



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.

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 is 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:

Name	Title	Institution
Brian Medina - CHAIR	Residence Life Coordinator	Towson University
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 members 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. 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

- 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 NASPAacts 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.