

## **2004 – 2006 AFFIRMATIVE ACTION PLAN**

### **College Student Personnel Association of New York State**

The College Student Personnel Association of New York state is dedicated to addressing emerging issues within the Student Affairs profession while meeting the needs and concerns of our colleagues who serve in those roles on our campuses.

In an effort to promote and maintain inclusiveness within the organization, the President-Elect will be responsible for overseeing the organization's Affirmative Action efforts. Our definition of inclusiveness broadens the concept of Affirmative Action and extends beyond issues communicated only by professionals from traditionally underrepresented groups.

#### **GOAL 1: FURTHER DEVELOP CURRENT STANDING COMMITTEE LIAISON POSITIONS TO BETTER REFLECT THE COMMITTEE STRUCTURE OF ACPA.**

**Objective A:** To develop and define CSPA liaison roles with the six ACPA standing committees.

- **When the Activity Will Occur:** Begin the discussions at the June board meeting (2004) and have a more defined program by February 2005.
- **Impact of Activity:** To better represent the needs of New York state at the National level and vice versa. In addition, this will allow CSPA to explore other options for the current committee structure that have not been working well for this organization or for our underrepresented membership.
- **Underrepresented Groups Served:** All

#### **GOAL 2: INCREASE THE ORGANIZATION'S OVERALL COMMITMENT TO AFFIRMATIVE ACTION PHILOSOPHY AND PRACTICES**

**Objective A:** Create an ad hoc committee responsible for the annual review of the Affirmative Action Plan. This committee would also be responsible for recommending changes to the Executive Council for the following year.

- **Suggested Committee Composition:** President-Elect, Chair; at least one representative from the ACPA committee liaisons; at least one representative from the Regional Coordinators; at least two representatives from the general membership.
- **When the Activity Will Occur:** The committee should be in place prior to the annual fall conference each year. The President-Elect will be expected to make an annual report at the June Board meeting during the following year.
- **Impact of Activity:** The Affirmative Action Plan will be reviewed by a representative group of a wide variety of professionals. Long range goals can be established. Proactive planning may also take place given the fact that the group will provide stability.
- **Underrepresented Groups Served:** All

**GOAL 3: COMMUNICATE AND PROMOTE THE NEEDS AND INTERESTS OF UNDERREPRESENTED GROUPS TO THE GENERAL MEMBERSHIP.**

**Objective A:** The Vice President-Elect for Conferences shall contact ACPA committee liaisons and will appoint a representative to the Annual Conference Planning Committee to ensure the overall program content will be inclusive.

- **When the Activity Will Occur:** By November 1<sup>st</sup> of each year, representatives will be appointed to the Annual Conference Planning Committee.
- **Impact of Activity:** The Conference Planning Committee will include representatives from underrepresented groups. The conference program will also address needs of underrepresented groups.
- **Underrepresented Groups Served:** All

**Objective B:** Each ACPA committee liaison will be asked to sponsor a program relating to the needs and interests of their respective constituency at the annual, state-wide conference. These programs will be highlighted in some fashion as to draw attention to their content.

- **When the Activity Will Occur:** The ACPA committee liaisons must notify the Annual Conference Program Chair of the sponsorship prior to the deadline for program proposals.
- **Impact of Activity:** The Conference will be more inclusive and will better meet the needs of underrepresented groups.
- **Underrepresented Groups Served:** All

**Objective C:** Each liaison to the ACPA committees will solicit articles / information from their respective membership to encourage involvement in the newsletter.

- **When the Activity Will Occur:** Each time the newsletter is printed.
- **Impact of Activity:** Issues concerning interest groups will be publicly promoted. This action should also heighten the membership's awareness.
- **Underrepresented Groups Served:** All

**GOAL 4: INCREASE MEMBERSHIP AND PARTICIPATION BY STUDENT AFFAIRS PROFESSIONALS FROM DIVERSE POPULATIONS.**

**Objective A:** As part of the membership application given to student affairs professionals within CSPA, both new and renewal, questions will be included to ascertain the demographics of our membership.

- **Impact of Activity:** Results from the demographic questions on the application can be used to identify what groups are underrepresented in our membership so that the organization will have a better understanding of the overall composition of its members and can respond accordingly.
- **When the Activity Will Occur:** Written report due to the Executive Council from the Membership Chair at each quarterly meeting.
- **Underrepresented Groups Served:** All

**GOAL 5: ALL ADVISORY BOARD MEMBERS WILL PROVIDE AN ANNUAL REPORT DESCRIBING HIS OR HER CONTRIBUTIONS TO THE ORGANIZATION'S AFFIRMATIVE ACTION PLAN.**

**Objective A:** Each Advisory Board member will be responsible for showing support for at least one aspect of this Affirmative Action plan. (Examples of this support would be attending a session where issues of one of the underrepresented groups is being discussed, presenting a program identifying critical issues, etc.)

- **Impact of Activity:** The Advisory Board members will role model this Affirmative Action plan. A strong message will be sent to the general membership outlining the serious commitment the organization intends to keep in regards to inclusiveness.
- **When Activity Will Occur:** On-going throughout the year.
- **Underrepresented Groups Served:** All