**NCDA COMMITTEE ON DIVERSITY INITIATIVES AND CULTURAL INCLUSION**

**Co-Chairs**

Christian D. Chan, PhD, NCC
Assistant Professor of Counseling
Department of Counseling
Idaho State University
921 S. 8th Ave., Stop 8120
Pocatello, ID 83209

Office: 208-282-2413

Cell: 626-378-1339

chanchr2@isu.edu

Melissa J. Fickling, PhD, LCPC, ACS

Assistant Professor

Counseling, Adult and Higher Education

Northern Illinois University

mfickling@niu.edu

Office: 815-753-9304

\*Sharon Givens serves as our liaison to the NCDA Board of Directors.

|  |  |  |
| --- | --- | --- |
| Victor | Massaglia | victorm@umn.edu |
| Brian | Pillsbury | pillsbury@niu.edu |
| Dannette Gomez | Beane | gomezds@vt.edu |
| linda | zimmerman | lzimmerman032@gmail.com |
| Brianna | Burke | brianna.burke26@gmail.com |
| Michelle | Smith | michelle.smith@spart5.net |
| Ruben | Britt, Jr. | britt@rowan.edu |
| Mary | Parker | mparker@cccc.edu |
| Kyle | Inselman | Kyle.Inselman@du.edu |
| Michelle | Merrett | Merrettma26@gmail.com |
| Lawrence | Richardson | llhrich@okstate.edu |
| Audra | Lavoie | audraryandolan@gmail.com |
| Ju | Hong | jhong@mtholyoke.edu |
| John | Long | exploretworoads@att.net |
| Tamar | Frolichstein-Appel | tamar@upwardlyglobal.org |
| David | Blustein | David.Blustein@bc.edu |
| Emily | Frank | Emily@DenverCareerCatalyst.com |
| Bethany | Mills | bjbagley@uga.edu |
| Rebecca | Toporek | rtoporek@sfsu.edu |
| Cheryl | Love | calove@cpp.edu |
| Rhonda | Grey | greyr@scc.losrios.edu |
| Jehan | Hill | hilljeha@isu.edu |
| Casey | Dozier | Casey.dozier@fsu.edu |
| Sarah | Baquet | baqusara@isu.edu |
| Mako | Miller | mmiller@kauffmanscholars.org |
| Janine | Rowe | jmroce@rit.edu |
| Kairise Conwell |  | ConwellK@lssc.edu |
| Kyla | Hines | kyla.hines@ucdenver.edu |
| Tatiana Randolph- |  | trandolph2@stmarytx.edu |
| Priscilla | Edwards | pedwards@nul.org |
| Anne Marie Edwards |  | aedwards8@niu.edu |
| Autumn | Collins | autumnc@unm.edu |
| Lynn Z. Tovar |  | lynnztovar@gmail.com |
| Alexandra | Finney | afinney@rwu.edu |
| Monica Cano |  | mcano@fiu.edu |
| Sharon | Givens | sgivens62@gmail.com |
| Audra Lavoie- |  | audraryan@uri.edu |
| David Julius | Ford, Jr. | david.fordphd@gmail.com |
| Brian | Park | brian.park@uvm.edu |
| Melissa | Wheeler | melissa.maw@gmail.com |

**Activities to Date**

* Development of Public Statements: The committee has worked with the Board of Directors and other relevant NCDA committees to develop public statements for approval of the NCDA Board of Directors as a message about diversity and social justice issues relevant for NCDA. Examples include statements about DACA and other immigration issues.
* NCDA 2018 Session: Members of the committee submitted and presented a proposal sponsored by the NCDA Committee on Diversity Initiatives and Cultural Inclusion for the NCDA 2018 Global Conference in Phoenix. Three members of the committee (i.e., Christian Chan, Cheryl Love, Mary Parker) presented the session. It was highly attended and favored.
* Best Practices Subcommittee: We are still currently developing subcommittee focus on development and submission of drafts to American Counseling Association Practice Briefs. We are still creating avenues to showcase the new Diversity Statement and methods to implement the Diversity Statement (e.g., a checklist for career services settings).
* Diversity Initiative Award Subcommittee: We sent a liaison (i.e., Cheryl Love) to represent our committee to the Awards Committee with input regarding the process and final selection of the Diversity Initiative Award.
* Online Resources Subcommittee: This subcommittee has started work on annually updating the database of multicultural scholarly resources for NCDA members, but they are continuing their update of the document.
* Diversity, Equity, Inclusion, and Sensitivity Training Subcommittee: The development of a PPT document regarding LGBTQ+ communities is complete and highly favored. We are in the process of developing a complementary webinar to increase awareness of career practitioners with LGBTQ+ communities and other historically marginalized communities.
* Membership Coordinator: We decided to table this role until further notice since Melissa Fickling will continue to coordinate membership of the committee.
* External to the activities in the 2016-2017 plan, we hosted a webinar for the committee by Marissa Hill-Dongre, Director of the Immigration Response Team at the University of Minnesota, on serving Immigrant clients, especially those affected by the rescinding of Deferred Action for Childhood Arrivals (DACA). Plans also to potentially host a webinar for NCDA membership on this topic.
* We are also continuing our systematic plan to update the NCDA Minimum Competencies on Multicultural Career Counseling and Development (2009). Christian and Melissa will lead authors and task force dedicated to revision from committee. Proposed timeline and tasks of 1-2 years will include systematic effort from committee work group to mirror NCDA Code of Ethics (2015) and other relevant competencies documents.

**Projected Plan**

* Systematic plan to update the NCDA Minimum Competencies on Multicultural Career Counseling and Development (2009): Christian and Melissa will lead authors and task force dedicated to revision from committee. Proposed timeline and tasks of 1-2 years will include systematic effort from committee work group to mirror NCDA Code of Ethics (2015) and other relevant competencies documents. This project will be the major priority of the year.
* Development of Public Statements: This initiative will continue to address any current events and collaborations with other NCDA committees.
* Submission of NCDA Proposal—NCDA 2019 Session: We are developing a panel presentation for submission to the NCDA 2019 Conference by the November 1 deadline. The panel will focus on Social Justice and Equity across Career Service Settings to include multiple constituency groups, representatives, and voices.
* Submission to Career Convergence and Career Developments: Members of the committee are working with Marissa Hill-Dongre on developing articles for both publications about working with migrant communities in light of DACA and other immigration policies.
* Development of Town Hall/Breakfast Session on Involvement and Leadership of Black and African-American Men in NCDA: This initiative was proposed by our liaison Dr. Sharon Givens on creating a town hall session with breakfast to understand how NCDA can be a more inclusive and affirming organization for involvement and leadership of Black and African-American Men. The session is intended to take place at the NCDA 2019 Global Conference in Houston.
* Best Practices Subcommittee: We are planning to continue the focus on creating avenues to showcase the new Diversity Statement and methods to implement the Diversity Statement (e.g., a checklist for career services settings).
* Diversity Initiative Award Subcommittee: We are coordinating with the Awards Committee if they need representation from our committee to the Awards Committee with input regarding the process and final selection of the Diversity Initiative Award.
* Online Resources Subcommittee: This subcommittee will continue work on annually updating the database of multicultural scholarly resources for NCDA members.
* Diversity, Equity, Inclusion, and Sensitivity Training Subcommittee: The subcommittee is in the process of developing a new webinar to increase awareness of career practitioners with LGBTQ+ communities and other historically marginalized communities.