



## 2022 Executive Board Election Candidate

### Delegate to the NACAC Assembly: All Other Regions

**Name:** Kimberly Tulloch Wynn  
**Title:** University and Academic Counsellor  
**Institution:** York House School  
**Location/Region:** Canada/Canada & U.S.  
**Member Group:** Secondary (High School)

### Background and Experience

#### Years of experience in post-secondary admissions counseling or related fields?

10+ years of experience

#### Please describe any **professional or volunteer experience** you feel would be relevant for serving on the International ACAC Executive Board.

In 2010, I was part of the initiation of Canadian Independent School Counsellors (CISC) and served as co-chair for the first national conference held in May 2012 where the inaugural executive board was formed and I was elected vice-president (regional representative) for Quebec. Following that 2-year term I served as president of CISC followed by another term as past-president. During my time with the CISC executive we developed our mission statement, strategic plan, statement of values, code of ethics and professional practice; extended the mandate of the vice-president roles to include membership, professional development, governance, external relations and communications; as well as support the organization of the subsequent national conferences. While professionally my executive board experience has been exclusive to the Canadian counselling context, I also have served as secretary for both West End

DayCare and Willingdon Home & School Executive in Montreal, where I held positions for 3 and 2 years respectively. Additionally, I was on the board of Operation Trackshoes in Victoria, BC for five years as the volunteer coordinator. In addition to professional experience, I believe I possess the necessary qualities of open-mindedness, flexibility, and strong communication skills (both listening and speaking) to be an active executive board member: Finally, I am genuinely and deeply interested in our profession, our growth as professionals and the work that is done by International ACAC, NACAC and other ACAC affiliates. I think what we do is important, interesting and dynamic and it requires enthusiastic and engaged people to support ongoing development.

**Please describe [how you have engaged in the international community](#), and the impact this has had on your professional life. Describe any [International ACAC Committee experience](#) you have.**

My involvement with the international community has been “limited” to personal interactions with peer colleagues while visiting universities around the world and through professional development opportunities and conference participation (in person and online) with International ACAC, NACAC, ISCA and the IBO. Additionally, I have connected with international colleagues through my participation in a number of Wednesday webinars and discussion groups offered by International ACAC throughout 2020 and 2021. In 2019 and 2021, I was a part of panel presentations at the International ACAC annual conferences. This year I successfully applied, and was chosen, to be the facilitator for the Canada/US Regional Round-Up on May 5. Being a member of International ACAC and participating in the professional development opportunities has been incredibly enriching for my professional practice. Not only am I keeping up-to-date on key information for the students and their post-secondary process but have learned new approaches and strategies to be more effective in my day-to-day professional practice. Being able to share experience and ideas with peers has significantly and positively impacted my work and encouraged me to look for more opportunities to engage with peers and be more active within International ACAC. I feel this is an opportunity to not only contribute and engage in a community that is very meaningful to me but also connect with and learn from professionals that I deeply respect and admire.

**Please describe [your affiliation with NACAC, if any](#). How long have you been a member of NACAC? Do you have any volunteer or committee work or experience with NACAC?**

I have been a member in good standing of NACAC since 2008 and have not only attended a number of conferences (8), but also presented along with colleagues in 2019. While living in Montreal, I was also a member of NEACAC and regularly participated in their professional development opportunities.

**Do you anticipate a change in your position or employer over the next year?**

No.

### Delegate Specific Questions

**Please list any relevant experience you have working to bring about change in your community. Also, if you have any experience working with governance issues or with bylaws, be sure to mention this.**

As noted in a previous response, I was part of the development of the professional association for independent school counsellors in Canada (CISC). While Canadian university counsellors had gathered informally at NACAC and International ACAC or during university visits, there was no formal professional organization. The creation of CISC was the first organized structure with the sole purpose of creating opportunity for professional development and connection for Canadian school counsellors. While the title includes “independent school”, the mandate of CISC has been to be inclusive of professional colleagues from other institutions so there are no membership fees and anyone in the educational counselling community is welcome to participate in regional and national events. During my six years on the executive board of CISC we developed our professional guidelines for the association including governance.

**Name your three most impactful takeaways from the December 2020 DEI Organization Assessment Report. How would you advance the conversation around diversity and inclusion within International ACAC? How do you believe the Executive Board should function in this capacity?**

The three most impactful takeaways from the report for me are inter-connected:

1. Significant geographical imbalance in membership
2. Members not feeling included or seeing their experience/contribution as valuable (in group/out group)
3. How these imbalances impact the ability of International ACAC to effectively implement structural changes to be more inclusive, “to move beyond the walk and demonstrate the talk”. I think it’s the responsibility of the executive board to be leaders in effecting change through recognition of shortcomings and exclusionary practices, to implement structural and administrative changes that demonstrate a commitment to DEI throughout the organization and active “recruiting” and reach out to schools and individuals who may not be participating/members in leadership opportunities and the International ACAC community as a whole to ensure more voices and experiences are being included in the evolution of the organization. I think it’s also important to continue to offer opportunities to encourage ALL members to participate in DEI discussions and programming, I believe many members may not feel it “applies to them” so choose not to participate. I feel that the educational piece is imperative to further the momentum of change within the organization and this is an area in which I am interested in participating.

**The International ACAC Executive Board has used Delegates to serve on committees as well as provide input into decision making. What "voice" do you feel you represent?**

I believe my voice represents women, working mothers, professionals who are committed to personal and professional growth through listening and learning and not being the loudest voice in the room and offering questions and challenges that bring the focus back to moving forward as an inclusive and equitable organization, not relying on what works and is comfortable.

### **All Applicant Questions**

**Please provide a maximum 250 word statement of why you are volunteering for the International ACAC Board, and other relevant information that you have not previously shared in this application. Your statement will be shared with the general membership if you are appointed to the Delegate position.**

I want to be part of the International ACAC community in a more impactful way: offer my thoughts, share ideas, listen and learn so new initiatives can grow and changes can be effectively implemented. I want to connect with like-minded professionals who care about the impact and engagement of our profession and look for opportunities to help nurture that care and development in other professionals. Knowing and more deeply understanding the framework within which NACAC, International ACAC and all affiliates operate is an important aspect of my own professional development that can not only also positively impact my own day-to-day work but be important in mentoring and collaborating with others. Historically, I have been reluctant to volunteer or apply for positions with some aspect of leadership within the organization as I was not confident that I had sufficient experience (years and differentiation) to be an valuable contributor. However, I know that the variations of experience are a strength when creating a community that is inclusive and meaningful for all members. I see this opportunity for me to not only grow professionally, but also be part of significant changes in structure and thinking as International ACAC and NACAC are striving to be organizations that are leaders in diversity and inclusion.