

North Carolina College Personnel Association

Equity, Diversity and Inclusion

2016 – 2018 Strategic Plan

Executive Summary

Historically, North Carolina is the site for some of the most pivotal moments in our nation's history in engaging issues of discrimination, intolerance, equity, diversity and inclusion in the nation. From our involvement in the transatlantic slave trade to the Wilmington Race Riots of 1898 to our involvement in the famed Civil Rights Era of 1954 – 1968 to House Bill 2, the North Carolina Higher Education System continues to be extremely diverse with nationally renowned public institutions, an array of Historical Black and Minority Serving Institutions, Women's Colleges, religious and selective private universities and a thriving community college system. Despite our challenges around social justice, diversity and inclusion, our history in providing access to learners of all backgrounds allows North Carolina to be a leader in modeling the best practices around supporting diversity and inclusion in Higher Education. The North Carolina College Personnel Association (NCCPA), state chapter of the American College Personnel Association, makes equity, diversity and inclusion a priority in its work to support professional and students alike in our system and seek to continue the tradition of pursuing equality for all in education. Created in 2008, the Member at Large of Equity, Diversity and Inclusion position is working to further institutionalize this important work throughout the function of NCCPA and the college campuses we so eagerly serve.

In tandem with the American College Personnel Association (ACPA), NCCPA recognizes the invigorating and enriching nature of equity, diversity and inclusion across all sphere of the lived experience. NCCPA works to provide you with the skills, expertise and resources that will enable the Higher Education professionals of North Carolina to build campuses and cultures where there is no "other", but rather a community where the multiplicity of identity, ethnicity, culture and struggle connect and strengthen to advantage of our shared experience.

The North Carolina College Personnel Association is excited to announce the 2016 – 2018 strategic plan as an expansive addition to the greater 2014 – 2020 strategic plan of NCCPA in regards to equity, diversity and inclusion.

Strategic Plan Overview

- Goal 1: Membership & Coalition Development
 - Objective 1:
 - Develop and strengthen ACPA/NCCPA membership pipeline in Community Colleges, Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges and Religious private institutions
 - Objective 2:
 - Establish various coalitions and work groups around identity, diversity and inclusion to establish niche groups to advance the expansive work of equity, diversity and inclusion
- Goal 2: Advise and Informing professional practice in Equity, Diversity and Inclusion
 - Objective 1:
 - Create an extensive library of the best practices of equity, diversity and inclusion.
 - Objective 2:
 - Coalesce equity, diversity and inclusion subject matter experts across the state to create a speaker's bureau and consultancy resource page.
- Goal 3: Professional Development and Fostering Student Leadership
 - Objective 1:
 - Establish a webinar series of “in-house” state leadership and talent to offer to NCCPA Members
 - Objective 2:
 - Establish a library of equity, diversity and inclusion fellowships, conferences and seminars for members to reference as they shape their own learning and development.
 - Objective 3:
 - Offer a variety of leadership development and professional branding tools for our members to reference.
 - Objective 4:
 - Establish a graduate and undergraduate “EDI Fellowship” – a yearlong commitment that starts with a two-day leadership symposium where burgeoning Higher Education practitioners can receive extensive training in equity, diversity and inclusion.
 - Action 1: With the aid of the NCCPA Executive Board and Equity and Inclusion Committee create the curriculum, learning outcomes and “faculty” for the fellowship
 - Action 2: Identify system-wide partners and stakeholders to create pipelines for participation in the fellowship at various levels
 - Action 3: Explore avenues for sustained funding of the EDI Fellowship and its initiatives.

- Goal 4: Showcasing Scholarship and Outstanding Practice in Equity, Diversity and Inclusion
 - Objective 1:
 - Strengthen the robustness of the equity, diversity and inclusion tracks at NCCPA Fall Conference encouraging intersectional work around identity and creating programming tracks that engage cultural competency and fluency.
 - Action 1: Create a specialized track that addresses issues of equity, inclusion and social justice.
 - Action 2: Develop a funding opportunity for scholar-practitioners in EDI to engage in ground-breaking, cutting edge work
 - Create a virtual (blog) space for NCCPA constituencies to engage in scholar discourse produce think pieces and explore ideas – partners well with the NCCPA Publication piece.
 - Objective 2:
 - Develop a one-day symposium focusing on the unique challenges and opportunities around equity, diversity and inclusion in North Carolina
 - Action 1: Gauge NCCPA constituency interest, professional need and
 - Objective 3:
 - Develop awards criteria to recognize outstanding work in equity, diversity and inclusion at the professional, graduate and undergraduate levels.