each of these convenings, members were able to identify and prioritize partnership and engagement opportunities within NASPA including expanding pathway programs for leadership, utilizing language that is more inclusive and welcoming to marginalized and minoritized communities, purposeful and intentional strategies for future action. Many of those proposals will be discussed by the NASPA Board of Directors in the coming year. Attendees of both convenings are outlined below.

### EISJ Convening

*August 3, 2018 ◇ NASPA Office ◇ Washington, D.C.*

Participants:

- Bernadette Buchanan - African American Knowledge Community
- Abby Chien - MultiRacial Knowledge Community
- Zachary Cole - Spirituality and Religion in Higher Education Knowledge Community
- Tiffany Davis - NUFP Advisory Board
- Christine Gettings - International Education Knowledge Community
- Mary Jo Gonzales - EISJ Division Director
- Patrick Hale - Gender and Sexuality Knowledge Community
- Martha Harper - Adult Learners and Students with Children Knowledge Community
- Queena Hoang - Asian Pacific Islander Knowledge Community
- Ellen Meents-Decaigny - National Knowledge Community Director
- Cody Nicholls - Veterans Knowledge Community
- Teresa O'Sullivan - Disability Knowledge Community
- Nkenge Ransom-Friday - Socioeconomic and Class Issues in Higher Education Knowledge Community
- Sandra Rodriguez - Latinx/a/o Knowledge Community
- Penny Rue - NASPA Board of Directors chair
- Jamie Singson - Indigenous Peoples Knowledge Community

### Indigenous Peoples Knowledge Community Gathering

*February 13, 2019 ◇ NASPA Office ◇ Washington, D.C.*

Participants:

- Asma Antoine
- Karen Frances Begay

- Charlotte Davidson
- Judith Estrada
- Mary Jo Gonzales
- Irvin Harrison
- Tiffani Kelly
- George McClellan
- Robin Starr Minthorn
- Joel Perez
- Heather Shotton
- Jamie Singson
- Byron Tsabetsaye

Phase two of EISJ member engagement is a targeted effort at understanding the regional experience for members. During the convening and listening tour, members articulated the need to engage in Equity, Inclusion and Social Justice conversations at regional meetings due to past and recent issues. NASPA's Assistant Vice President Monica Nixon and I will be traveling to all regional conferences during the 2019-2020 and will host Equity, Inclusion, and Social Justice Town Halls. We are expecting to partner with Regional Directors and planning committees to help us advance EISJ efforts where many of members are most engaged.

#### **NASPA Foundation Social Justice Fund**

With the development of the NASPA Social Justice Fund, the EISJ Division will be partnering with the NASPA Foundation to implement fundraising efforts and provide guidance about distribution of funds. This partnership has the capacity to increase support for members who are unable to afford NASPA event by providing event and conference scholarships as well as support EISJ programming efforts.

#### **Planning for 2019-2020**

The division will focus on several initiatives in the coming year. These include:

- Developing, implementing, and measuring objectives related to the EISJ goal for the 2019-2022 NASPA Strategic Plan
- Understanding regional needs as they relate to the EISJ Division
- Developing sustainable partnerships with the Public Policy Division, Faculty Division, and Community College Division
- Implementing action items emerging from the two convenings noted above

## Professional Development & Events

### **Annual Conference**

#### NASPActs Policy Pop-Ups

In an initial effort to align and elevate NASPA's policy, advocacy, and social justice initiatives, the EISJ Division decided to focus NASPActs programming on the association's policy priorities. NASPActs will complement the second annual National Student Affairs Day of Action. The EISJ Division, EISJ-CLDE staff, and RPI staff are collaborating to present five 15-minute policy pop-ups on Monday and Tuesday.

Outcomes for this format include familiarizing participants with NASPA's policy and advocacy work; teaching skills related to effective advocacy with policymakers; and providing opportunities for participants to practice political advocacy.

Each pop-up will include three or four "things to know" about the issue and two or three tangible actions to take to advocate. The topics, times, and locations for the pop-ups follow:

- **Title IX, Campus Sexual Assault Response and Prevention:** NASPA Engagement Lounge, Monday, 10:10 – 10:30 a.m.
- **Campus Accessibility:** NASPA Engagement Lounge, Monday, between 2:30 – 2:50 p.m.
- **Immigration and International Students:** NASPA Engagement Lounge, Tuesday, 10:00 – 10:20 a.m.
- **Inclusion for Transgender and Gender Non-binary People:** JW Marriott Lobby, Tuesday, 3:20 – 3:40 p.m.
- **Civic Engagement and Freedom of Expression:** NASPA Commons, Tuesday 4:00-4:20 p.m.

In alignment with National Student Affairs Day of Action, we will also offer participants an opportunity to write letters to legislators that we will mail following the conference. This will take place in the NASPA Engagement Lounge.

#### EISJ Division Sponsored Programs

The EISJ Division will sponsor three programs at the Annual Conference:

- Training Equity-Minded Practitioners through Critical Action Research
- Marginalized and Excluded from Participation and Discourse: A Critical Dialogue with Indigenous Higher Education Leaders About Relational Conceptions of "Place"
- Emerging Issues in Higher Education Panel