

NCDCA Mid-Year or Annual Report Form

THE COMMITTEE ON DIVERSITY INITIATIVES AND CULTURAL INCLUSION

November 21, 2016

For Committees:

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Committee Purpose: (review your listing on the NCDA website
http://www.ncda.org/aws/NCDA/pt/sp/about_committees)

The Committee on Diversity Initiatives and Cultural Inclusion works to raise awareness and promote equity and access within the membership and leadership of the National Career Development Association (NCDA). We seek to create an inclusive organization where diversity is viewed from an intersectional perspective, acknowledging the ways in which race, ethnicity, socio-economic status, age, gender identity & expression, mental and physical (dis)ability, sexual orientation, religion, and other identity categories exist along axes of power, privilege, and oppression. The committee aims to provide resources and training to educate and empower members regarding best practices related to diversity in career development practice and research and to serve as a hub for diversity conversations and initiatives within NCDA.

Committee Activities to Date

- Recommendations made to the board to add language to policy and procedures manual addressing keynote speakers that included race, ethnicity, gender identity, sexual orientation, and ability status. In addition, a recommendation to include gender inclusive restrooms during NCDA events.
- Recommendation made to the board to create an NCDA Diversity Scholarship.
- Recommendation made to the board includes non-binary gender options on the application for membership and conference registration.
- Articles written for Career Convergence and Developments.
- Mixer at NCDA Conference in Chicago.
- Submitted presentation for the NCDA Conference in Orlando.

Projected Plan through September 30, 2017

- Developing publications addressing diversity and inclusion.
- Developing cultural sensitivity and humility training webinars.
- Nomination(s) for the Diversity Award.
- Developing a diversity statement for NCDA printed materials as well as the website.

Suggested length: limit to one page

Submit to your board liaison electronically to your board liaison with a copy to dpenn@ncda.org by November 17, 2016. (mid-year reports due March 15, 2017)