

**7PM Town Hall BreakOut Notes Group #1**  
**Marie Vivas, moderator; Lin Larson, note-taker**

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?

- IACAC represents students we serve, includes the 3 areas above
- Ensure “international” still means representing the world; we try hard to insure representation is beyond US based, including all schools with different systems of education
- We are experiencing growing pains and redefining who we are
- We need to find a way on how to approach the big area of student recruitment and education; we need to find ways for the less financially well off to have an opportunity to study in a country other than own
- Find a way to bring more of these poorer students to campuses
- On the regional side, we are helping to make this large organization seem smaller, where more members can be involved and participate
- We like the idea of keeping things virtual as there is more participation
- We all appreciate our tight knit relationships and will keep making opportunities to keep these active and alive
- We want to build relationships and strengthen the ones between CC and 4 years, we need to continue to find affordable pathways for poorer students (African and others), find ways to reduce costs, find alternative programs or answers (AL/IB/AP credits, transferability of courses from another institution)
- We need more information on where to direct students if we cannot assist ourselves; what other options are open to students
- We consider and need to pay attention to socio-economic considerations; most of us are tuition-driven institutions; we need to reconcile enrolling students with little \$ with institutional needs
- We must think beyond race and gender
- Consider a focus group to investigate ways to find funding for lower income students, MasterCard Foundation Scholars Program as example

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**7PM Town Hall BreakOut Notes Group #2**  
**Dean Mendes, moderator; Brandy Fransen, note-taker**

Regional Round Ups

WHAT IS WORKING:

- We like that these currently support the mission of DEIJ work within IACAC; we need to ensure that these continue to tie back to this cause
- We like that these are recorded, in case the time zone doesn't work
- We like that these have more Counselor engagement and less factoids that can be found online
- These provide regional representation and exposure to what's happening on the ground

WAYS TO ENCOURAGE BUY IN

- Expand the avenues in which the information is distributed, i.e short podcasts (10 mins) that people can listen to on their way to work every week or while walking the dog.
- This way there could be a library of podcasts on the website available, in case we miss it or the time zone isn't ideal.

- Could the intros to the podcasts be recorded in a different language? Even if it is just an announcement of what is coming out. (inclusion)
- These podcasts could accomplish inclusion by revolving around the world, coming from a different place each week or month.
- Maybe we could develop an app? Where there are real-time notifications at the time of the event
- Could we consider an off-shoot of a Round Up? Not just from international schools but also local or public schools?
- These need to provide the opportunity to connect counselors with university reps in a more meaningful way
- We need to continue to share the agenda upfront (not too long...very few people scroll down the bottom)

#### CUSTOMIZATION

- Is there a way to fill out a form that would provide more information based on our preferences? (like the YouTube algorithm) Perhaps based on years of experience or tailor-made topics? P.S – this is how we market to our students! Customizable engagement!
- Different levels of experience have different need “Once you’ve been around for a while, constantly doing introductory sessions is not helpful”

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### **7PM Town Hall BreakOut Notes Group #3** **Natalie Bitton, moderator; Chris Andersson, note-taker**

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

- It would be great if we had a true mentorship program
  - We have the new member orientation
  - But maybe a full-year partnership
  - To help people gain some leadership and confidence
  - RESPONSE: We are working on developing a mentorship program!
- A program that would introduce the resources that we have to incoming members so they can benefit from and take advantage of all the resources that we have
  - Like an onboarding process
  - RESPONSE: the membership committee is working on that right now!
- Mentoring would be a great way for leaders to mentor a new generation of leadership
- We're an organization that is an affiliate of NACAC but we are an org that has global membership
  - Can we listen more to and learn more from peers and orgs in other parts of the world
  - Orgs do things differently in other regions, cultures, communities
- Some kind of training, basic certificate, professional development
  - As a college admissions rep, we need to know what our students are looking at and how can we better accommodate students
- If we're looking at ways to increase member involvement and leadership, could there be an opportunity to get some insight into what it's like to serve on a committee or take a leadership role
  - The committee culture seems a bit formal and intimidating in this org, so it would help for people to know the expectations
- If someone from another country who isn't familiar with Roberts Rules and such, it would indeed be intimidating to join a committee

- How do we let our members know about all this information and make it readily available on the website, etc.
- Let's talk about certificate training
  - We have such a diverse set of professionals from around the world
  - Students applying to different college systems in the UK, Europe, India, Japan, China, Australia
  - If you attend at least a certain number of educational sessions about applying to colleges in these countries, you could receive a certificate
  - It also exposes the wealth of diversity in the org
  - Whether it's from the college or high school side or both
- What can we do for professional development at the conference?
  - middle management training
    - On the university side, we oversee teams but we also have to manage up
    - We can pass that idea along to the pre-conference committee
      - "Mid-career professionals"
      - The speaker would like to attend pre-con workshops but it's hard to commit to a couple of extra days out of the office. So, maybe it would be better to address this during the conference
      - Maybe an open session or two about this
        - We should avoid it becoming a complaining/venting session and more of an enrichment/training session
      - Theresa reminded us that at the 2017 conference we offered a mid-level management training option
    - Sometimes some of the professional development opportunities are behind a paywall, which can be difficult to get approved by a manager
      - E.g., pre-conference workshops
      - Sometimes we can't get sponsored to go to the conference unless we're presenting so getting additional funds to cover pre-cons is difficult
    - Aside from scholarship offers and increasing accessibility, what are some ways we could make them easier for you to attend
      - Have more focused sessions during the conference
      - If we're virtual, that brings it to more people
      - The mentorship program will also support this
  - Do we have a book club?
  - Diversity and racism in an international context