

Oh, the Places We Will Go! Diversity and Inclusion, Now What?

By Laneika K. Musalini

Diversity & Inclusion Task Force 2019 Accomplishments

The Presidential Task Force on Diversity & Inclusion is comprised of a very strong, intellectual, engaging and diverse group of individuals that not only contribute to advancing the field of research administration but to advancing and promoting diversity and inclusion around the globe. The year 2019 has been full of many wonderful successes for NCURA. The Task Force was charged with several major tasks for 2019. The Task Force came together as a team and accomplished every task put before them. As Task Force chair, I am proud of all that has taken place throughout the year.

2019 Accomplishments:

- NCURA's Commitment to Diversity Statement posted on the NCURA website
 - NCURA's Commitment to Diversity Statement incorporated in email notifications and all calls for volunteers
- Expanded online Membership Profile criteria
 - Promoted Membership Profile update requests
 - Collected and analyzed preliminary profile data
- Developed Member Volunteer Matrix
- Performed Diversity, Equity and Inclusion Training Video Feasibility Study
- Added Diversity column to NCURA Magazine
- Incorporated diversity criteria into all selections
- Promoted the inclusion of diversity and inclusion themes in meetings
- Developed future diversity and inclusion strategies
- Presented a poster on diversity and inclusion at AM61
- Promoted NCURA's Diversity & Inclusion initiative at all 2019 national conferences to include diversity and inclusion swag, alternative meal availability, creating a more inclusive and welcoming meal area, offering diversity and inclusion workshops and sessions on Tuesdays for each conference event, and incorporate NCURA's Diversity statement on all regional pages

2020 Diversity & Inclusion Outlook

The Task Force has been moving the needle for the last three years; however, there is so much more work to do. Thus, one may pose the question, "Now what?" Moving forward, the Task Force will be working more closely with each region on diversity, equity and inclusion strategies.

Equity is an important driver when considering inclusion. When equity exists, people have equal and fair access to opportunities. The executive board approved the new Membership Volunteer Matrix in 2019. This matrix will be introduced in early 2020. Implementing the Member Volunteer Matrix will help to provide a more inclusive and equitable pool of leadership candidates and organizational volunteers. Utilizing the Member Volunteer Matrix, members will have the opportunity to diversify their volunteer experiences within NCURA. All of our members and volunteers are valuable. Participating

as an NCURA volunteer will broaden your network, as well as increase your knowledge base as a member and toolkit as a research administrator. Please know that this organization will function at its most efficient capacity when we are all unified and engaged.

Once the presidential charge for 2020 has been released, the Task Force will begin working towards accomplishing the tasks presented. The Task Force looks forward to continuing the great work of diversity, inclusion and equity, in addition to developing intentional inclusionists.

2020 Task Force Members

The 2020 Presidential Task Force on Diversity & Inclusion has further expanded to include representation from each region and various backgrounds. The diverse makeup of the Task Force will have even greater impact on the NCURA membership. The 2020 Task Force members are:

Laneika K. Musalini, Tri-County Technical College, *chair*

Theresa Caban, Lundquist Institute

Tolise Dailey, Johns Hopkins University

Rashonda Harris, Emory University

Derick Jones, Lundquist Institute

Sandra Logue, University of Colorado-Denver

Mario Medina, University of Kansas Medical Center

Denise Moody, Harvard University

Jaime Petrasek, Virginia Commonwealth University

Ben Prince, University of Massachusetts Medical School

Saiqa Anne Qureshi, University of California-San Francisco

David Schultz, Rensselaer Polytechnic Institute

Samantha Westcott, California Institute of Technology

Natasha Williams, Kennesaw State University

Marianne Woods, Johns Hopkins University

Bonniejean Zitske, University of Wisconsin-Madison

In the words of Dr. Seuss, "We're off to great places! Today is our Day! Our mountain is waiting, so get on your way!" Oh, the places we will go when we truly learn to value, respect and welcome everyone despite differences. So, I invite you all along on this journey. Will you go with us? ■

Reference:

Seuss (1990). *Oh, the places you'll go!* Penguin Random House LLC. New York: NY.
White, Nika (2017). *Intentional inclusionist*.



Laneika K. Musalini, MHRD, is the Director of Grants Development/Sponsored Programs at Tri-County Technical College overseeing strategic funding initiatives, proposal and budget development, and sponsored programs compliance. She serves as chair of NCURA's Presidential Task Force on Diversity & Inclusion, PUI track co-lead for PRA2020 Program Committee, and diversity advisor for Region III. She can be reached at LMUSALIN@tctc.edu