



NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

New Member Guide

welcome!



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Board Chair's Welcome



Dear Friends:

As board chair and on behalf of the Board of Directors, I welcome you to the NADOHE network. I am sure you will agree you have joined an outstanding group of professionals who work tirelessly to ensure diversity, equity, inclusion, and belonging for all. We are transforming the higher education landscape and our work matters. You have joined a network of over 2,000 individuals who believe in inclusive excellence and who strive every day to make a difference on their respective campuses and in the higher education community.

I hope you avail yourself of the many exciting opportunities and programs provided for you as a member of NADOHE. These include the [Standards of Professional Practice Institute](#) (SPPI), the [Chief Diversity Officers Fellows Program](#), and the [Academic Diversity Officers Fellows Program](#), as well as opportunities to contribute to a NADOHE [committee](#), and the *Journal of Diversity in Higher Education*, or to participate in the programs, webinars, and Annual Conference that we offer each year.

Our hope is that you become active in our organization and that you find a home here of colleagues who share your vision of access for all. We are stronger together, gain strength from one another, and learn together as we navigate the new horizons and future of higher education. Our work seeks to remedy the ills of the past, and we are ever hopeful that our work will lead to a better, more inclusive future that includes all of us and not just some of us. To this aim, the NADOHE board pledges to work alongside you to realize our aspirations of a more just tomorrow for all — in the spirit of collaboration, transparency, and openness to new ideas and perspectives.

Please do not hesitate to reach out to me or board members if you have any questions. I look forward to working and collaborating with you soon.

Sincerely,
 Dr. Clyde Wilson Pickett, Ed.D.
 BOARD CHAIR, NADOHE

President's Welcome



Dear Colleagues:

It is my pleasure to welcome you to NADOHE, an organization that continually strives for improvement and greater access for all. Advancing inclusive excellence has never been more important than it is today, and while diversity, equity, and inclusion efforts have evolved over time, today's challenges are unlike what we have experienced in the past — yet, we persist. I would like to highlight just a few of the amazing accomplishments of the organization you have joined.

Since 2007, when NADOHE held its first annual conference, each year our attendee numbers have exceeded the prior year's. In March 2024, we hosted 1,150 people at our Annual Conference, including 500 first-time attendees. The 18th Annual Conference included daily keynotes, dozens of concurrent sessions, and the annual membership meeting. Our theme, **How We Persist: Advancing Diversity, Equity, and Inclusion Through Advocacy, Collaboration, and**

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Transformative Liberation, encapsulated our desire to continue advocating for our values and our work despite the recent legislative challenges to the power of our collective effort.

Additionally, NADOHE's outreach and partnerships with various higher education associations represent our organization's expanded influence. We partnered with NASPA, Student Affairs Administrators in Higher Education, on a joint membership survey: [Moving from Words to Action: The Influence of Racial Justice Statements on Campus Equity Efforts](#). NADOHE presented the [Framework for Advancing Anti-Racism Strategy on Campus](#) with the Council of Higher

President's Welcome CONTINUED

Education Management Associations and the College and University Professional Association for Human Resources; and we have conducted webinars with the American Counseling Association and Law School Admission Council, among other partners.

NADOHE continues to advocate for inclusive policies in higher education. We have joined other higher education associations in encouraging permanent protection for undocumented students, applauding Title IX regulations that offer greater support for LGBTQ+ students, supporting efforts to alleviate the student loan debt crisis, and advocating other efforts by policymakers to boost student

success and college completion, while also supporting academic freedom and freedom of expression.

As we look back on our past accomplishments, we are proud of the progress we have made together. As I look forward, I know that there is still much work to be done. I also know that together, we can accomplish much in advancing diversity, equity, inclusion, belonging, and justice. Each of you has been hard at work within your communities, and I am excited to welcome you to the NADOHE network of professionals.

Sincerely,
 Paulette Granberry Russell, J.D.
 PRESIDENT AND CEO, NADOHE

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Welcome to NADOHE!

Welcome to the NADOHE community! You have joined a network of over 2,200 professional diversity officers, educators, academics, students, and organizations. Together, we are a community united in advocating for diversity, equity, inclusion, and belonging in higher education. NADOHE’s goal is to be a voice of inclusive excellence to enhance higher education for all.

This guide was created to orient you to NADOHE and the many programs and benefits we offer. We are here to support your professional journey and provide valuable resources to you as a member. Do not hesitate to reach out to any member of the NADOHE board, Membership Committee, or staff as you navigate your new membership.





Mission, Core Values, and Strategic Priorities

We invite our members to explore NADOHE’s mission, core values, and strategic plan. Our mission defines us and compels us to inclusive excellence. Our core values define our character and beliefs as an organization. Our strategic plan propels us toward action and outlines goals and objectives as defined by our Board of Directors to help us grow as an organization and continue to lead the national conversation now and in the future. Our hope is that as a member, you see yourself and your organization in our mission and plans for the future.

Mission

The National Association of Diversity Officers in Higher Education is the leading voice for current and aspiring diversity leaders. It sets the industry standard for relevant scholarship, exemplary standards of practice, meaningful professional development, and passionate community support.

Core Values

Our core values represent the characteristics of the field and the community we represent. They are:

- Excellence
- Diversity
- Equity
- Inclusivity
- Scholarship

Strategic Plan

NADOHE’s [2022-2027 Strategic Plan](#) guides the organization’s direction. This plan is the roadmap for all of our activities, and it serves as the framework for which we base all of our decisions — financially, operationally, and in all respects of our business and service model. The Strategic Plan Committee, a standing committee of the organization, met regularly through fall 2021 and produced a draft strategic plan that was reviewed and approved by the NADOHE Board of Directors in March 2022. The plan outlines three



Mission, Core Values, and Strategic Priorities CONTINUED

strategic priorities and includes a series of tactics, identified milestones, resources needed, and responsible entities. Strategic priorities include:

MEMBERSHIP ENHANCEMENT: Since its inception, NADOHE has provided resources for its membership that have been instrumental in shaping the CDO role in higher education in the 21st century. As NADOHE seeks to increase its membership, the organization provides resources to assist DEI professionals in operationalizing NADOHE's Standards of Professional Practice and in leading higher educational institutions and associations toward inclusive excellence. To this end, NADOHE will provide members with (1) professional development activities designed to increase their knowledge of and expertise in fostering inclusive excellence in higher education and (2) professional support to assist members in attaining educational and career goals.

INDUSTRY INFLUENCE: NADOHE is uniquely positioned to be the go-to organization for those seeking information on DEI policy and best practices impacting post-secondary students, faculty, staff, institutional policies, procedures, and practices, and the broader communities. While not seeking to be involved in politics, NADOHE can play a vital role in shaping legislation impacting higher education and DEI practice in the United States.

ORGANIZATIONAL SUSTAINABILITY: NADOHE has been in existence for nearly two decades and it is imperative that the organization intentionally engage in promoting a responsible, inclusive, and sustainable business model. As an organization, NADOHE's sustainability will be dependent on its ability to work together through a rich tapestry of formal and informal partnerships while continuing to engage in those activities that enhance the organization's fiscal health and fulfillment of its mission.

Membership Types

NADOHE offers several membership types to fit your particular needs and engagement level:



INSTITUTIONAL MEMBERSHIP:

Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year

subscription to *INSIGHT Into Diversity*, and one free hard copy subscription and 15 complimentary electronic subscriptions to the *Journal of Diversity in Higher Education*. Institutional members can also designate two individuals from within the institution to receive affiliate membership. Affiliate members receive discounted conference fees, a free one-year electronic subscription

to *Diverse: Issues in Higher Education*, a free one-year electronic subscription to *INSIGHT Into Diversity*, and a free electronic subscription to the *Journal of Diversity in Higher Education*.

INTERNATIONAL INSTITUTIONAL MEMBERSHIP:

Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and one free hard copy subscription and 15 complimentary electronic subscriptions to the *Journal of Diversity in Higher Education*. International institutional members can also designate two individuals from within the institution to receive affiliate membership. Affiliate members receive discounted conference fees, a free one-year electronic subscription to *Diverse: Issues in Higher Education*, a free one-year electronic subscription to *INSIGHT Into Diversity*, and a free electronic subscription to the *Journal of Diversity in Higher Education*.

Membership Types CONTINUED

INDIVIDUAL MEMBERSHIP: Individual members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and a free subscription to the *Journal of Diversity in Higher Education*.

INTERNATIONAL INDIVIDUAL MEMBERSHIP: International individual members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and a free subscription to the *Journal of Diversity in Higher Education*.



Membership Types CONTINUED

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP:

Professional organization members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and a free subscription to the *Journal of Diversity in Higher Education*.



RETIREE MEMBERSHIP: Retiree members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and a free online subscription to the *Journal of Diversity in Higher Education*.

STUDENT MEMBERSHIP: Student members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and a free online subscription to the *Journal of Diversity in Higher Education*.

Membership Types CONTINUED

CORPORATE MEMBERSHIP: Corporate Membership is available for any organization except those classified as American or international institutions of higher education. Member corporations must appoint an official designee to represent the corporation to NADOHE, and they can appoint up to five additional representatives from their organization for membership. Individuals, organizations, or groups that wish to gain access to NADOHE’s membership, such as consultants, executive search firms, law firms, corporate consortia, and other businesses, are eligible to become corporate members. Benefits include access to the NADOHE Career Center to connect with qualified professionals seeking diversity leadership positions. Additionally, corporate designees have access to discounted annual conference fees, a free one-year subscription to *Diverse: Issues in Higher Education*, a free one-year subscription to *INSIGHT Into Diversity*, and one free hard copy subscription and 15 complimentary



electronic subscriptions to the *Journal of Diversity in Higher Education*. Corporate members also have access to the NADOHE Community Forum, where they can engage with NADOHE members, ask questions, and learn from colleagues dedicated to inclusive excellence.

Membership Benefits

When you become a member of NADOHE, you join a community of scholars, practitioners, and leaders who are serious about accessing the necessary tools and perspectives to advance equity and belonging. As an organization, we strive to create a strong community and voice for senior diversity officers, scholars, and practitioners. We also focus on leveraging our influence to advocate for inclusive campus communities locally, regionally, and nationally.

Your membership gives you exclusive access to NADOHE’s premiere programs. Additionally, our newsletter, Annual Conference, and webinars provide opportunities to engage in current issues, network with peers, and gain insights into the profession. Listed below are some of the many ways you can engage with NADOHE.



Standards of Professional Practice Institute (SPPI)

NADOHE’s Standards of Professional Practice Institute (SPPI) is an unparalleled professional development opportunity for early- and mid-career diversity leaders in higher education. Through SPPI, participants utilize a case study-focused curriculum that is particularly relevant in higher education today and is designed to further develop competencies for advancing diversity, equity, and inclusion within their organizations. SPPI’s cohort model allows participants to explore contemporary topics impacting their work and will promote the development of a robust community of colleagues for longstanding support. The Institute is modeled after other proven and respected professional development programs in higher education.

Each session focuses on critical priority areas in higher education. Sessions are led by faculty who have served as a college or university chief diversity officer or senior administrator and/or who are leading experts in this field. For more information, including session dates and a partial list of past faculty, visit nadohe.org or email info@nadohe.org.

Membership Benefits CONTINUED

Chief Diversity Officers Career Center

The NADOHE Career Center provides access to hundreds of university and academic job opportunities throughout the higher education sector. The Career Center is a vital resource for both employers and applicants as they look toward new opportunities in higher education. We hope you consider posting or utilizing our network.

Chief Diversity Officers and Academic Diversity Officers Fellows Program (CDOFP, ADOFP)

The purpose of the one academic year CDOFP and ADOFP are to provide each Fellow with mentoring from a senior-level CDO or ADO for guided professional development opportunities and experiences. NADOHE is investing in the current and future careers of new and early-career CDOs and ADOs working in higher education, and the programs require a year-long commitment on the part of the Fellow and Mentor.

CDO and ADO Fellows are announced to the membership in the NADOHE newsletter, acknowledged on the NADOHE website, and recognized at the NADOHE Annual Conference. Each Fellow also presents at the conference.

APPLICATION PROCESS:

Members interested in becoming a fellow will provide to the program director:

- Curriculum Vita;
- Statement of Purpose; and
- List of three references with contact information.

Visit the [CDOFP](#) and [ADOFP](#) webpages for more information and/or contact the program director at cdofp@nadohe.org or adofp@nadohe.org.

Impactful Scholarship and Publications



NADOHE contributes to scholarship in diversity, equity, inclusion, access, and belonging by publishing the [*Journal of Diversity in Higher Education*](#) in collaboration with the American Psychological Association, as well as other on-demand resources related to current issues facing higher education.

We hope you consider contributing to vital diversity, equity, and inclusion scholarship as part of being a member of NADOHE. *The Journal* strives to publish work that transforms institutions, inspires colleagues, engages campus, governmental, and private sector leaders, and articulates culturally competent outcomes.

[*The Journal of Diversity in Higher Education*](#) publishes:

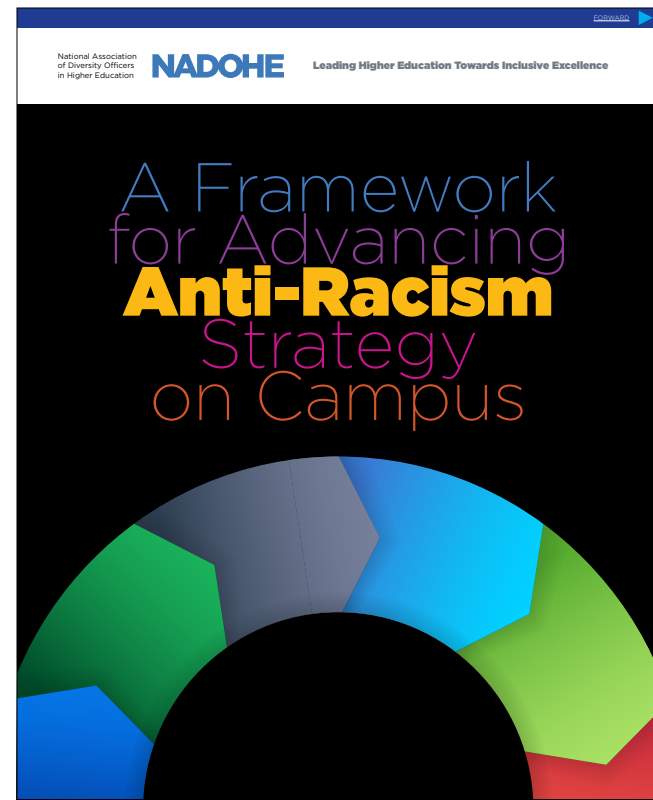
- Empirical research focused on issues related to diversity, equity, and inclusion in post-secondary environments.

- Manuscripts that address the experiences and outcomes of individuals from underrepresented and underserved communities.

- Exploration of issues related to teaching and learning, policy development and implementation, and leadership and organizational change in diverse learning environments.

- Practice briefs that reflect the application of research to institutional practices intended to advance DEI.

Impactful Scholarship and Publications CONTINUED



In 2021, NADOHE published the [**Framework for Advancing Anti-Racism Strategy on Campus.**](#)

The Framework provides 10 priority areas where an anti-racism strategy would significantly improve conditions for Black, Indigenous, and People of Color (BIPOC) students, staff, and faculty and that are applicable to a variety of institutional types. Each priority area includes areas of concern in which diversity officers should concentrate their focus as well as areas of effort where changes can be enacted and resources allocated. The Framework also poses several questions that diversity officers should consider as they implement anti-racism strategies into campus operations. The Framework is a living document, which will expand over time. The Framework was a collaborative effort involving many diversity practitioners across the country. As such, the document represents the ongoing sustained work of many who seek to embed anti-racism efforts into the infrastructure of higher education through policy and action to advance equity for all.



In 2023, NADOHE published the [**NADOHE Communication Guide.**](#) The publication equips diversity professionals, institutional leaders, and others in and outside of higher education with messaging, talking points, and other resources to show how diversity work is central to the success of all institutions of higher education in the country and the success of a robust democracy.

This document was written to provide a clear, concise, and coherent description of DEI work and to debunk myths and mischaracterizations of the work in order to facilitate constructive interactions and communications between higher education institutions and state, federal, and local agencies. The Guide is intended to be evergreen, meaning it can be used at any time and evolve as situations change. NADOHE will work to update the information contained in this resource as needed. We encourage members to expand this messaging and tailor it with localized data and information to support their unique institutional needs.

NADOHE Chapters

NADOHE members have an opportunity to join Chapters based on their area of interest and/or of their geographic region. Chapters operate with one common goal: moving higher education toward inclusive excellence. The Chapter experience allows for members to engage in their region or in their specific area of interest or discipline.

When you join a Chapter, you are:

- Included in a worldwide organization dedicated to advancing diversity, equity, inclusion, and justice in higher education;

- Serving as a conduit from the national association to the Chapter members for information, programs, and other resources; and,

- Cultivating opportunities and resources relevant to your geographic area and/or area of interest.

We currently have **18 Chapters**, with more in development. If you are interested in founding a Chapter in your geographic area or specific interest or discipline, please reach out to info@nadohe.org.



Committee Service

Our organization’s work depends on the expertise and efforts of our talented members. We invite you to join a committee of interest to deepen your involvement with NADOHE.

To join a committee, please contact info@nadohe.org.

ADVANCEMENT: The Advancement Committee facilitates fundraising efforts in order to advance special projects and other work consistent with the association’s mission.

AWARDS: The Awards Committee annually solicits and reviews nominations for NADOHE awards and collaboratively selects awardees.

BYLAWS: The Bylaws Committee reviews the Bylaws of the Association and recommends necessary changes to the Board of Directors. Any changes in the Bylaws recommended by the committee must be approved by a majority vote of the Board of Directors before submission to the membership during the Association’s annual business meeting for ratification.

CONFERENCE: The Conference Committee meets electronically for approximately eight months to plan and coordinate NADOHE’s Annual Conference. All committee members must also be available to play an active role in sub-committees.

FINANCE: The Finance Committee ensures compliance with the Association’s Financial Policies and Procedures, reviews investment options and makes recommendations to the Board of Directors and monitors the Reserve Fund balance.

Committee Service CONTINUED

GLOBAL ENGAGEMENT: The Global Engagement Committee reviews and suggests international opportunities and programs for NADOHE members and seeks to expand awareness and opportunities for international collaboration.

NOMINATIONS COMMITTEE: The Nominations Committee implements the annual Board of Directors nominations and the biannual officers elections in a transparent, inclusive, and timely manner, consistent with the NADOHE Bylaws.

PROFESSIONAL DEVELOPMENT: The Professional Development Committee is dedicated to the identification of dynamic and relevant programming that promotes both the individual and institutional advancement of NADOHE’s membership.

PUBLIC POLICY: The Public Policy Committee is charged with reviewing federal and state policies that impact diversity and equity in higher education.

MEMBERSHIP: The Membership Committee seeks to expand the institutional and individual membership of NADOHE. The committee will work with the national Administrative Executive, the Treasurer, and NADOHE staff to grow NADOHE into a nationwide membership-based association. The committee conducts its business via electronic media, including conference calls.



The NADOHE Network

NADOHE is here to support you through your professional career. We encourage you to engage our network, utilize our many programs and services, and be a part of the larger, vibrant NADOHE community. Together, we are powerful. Together we can transform the higher education landscape for all.

Again, welcome, and we look forward to our collaboration for many years to come. Onward and forward to progress!





NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

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