Ajay Nair, PhD  
Equity, Inclusion, and Social Justice Division  
Report for the March 2018 Board of Directors Meeting  
Submitted February 1, 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)
  - Kirsten Freeman Fox (Center for Women)
  - Corey Benson (GLBT KC)
  - Nicole Ralston (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. The subcommittee members are listed below.
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Institution</th>
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</thead>
<tbody>
<tr>
<td>Bobby Kunstman – co-chair</td>
<td>Senior Associate Director Student Life &amp; Leadership</td>
<td>University of North Carolina, Chapel Hill</td>
</tr>
<tr>
<td>Chuck Eade – co-chair</td>
<td>Assistant Director of Disability Services</td>
<td>University of Denver</td>
</tr>
<tr>
<td>Corey Benson – co-chair</td>
<td>Title IX Coordinator</td>
<td>University of Houston, Clear Lake</td>
</tr>
<tr>
<td>Tim Love</td>
<td>Assistant Dean of Students</td>
<td>Loyola University Chicago</td>
</tr>
<tr>
<td>Danielle Wilcher</td>
<td>Associate Director of Fraternity and Sorority Life</td>
<td>Southern Methodist University</td>
</tr>
<tr>
<td>Amanda Marie James</td>
<td>Program Coordinator and Assistant Director</td>
<td>Emory University</td>
</tr>
<tr>
<td>Martha Encisco</td>
<td>Associate Director, Weber Honors College</td>
<td>San Diego State University</td>
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<tr>
<td>Tya Pope</td>
<td>Assistant Director of Intercultural Affairs</td>
<td>Washington College</td>
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<tr>
<td>Christa Hitengoku</td>
<td>Assistant Director of Student Affairs</td>
<td>City University of New York</td>
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<tr>
<td>Ke’Ana Bradley</td>
<td>Director of Student Life</td>
<td>Mountain View College</td>
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<tr>
<td>Mario Garibay</td>
<td>Coordinator of Student Activities</td>
<td>University of California, San Diego</td>
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<tr>
<td>Ronald Gray</td>
<td>Dean of Students</td>
<td>Felician University</td>
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<tr>
<td>Regena Brown</td>
<td>Assistant Director, Multicultural Resource Center</td>
<td>University of North Carolina, Charlotte</td>
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- **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 is comprised of chaired by a member of the Equity, Inclusion and Social Justice Division and individual NASPA members who demonstrate a strong passion for advocacy work. NASPActs is also responsible for implementing action-oriented events at the 2018 NASPA Annual Conference in Philadelphia. The NASPActs committee is composed of the following members:
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<tbody>
<tr>
<td>Brian Medina - CHAIR</td>
<td>Residence Life Coordinator</td>
<td>Towson University</td>
</tr>
<tr>
<td>Valerie Thompson</td>
<td>Research Associate</td>
<td>University of Oklahoma-Norman</td>
</tr>
<tr>
<td>Valerie Holmes</td>
<td>Associate Vice Chancellor/Dean of Students</td>
<td>Elizabeth City State University</td>
</tr>
<tr>
<td>Kevin Reese</td>
<td>Program Coordinator-NU Connections</td>
<td>University of Nebraska-Lincoln</td>
</tr>
<tr>
<td>Elaine Mom</td>
<td>Staff Assistant to the Vice President of Student Affairs</td>
<td>North Shore Community College</td>
</tr>
<tr>
<td>Niya Blair</td>
<td>Director, Center for Diversity and Inclusion</td>
<td>University of Houston</td>
</tr>
<tr>
<td>Daisy Torres-Baez</td>
<td>Coordinator for Diversity Initiatives</td>
<td>Purchase</td>
</tr>
<tr>
<td>Patrick Hale</td>
<td>Assistant Director of Intercultural Affairs</td>
<td>Stonehill College</td>
</tr>
<tr>
<td>Tya Pope</td>
<td>Assistant Director of Intercultural Affairs</td>
<td>Washington College</td>
</tr>
<tr>
<td>Christina Fields</td>
<td>Lecturer, Social and Behavioral Sciences</td>
<td>Marist College</td>
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<tr>
<td>Asia Randolph</td>
<td>Graduate Assistant</td>
<td>College of William and Mary</td>
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<tr>
<td>Michael Williams</td>
<td></td>
<td>Norfolk State University</td>
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<tr>
<td>Arienne Milkles</td>
<td>Coordinator for Staff Selection and Inclusion Education</td>
<td>Syracuse University</td>
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<tr>
<td>Nancy Campoverde</td>
<td>Associate Director of Student Support</td>
<td>Pace University-New York</td>
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- **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 members are listed below.
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<tr>
<td>Jacquis Watters - CHAIR</td>
<td>Diversity Coordinator</td>
<td>Stevens Institute of Technology</td>
</tr>
<tr>
<td>Jeanine Bias</td>
<td>Title IX Coordinator</td>
<td>Sam Houston State University</td>
</tr>
<tr>
<td>Alina Wong</td>
<td>Associate Dean</td>
<td>Barnard</td>
</tr>
<tr>
<td>Cameron Breither</td>
<td>Assistant Director of Center for Diversity and Inclusion</td>
<td>Suffolk University</td>
</tr>
<tr>
<td>Carla Fullwood</td>
<td>Assistant Director, Office of Intercultural Engagement</td>
<td>University of North Carolina, Greensboro</td>
</tr>
<tr>
<td>Francesca Walker</td>
<td>Program Manager of Student Engagement</td>
<td>Columbia University</td>
</tr>
<tr>
<td>Joseph Ballard</td>
<td>Academic Support Program Specialist, Office of Minority Student Affairs</td>
<td>University of Illinois at Urbana-Champaign</td>
</tr>
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- **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. The subcommittee members are listed below.

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<tr>
<td>Carrie Kortegast - CHAIR</td>
<td>Assistant Professor of Higher Education</td>
<td>Northern Illinois University</td>
</tr>
<tr>
<td>Vicki Gist</td>
<td>Assistant Dean of Students &amp; Director, Multicultural Student Services</td>
<td>University of Virginia</td>
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<tr>
<td>Sable Manson</td>
<td>Souljourners Program Director</td>
<td>University of Southern California</td>
</tr>
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- **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

- Ajay Nair represented the Division on a NASPA panel on the intersections between VPSAs and Chief Diversity Officers at the Multicultural Institute in December.
- The online professional development committee is beginning to schedule monthly EISJ related professional development opportunities focused on a variety of topics throughout 2018. The first two sessions that have been scheduled 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
- The NASPActs Subcommittee of the Division is planning a series of events related to a Rally for Students’ Rights at the annual conference in Philadelphia in March.
  - Rally Sign Making and Issue Awareness Raising: Exhibit Hall Table
  - Rally Date: Tuesday, March 6
  - Rally Time: 2:00 – 3:30 p.m.
  - Rally Location: Depart from Broad Street exit of Convention Center with a march culminating at the Thomas Paine Plaza

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

- The Membership subcommittee, in concert with the NASPA Executive Team, is working with the University of Southern California Center on Race and Equity to develop a climate study for higher education professionals. The study will assess NASPA members’ experiences as part of the association around equity and inclusion. Additionally, the study will also examine the experiences of higher education professionals at their institutions around issues of equity and inclusion. The timeline for the project is anticipated to be approximately a year, with the results of the study being released prior to the 2019 annual conference.
- The first step in developing the instrument is to convene several review panels with NASPA members. The first review panels took place at the NASPA Multicultural Institute in New Orleans, December 10-12. There were two opportunities for members to participate; one panel included new and mid-level professionals and the second review panel included AVPs and other senior student affairs officers at the conference.
- Approximately six additional review panel sessions will be convened at the annual conference that will be topic-specific (men and masculinities, #MeToo, immigration/undocumented professionals, etc.)
- A separate review panel will be conducted with members of the leadership team of the Equity, Inclusion and Social Justice Division in spring 2018.