****

**COMMITTEE ON DIVERSITY INITIATIVES AND CULTURAL INCLUSION**

**August 16, 2019**

Dr. Christian D. Chan  
Assistant Professor 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](mailto:chanchr2@isu.edu)

Dr. Cheryl Love

Career Counselor

CalPolyPomona

Career Center Bldg 97

Office: 909-869-4605

[calove@cpp.edu](mailto:calove@cpp.edu)

**Members:**

Melissa Fickling

Victor Massaglia

Brian Pillsbury

Dannette Gomez Beane

linda zimmerman

Brianna Burke

Michelle Smith

Ruben Britt, Jr.

Mary Parker

Kyle Inselman

Michelle Merrett

Lawrence Richardson

Audra Lavoie

Ju Hong

John Long

Tamar Frolichstein-Appel

Emily Frank

Bethany Mills

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

Alexandra Finney

Monica Cano

Sharon Givens

Audra Lavoie

David Julius Ford, Jr.

Brian Park

Melissa Wheeler

Mauli Mahajan

David Murphy

Mary Sweeney

Benjamin Wright

Jessica Schultz

Anna Sullivan

Hunter Finch

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

Afzal Qureshi

Kendall Klumpp

Idaly Cascante

Manny Bartalotta

Olivia Lopez

Carol Balk

Demetria Pettie

Nelinda Avila

Melanie Hamon

Josephine Jane Pavese

Deetra Wiley

Mark McCloud

Lillian Wang

Marivel Leija

Andrea Weiland

**Activities to Date**

* Co-chairs Christian and Melissa held several conversations with John Long of the Credentialing Committee to explore ways to support credential seekers in their ongoing development in multicultural and social justice competence.
* We finalized working group members to take the lead on revisions of the Multicultural Career Counseling Competencies.
* Had 80 conference attendees at our committee meeting in Houston. We appreciate the separate space to hold our meeting due to the large interest in our work. We will continue to ask for a separate space for our meetings at the NCDA global conference.

**Projected Plan through fiscal year end (September 30th)**

* Hold full committee meeting in which we will draft a statement of support from the Committee on DICI for the credentialing process as a means through which to develop multicultural and social justice competence in career development practice
* Schedule a first meeting of the task force on multicultural competencies revision

**Outcomes of Funding Received:**

Twenty-five NCDA members and leaders gathered on Saturday morning, June 29 for a Town Hall Breakfast at the Houston NCDA conference. These members were invited or expressed interest in attending this inaugural event in which the co-chairs of the Committee on Diversity Initiatives and Cultural Inclusion hosted a dialogue about engaging Black and African-American men in leadership in the organization. Several recommendations emerged from this discussion which we humbly share with the Board. We would like to follow up this memo with a discussion on which items are actionable in the near and long-term future.

Recommendations

* Continue the town hall + meal setting, but at a more accessible time during the conference (e.g., featured session, lunch session).
* Expand the event to include more members.
* Invite underrepresented members rather than requesting self-enrollment to the event.
* Open lines of communication for Black and African-American members to connect and share resources in between conferences.
* Consider offering leadership training and mentorship at the national and state levels for Black and African American members. Create a clear and direct pathway from state CDAs to NCDA leadership.
* The Diversity Initiatives & Cultural Inclusion committee was encouraged to be more consistent and vocal in communication with the Board. The number of members justifies this level of communication (40 standing members plus 40 new members from the Houston conference).
* We need to do more than just increase representation; we need to build practices and relationships with Black and African-American men in the organization. Invest in and develop these members for leadership and involvement.