Section/Focus Group/Committee: Inclusion and Diversity

Chair: Tom Blume

I. MAJOR ACTIVITIES/ACCOMPLISHMENTS

1. Special Session 2017
   a. The third in a series of IDC special sessions followed the previous year’s round table format and sought to expand awareness.
   b. Held in a large ballroom space, the event featured the presentation of the first Social Justice Award.
   c. Group leaders shared information regarding their own group memberships and helped participants to share perceptions and experiences.

2. IDC Breakfast 2017
   a. This year’s breakfast conversation was well-attended, especially by first-time participants and early members.
   b. Attendees submitted written comments and suggestions, many of them commenting on the sense of alienation and invisibility shared by first-time participants.
   c. Child care needs were a frequent topic related to difficulties faced by parents who want to really attend the conference, not just show up for their own sessions.

3. Social Justice Award
   a. The first award (2017) was presented to Ramona Oswald
   b. The 2018 award will be presented to Lee Ann De Reus

4. Planning for 2018 Special Session
   a. This year’s session will change formats from round table to a panel, marking a shift from building awareness to helping members see ways in which they can put inclusion and diversity ideas into practice.

5. IDC was represented at Program Committee meetings with the goal of helping to coordinate coverage of inclusion and diversity

6. IDC was represented in 3 of the 4 issues of the NCFR Report, with news stories on the conference sessions as well as a feature article on the topic of diversity/inclusion issues related to play and recreation.

7. At a retreat in Minneapolis, reviewed the committee reviewed the IDC Goals and Action Strategies document and the Policies and Procedures documents to make them more concise and reflective of both ongoing and current concerns.

8. The Chair worked with Board representatives on expanded definitions of the IDC role regarding internal and external communication, summarized in a new Policies and Procedures document

9. IDC worked with the Board in preparation of NCFR Statement regarding separation of refugee
Appendix A

children from their parents
10. IDC members began compiling a list of possible NCFR instant response topics and experts who could be contacted to help with external communication.

II. COMMITTEE MEMBERS/OFFICERS, ETC.
1. The committee entered the 2017-2018 year without a chair. In the November meeting Tom Blume, as one of the only 2 continuing members, accepted the role of chair.
2. Tom has submitted his resignation from the committee effective at the end of the 2018 conference.
3. Continuing members are:
   a. Tiffany Brown
   b. Chalandra Bryant
   c. Elizabeth Holman, S/NP
   d. Miriam Mulso
   e. Kristy Shih

III. WHAT HAS THE SECTION/FOCUS GROUP/COMMITTEE DONE DURING THE PAST YEAR TO FURTHER NCFR’S INCLUSION AND DIVERSITY INITIATIVES?
1. During the Spring meeting we examined input from section and focus group reports as well as the breakfast meeting participants. For the most part, their reports show that they consider inclusion and diversity to be part of their mission.
2. Our S/NP Rep agreed to work with the SNP group to improve newcomer experiences.
4. We met in a video call with Robert Stains, a representative of the organization Essential Partners, to learn about their Reflective Structured Dialog process and organizational consulting services and discuss some possibilities for NCFR to get assistance in creating a less polarized, more collaborative climate for addressing issues on which NCFR members may hold conflicting beliefs.

III. CONCERNS/QUESTIONS/SUGGESTIONS
1. The system for providing support for Board responses to external issues can use more work to ensure that experts are identified and utilized when needed.
2. The 2019 Special Session will be the last of the 5 sessions approved by the Board. The Committee needs to make plans for a final session that will properly summarize the series and help attendees to see how inclusion and diversity issues fit into their profession identities and the future of NCFR.

Reporting Date: October 15, 2018 (Prior to the Annual Conference)

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