**STANDING COMMITTEE ON DIVERSITY**

**Annual Report – August 2013**

*Submitted by Co-Chairs*

**SCD Co-Chairs:** Carmen Cruz, AY Bryant

**Board Representative Liaison:** Frances Diaz

**ACCTA 2012 Conference & Continuation of Steering Committee**

SCD meeting was held at ACCTA conference in Baltimore 2012. Informed attendees about Steering Committee’s work over the past year, elected SCD slate representatives to run for the board, co-chairs and committee members volunteered for one more year for continuity of the work, and received Diversity Scholar report. The SCD steering committee (SCD-SC) initially convened at the 2011 ACCTA Conference (see names below) will continue the charge to discuss the future of the SCD in a streamlined and effective fashion. Goals included redefining the mission statement, updating the P&P, creating working groups, and making recommendations to the board about SCD’s role in ACCTA.

*Members of the SCD-Steering Committee*

AY Bryant

Maria Carrubba-Whetstine

Carmen Cruz

Pamela Epps

Tawa Sina

Carina Sudarsky-Gleiser

Cecilia Sun

**Consultation/Feedback to Board**

The SCD Steering co-Chairs and Steering Committee’s opinions were sought out several times throughout the year by the Board via the Board Liaison, Frances Diaz.

Below are the topics consulted:

* Provided feedback to the board regarding the Arizona letter (SB 1070 law).
* Provided input regarding diversity variables regarding future conference sites, specifically New Orleans for ACCTA 2013.
* Consulted on membership diversity of opinions regarding Bourbon Street.
* Reviewed conference programming; supported board initiative to increase diversity content for 2013 conference.
* Reviewed optimal formatting options for increase in conference diversity programming

**Steering Committee Conference Calls**

The steering committee held 5 conference calls that included the SCD board liaison as needed

Topics included:

* Reviewed conference evaluations and feedback
* Addressed structure of repetition and use of time at SCD meeting at conference
* Recognized privilege issue regarding technology at conference
* Addressed Culture Sharing format
* Received reports from National Multicultural Summit attendees
* Supported Board’s desire for SCD led program at conference
* Processed ideas for an experiential program
* Formed subcommittees within the Steering Committee

SCD-SC Subcommittee Progress

* Review of P&P underway. Final edits to be completed at pre-conference SCD-SC working meeting
* Powerpoint for leading SCD meetings is complete
* Diversity Scholars Program procedures are complete
* Website communication updates are pending until the completion of other subcommittee work
* History of SCD updates is in progress

**SCD Slate Nomination Process**

* The SCD slate/Board representative nomination process. This has been an ongoing area of discussion. At the 2012 ACCTA conference, members who wanted to run for the board under the SCD slate were asked to address 3 questions (see below this paragraph). Questions were based on steering committee brainstorming about what are considered strong qualifications for nominations from SCD. Answering 3 questions from the floor was lengthy, thus it was agreed that at the next conference, members would answer only one question, #1 from the floor. As we finalize the P&P, members will have an opportunity to respond to all questions in writing.

*Questions for SCD slate Board nominees*

1. *What is your interest in serving on the board at this time?  And why via the SCD slate?*
2. *What strengths, experiences or areas of expertise do you believe you would bring to the board as part of the SCD slate?*
3. *In what areas do you think ACCTA could improve its focus on diversity/social justice?*

**Programming at ACCTA Conference 2013**

* Experiential program following Diversity Scholars presentations
* Culture Sharing
* SCD Business meeting

-Election of SCD slate for board

-Election of two new SCD co-chairs

-Election of new Steering Committee members

**SCD sponsored experiential program at ACCTA 2013**

SCD Experiential program – ACCTA 2013

"Walking the Talk: Training Directors Journeys into Privilege"

This exercise encourages participants to become aware and critical of their personal privileges associated with several social identities and in particular, with Training Director identity. Participants will be led through a privilege exercise to demonstrate how social identifiers that are, sometimes, out of participants’ control have affected their privilege and/or power.

1. To increase Training Directors’ awareness about their own social locations as they have increased power in their professional careers.
2. To increase Training Directors’ knowledge about what different and other Training Directors deal with at their institutions.
3. To increase Training Directors’ multicultural competence and augment diversity work with doctoral interns

Please note that this exercise is not meant to make anyone feel guilty or ashamed of her or his privilege or lack of privilege related to any social identity categories. Rather, the exercise seeks to highlight the fact that everyone has some and differing privileges, even as some people have more privilege than others. By illuminating our various privileges as individuals, we can recognize ways that we can use our privileges individually and collectively to work for social justice and within training/supervision roles. Also note that each list is not meant to be exhaustive or comprehensive. The main idea is to offer some possible insight, as TD’s tend to lead exercises and rarely get to self-reflect on their own process, and to invite reflection on concepts of privilege and intersectionality.