



INTERNATIONAL
ACAC

**FORWARD
TOGETHER**

*Building pathways for
a more inclusive future.*



Member Town Hall

Mission of International ACAC

To facilitate global interaction among counselors and institutions in support of secondary students transitioning to higher education, while promoting professional standards that foster ethical and social responsibility.



Forward Together

The DEIJ Study and Organizational Review of International ACAC by external consultant Julius Erolin presented recommendations for improvement and opportunities for the association that focused on strategic planning, structural changes, leadership and member development, communication and representation.

The opportunities and recommendations challenge us to consider:

Shared values, missions, goals – review and revise to reflect membership

Strategy – planning our next steps with a focus on regions and other areas of importance to membership

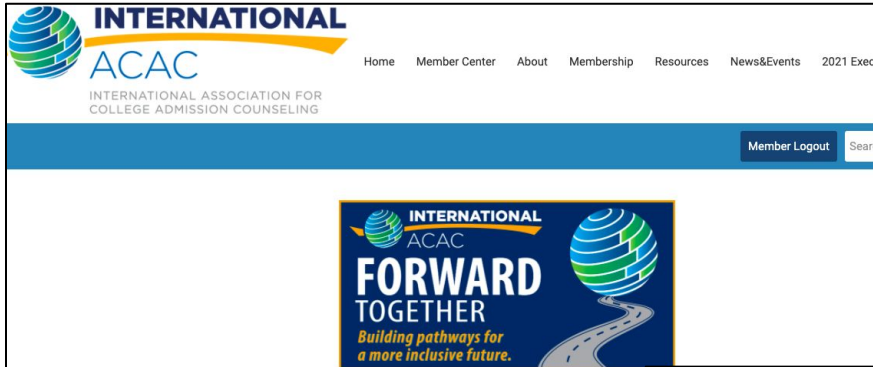
Structures – governance, operational, regional

Systems – policies, communications

Skills & Styles – leadership development/member professional development



Where can I find the information?



Quick Links

Forward Together Initiative

2021 Renewal Form

Become a Member

Elections Overview & History

2021 Regional Roundups



International ACAC's Executive Board is sharing with the the DEIJ Organizational Assessment Report and Recommendation Report. This report culminates five months of internal review and assessment, the DEIJ Initiative, conducted during the 2021-2022 term. The full report on the organizational assessment, and we invite members to take time to engage; we have a link to the report and detailed data and analysis. We invite members' comments and suggestions and provide a link to the report.

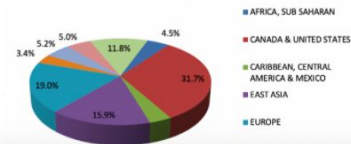


Survey of Members - What Did We Learn?

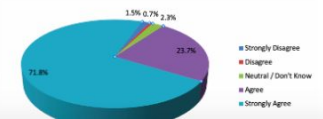
The DEIJ organizational review included a survey of members, conducted in November 2020, to gather their perspectives related to member engagement and DEIJ. Member demographics were also captured, providing insight into who we are as an association. Shared here are highlights; the full survey report (in graph format) can be reviewed [here](#). The full survey data set can be found at the end of this page.

www.internationalacac.org

Demographics By Region



Diverse Membership is Essential



From the DEIJ Report Executive Summary:

*Based on the assessment, we conclude that **International ACAC** is in a pivotal moment to leverage its significant membership growth and diversity to enhance organizational effectiveness, achieve DEIJ goals, and continue to pursue its vision for the profession and its members.*



Forward Together: *building pathways for a more inclusive future.*

Building from the DEIJ Organization Review and the **Recommendations on Action Plan and Timeframe**, our association will now *take action* through incremental work in 0-3 month, 3-6 month, and 6-12 month segments, engaging with members to build the future direction of International ACAC. This will be intense, deeply engaging work, and we want to take into consideration member responses and at every point via metrics, reporting, and transparency.



Within the next three months (Feb to April)

Executive Board Planning → Discuss, plan, and take action on idea for best communication with membership

Member Communication → Develop and implement communication plan and next steps based on membership feedback and assessment results

Ad Hoc Strategic Planning Committee and Subcommittees → Establish ad hoc committees with action plans and timeframe to address specific recommendations based on member feedback

Within three to six months (April to June)

Structural Changes



Approve name for the Committee on Issues of Diversity, Establish a VP for the work of this committee

Organizational Mapping



Engagement Activities
Communication Activities

Strategic Planning



Strategic Planning (SP) committee completes review of mission and vision principles; draft key strategies, strategic goals and plan
SP Subgroups work feeds to SP Committee

Accountability



Establish framework and metrics

Within six to twelve months (July to December)

Change and action plan



Specific actions, timeframe and accountabilities

Strategy and change implementation



Revisions to bylaws, policies and procedures, and structures based on committee recommendations

Accountability



Measurable metrics/benchmarks

What does this mean?

What specifically will take place?

How will members engage?

Let's look at the next 3 months...

Member Communication: Develop and implement communication plan for engaging members on the assessment results and next steps. (0-3 months)

Website information and feedback

Email summary and feedback

Regional presentations and dialogues

Asynchronous video presentation

Synchronous "open" presentations and dialogues (Town Hall)

Ad hoc Strategic Planning Committee and subcommittees: *Establish ad hoc committees to address specific recommendations with action plans and timeframe. (0-3 months)*

Strategic Planning (SP) Committee – Call for volunteers from membership

Focus Areas

- Regional Engagement
- Member Communication
- Leadership Development and Member Professional Development

Questions for the Membership

What three things do we want our members and the institutions we serve to say about our organization in terms of diversity, inclusion and regional engagement?

There have been a number of regional engagement opportunities. What has worked for you and what else can you recommend?

What three measures allow for additional leadership and professional development for our members and continuing involvement?

Break Out Discussions



Questions from the membership when we come back

Questions from the Membership

1. How to support local staff (counselors, support personnel) to gain professional development?
2. What are the methods that the Executive Board engages with members?
3. Why are events advertised in Eastern Time Zones?
4. How is the 2021 Virtual Conference scheduled for world wide time zones?
5. How is the organization building in accountability measures to guide future decision-making?



INTERNATIONAL ACAC

**EXECUTIVE BOARD
ELECTIONS**

Voting is open!

Ballots have been sent by email to all voting members.

Voting closes in two weeks - Wednesday, March 24.



CALL FOR

**CONFERENCE
EDUCATION
SESSIONS**

DEADLINE:
FRIDAY, MARCH 12, 2021

INTERNATIONAL ACAC

REGIONAL
ROUNDUPS

Wednesday, March 24, 4:30-6:30 PM Eastern: **Central & South America, Mexico, & the Caribbean**

Tuesday, April 13, 12:30-2:30 PM Eastern: **Europe**

Tuesday, April 20: **East Asia, Southeast Asia & Oceania**

Wednesday, April 28: **Canada & US**



Thank you for joining today's Town Hall!

