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

**YEAR END REPORT 2019-2020**

**Co-Chairs**

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\*Courtney Warnsman serves as our liaison to the NCDA Board of Directors.

Members:

|  |  |
| --- | --- |
| Victor | Massaglia |
| Brian | Pillsbury |
| Dannette Gomez | Beane |
| linda | zimmerman |
| Brianna | Burke |
| Ruben | Britt, Jr. |
| Mary | Parker |
| Kyle | Inselman |
| Michelle | Merrett |
| Audra | Lavoie |
| Ju | Hong |
| John | Long |
| Emily | Frank |
| Cheryl | Love |
| Delasia | Rice |
| Jehan | Hill |
| Casey | Dozier |
| Sarah | Baquet |
| Mako | Miller |
| Janine | Rowe |
| Kairise Conwell |  |
| Kyla | Hines |
| Tatiana Randolph-  |  |
| Priscilla | Edwards |
| Anne Marie Edwards |  |
| Autumn | Collins |
| Lynn Z. Tovar |  |
| Monica Cano |  |
| Sharon | Givens |
| Audra Lavoie |  |
| David Julius | Ford, Jr. |
| Brian | Park |
| Melissa | Wheeler |
| Mauli | Mahajan |
| David | Murphy |
| Mary | Sweeney |
| Benjamin | Wright |
| Anna | Sullivan |
| Christie | Julien |
| Tashawn | Nichols |
| J. Teresa | Davis |
| Yasir | Kurt |
| Gabe | Barrientez |
| Annie | Montemayor |
| Derek | Allenby |
| Latoya | Haynes-Thoby |
| Christine | Gist |
| Celeste | Hall |
| Jonique | Childs |
| Brian | Wright |
| Carla | Cheatham |
| Donna | Washington |
| Julina | Edwards |
| Rebecca | Montalbano |
| Jo | Boodon |
| Laura | Lee |
| Margarita | Baez |
| April | Calkovsky |
| Brian | Hutchison |
| Lisa | Owens |
| Michelle | Mitchell |
| Tristan | Hyatt |
| Kendall | Klumpp |
| Idaly | Cascante |
| Manny | Bartalotta |
| Carol | Balk |
| Nelinda | Avila |
| Melanie | Hamon |
| Josephine Jane | Pavese |
| Deetra | Wiley |
| Mark | McCloud |
| Lillian | Wang |
| Marivel | Leija |
| Andrea | Wieland |
| Katie | Maguire |
| Galaxina | Wright |
| Becca | Dickinson |
| Sandra | Sylvestre |
| Courtney | Warnsman |
| Mary | Edwin |
| Paolo | Varquez |
| Lindsay | Laguna |
| Christian | Chan |
| Shawn | Pewitt |
| Jill | Forest |
| Linda | Holloway |
| Holly | Waite |
| Sophia | Givre |

**Tasks and Activities (listed in order from high priority to low priority)**

**Task Force on Revision of NCDA Minimum Competencies for Multicultural Career Counseling and Development**

* Major goal is to revise multicultural career counseling competencies by the end of calendar FY 2022.
* ***This project is still underway.***

**Best Practices Subcommittee**

* Review of Conference Programs
	+ This task will involve a review of the past three years of conference programs for offerings and programs at the NCDA Global Conference related to diversity, equity, inclusion, and social justice.
	+ Subcommittee will tabulate data to distribute to the NCDA Board of Directors for their programming.
	+ ***This project is still underway.***
* Creation of NCDA Checklist and Benchmarks for Global Diversity, Equity, and Inclusion
	+ This task will involve the creation of a checklist/benchmarks similar to the major document constructed by ACPA.
	+ ***This project is still underway.***
* Creation of Statements
	+ To consider political capital and engagement with key issues in society affecting career development practices and initiatives, members of the subcommittee will be responsible for identifying issues to create statements to be endorsed by the NCDA Board of Directors. Examples of previous statements include the statement on DACA.
	+ ***This project has been tabled to make sure it is in alignment with procedures designed by the Board and Headquarters.***

**Diversity, Equity, and Inclusion Training Subcommittee**

* Coordination of Professional Development List
	+ This task will involve soliciting ideas and opportunities for professional development related to Diversity, Equity, and Inclusion from the committee.
	+ ***This project is underway.***
* Webinars
	+ This task will involve subcommittee soliciting topics and speakers to create a sponsored committee webinar for NCDA members.
	+ ***This project is underway. Vic Massaglia and Audra Lavoie are working on designing a webinar focused on discussing diversity issues. They will contact NCDA Headquarters to coordinate with schedule and develop webinar according to needs of membership.***
	+ ***Members of the committee designed a panel presentation webinar focused on DEI practices, career development, and COVID-19. A second round on the panel presentation will take place at the November CPI.***

**Online Resources Subcommittee**

* Update of Online Resource List
	+ We are asking the subcommittee to update this online resource list through a Google Form.
	+ Subcommittee will be tasked with reviewing and categorizing articles and resources.
	+ ***This task is complete and has been sent to Melanie Reinersman and Emily Bullock-Yowell. The new resource list has been posted to the website and will be included in the new multicultural career development textbook.***
	+ ***The subcommittee also completed a second resource list focused on antiracism, which is now on the NCDA website.***

**Awards Representative**

* We are working on partnering again with the Awards Committee by sending one representative from our committee to provide any feedback or background for the Awards Committee regarding the Diversity Initiative Award.
* ***This task is complete. Sarah Baquet was selected as the committee liaison from our committee to the NCDA Awards Committee.***