

Cultivating New Voices Among Scholars of Color
(CNV)
National Council of Teachers of English

2000 – 2011

Over Ten Years of Impact and Inspiration

Fellows and Mentors Share Their Thoughts
In Celebration of CNV's Ten-Year Anniversary

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Reflecting on Cultivating New Voices Among Scholars of Color

By Valerie Kinloch, CNV Director

As I reflect on my involvements within the National Council of Teachers of English (NCTE), from participating on commissions and committees to editing a column on writing instruction for the *English Journal* and serving as incoming chair of the Standing Committee on Research (SCR), I must make a confession. While I take seriously my responsibilities in NCTE, I am especially proud of my work with Cultivating New Voices Among Scholars of Color (CNV), a program in which I was a fellow during the first cohort, a mentor in subsequent cohorts, and where I now serve as Director and ex-officio on the Trustees Board of the Research Foundation. Not only does CNV serve a crucial role in my professional and personal life, but also in NCTE.

In this essay, I provide an overview of CNV, which leads into a glance into my initial involvement with the program. Then, I highlight the value of supporting scholars of color, particularly in/by national organizations like NCTE. As recognized by CNV, the voices and scholarship of scholars of color are essential, especially in public debates on education, advocacy, and social (in)justice. There is an urgent need for long-term *and* funded mentoring programs dedicated to cultivating meaningful relationships with scholars of color whose voices have been long marginalized in educational research and professional organizations.

A Quick Overview

CNV is a two-year mentoring program for advanced doctoral students and university professors within the first two-to-two-and-a-half years beyond receipt of a doctorate degree. Funded through the Research Foundation, CNV supports the various intellectual, professional, and activists engagements of scholars of color by pairing each fellow with an established scholar, or mentor, in language, literacy, English, and cultural studies and in teacher education. Fellows work closely with an assigned mentor as well as collaborate with other participating mentors, fellows, and invited workshop presenters. Group

conversations have ranged from discussions on theoretical frameworks, methodological orientations, and publishing in peer-reviewed journals, to transitioning into the academy and examining various demands placed upon scholars of color.

It is important to note that CNV came into existence because of the insight of Trustees of the Research Foundation, namely Professors Carol D. Lee, Peter Smagorinsky, and Arnetha Ball. Under the directorship of Peter Smagorinsky, the first cohort, spanning the 2000-2002 cycle, consisted of fellows and mentors from different universities across the United States. After the first cohort, Professor Maria Franquiz became the new director. She worked to maintain an environment of collegial support and quality mentoring relationships. Hence, CNV has upheld its original vision to support scholars of color whose work has far-reaching implications for what we know and do in the academy, in professional organizations, and in communities, writ large.

A Personal Glance Back

In the Summer of 2000, I was in Detroit, Michigan preparing to move to Houston, Texas for a tenure track position and contemplating ways to transition from doctoral candidate to assistant professor. In the midst of these things came news that I was selected as a fellow in the first cohort of CNV. I, among other scholars at various stages in their academic lives, was given an opportunity to shape and participate in this new community. I was elated, shocked, and excited! Little did I know at the time that the invitation into CNV would result in my increased involvement within the entire NCTE organization.

My two years as a fellow allowed me to participate in a much-needed community of scholars. We exchanged ideas on a number of key concerns. These included refining modes of inquiry, moving the dissertation into publications, and beginning a new research project. An important discussion that I recall involved productively engaging in teaching, research, and service initiatives in non-exhaustive ways so as to avoid the *burn out* syndrome or the *representative* person of color dilemma.

As I entered the second year of the program, those initial conversations were extended into discussions on how our research agendas can, and must, impact educational scholarship, practice, and policies. We revisited questions related to language, literacy, teacher education, professional identities, and advocacy efforts. As we exchanged ideas related to scholarship and productivity, we debated ways to create scholarly identities in the presence of various and varied personal, familial, and communal obligations. At the culmination of the two-year cycle, many of us had secured tenure track positions, written academic articles and books, accepted roles in activist organizations, and successfully defended dissertation proposals and manuscripts. These things happened, in large part, because of the CNV community.

Reflections of Now

I am honored to have been a part of the first cohort and to have been invited to serve as a mentor to new fellows and as Director. In this latter role, I have worked with colleagues to enhance our focus on research (see *RTE*, November 2010; see also Kinloch, 2011). Each fall at the annual convention, CNV sponsors a full-day working institute for fellows and mentors. We invite scholars from the convention's host city to talk with us about their research and about being active members in the academy and community. Each spring, CNV sponsors a working institute for fellows and mentors at a host university, which serves as a follow-up to the fall meeting. These events are essential components to our continued participation in NCTE and to the lasting relationships that extend beyond CNV.

CNV has made a major impact in the personal and professional lives of fellows and scholars. It has also pushed NCTE to pay closer attention to not only recruiting, but sustaining meaningful relationships with people of color. I am aware, however, that more work has to be done to support scholars of color. I hope NCTE, in addition to other professional organizations, will continue to rise to the challenge.

In the following pages, CNV fellows and mentors reflect on their experiences across CNV's ten-year history by sharing the program's impact and inspiration on their professional and personal lives.

CNV is NCTE's Most Important Work

The first time I spoke publicly at one of the CNV sessions, I described at length why I thought the work CNV was doing was among the most important work I had ever seen undertaken by any unit within NCTE. To this day, I continue to be impressed with CNV's success in bringing together scholars and giving them an opportunity to influence one another.

I personally consider CNV to be among NCTE's finest moments, and one of the most important developments in the Research Foundation and NCTE research in general.

No other organizational endeavor that I've been involved in during my 35 years as a member of NCTE has had as big an impact on me than CNV. With each new cohort of fellows, CNV expands the path that earlier cohorts paved in the field-- which means that CNV is having and will continue to have a tremendous impact on NCTE itself.

CNV is a microcosm of what NCTE can be. Can you imagine the ways the organization could push the field if we felt the same sense of energy, richly diverse groups of people as you walk the halls of every NCTE convention?

This is the sort of initiative that an organization like NCTE should be involved in.

I find the CNV program the most relevant part of NCTE.

The Impact of CNV Reaches Far Beyond the Two-Year Program

Being part of such a network gave me the opportunity to meet and develop relationships that have gone beyond the professional and academic. CNV fellows are not merely colleagues, but family. And we continue to support each other both personally and professionally.

CNV is making a difference to the individual participants as well as to the students and faculty who are touched by the work of the CNV fellows over the course of their careers.

I cannot speak highly enough about this program and its support of new scholars of color. It's interesting to me that other organizations have begun to emulate it, especially LRA, but these organizations have not generally provided the key resources for the programs to flourish.

[Through CNV], I met colleagues who still encourage me. They tell me about opportunities and connect with me at conferences.

During my two years with the CNV, I became close friends with my mentor and cohort and we continue to communicate frequently (every month at least) both about the work we are doing and what is happening in our lives.



There is a lot of innovative research that is the result of CNV collaborations. I also expect that my cohort will work with each other and other CNV members to continue this tradition.

CNV is the Among the Most Fulfilling Experiences

Working with CNV has been among the most fulfilling things I've done in my career. I've developed so many relationships as a mentor, both with Fellows and mentors, that have been maintained over the last decade. I've coauthored not only with people I've mentored but others I've come to know through the 2 cohorts I've worked with.

CNV Acknowledges My Potential

CNV is a prestigious honor that acknowledges my (potential and current) contributions as a Puerto Rican bilingual graduate student and future teacher educator/junior scholar.

I consider my cohort like family. We have had long conversations in to the night about how to survive in a field that sometimes makes it difficult for people of color to thrive. With their support and the support of the mentors and directors, I know that I'm not alone and knowing that others understand where I'm coming from makes me realize that I can reach a higher level.

CNV Lets Me Know that I am Not Alone

The biggest challenge about being an academic of color is isolation. CNV reassures me that I'm not alone, and that the work I do matters, and that collaboration is healthy and necessary!



CNV has connected me to other students of color from different schools. This has helped me to develop a network of support that is not limited to the one or two students in my program. I know that I have people who understand my experience.

I feel like my cohort colleagues "have my back" - We have gotten to know each other on a personal level and it feels like an extended family support network. This is very important for scholars of color in the academy. We are not alone. We can trust each other. Knowing this helps me to move forward.

CNV has been an extraordinary experience. It provides the opportunity to develop a network of colleagues who not only understand and share some of my research interest, but also share the experience of being a scholar of color.

CNV has been a life changer for me. Going into school for the first year, I felt a little lost, a bit alone, especially among the other PhD students. Having a group that supports me, laughs with me, encourages me, and reflects back to me who I can become, is something I will forever be grateful for.

CNV has strengthened the network among scholars of color at a national level. This is especially critical since so many scholars of color are "alone" at their home institutions.

Just how grateful I am for the opportunity to be part of CNV. It is largely because of this fellowship that my commitment to literacy education and the education of non-mainstream children continues to grow and strengthen. I owe this program the opportunity to meet great friends and colleagues, to have wonderful mentoring and support, and to continue growing as a literacy scholar.

CNV Helps Me Navigate Within the Profession

Being selected for the CNV Fellowship came at the right time in my life. It was at the end of my first year in the Academy -- a year that was confusing and quite overwhelming. The Fellowship meant that I was part of a group of scholars who had navigated the journey I was on and could offer advice and direction. This is exactly what I received from the very first day I was involved. It has also given me confidence in my work and encouraged me to work hard and make my colleagues proud of me.

Because of the CNV network, I have successfully navigated the tenure process to date. I've been supported as a scholar, specifically CNV mentors and fellows have assisted me with writing and publishing, proposal and grant writing, applying for academic positions and opportunities, and so on. I have been mentored by CNV mentors and other fellows every step of my professional journey.



Through CNV, I have developed relationships that will last a lifetime. My friendships with other scholars of color sustain me and help me to maintain perspective as I travel this academic road. Not a day goes by that I am not communicating--via

phone, email, Facebook, or even in person--with someone that I've connected with through CNV. I feel extremely blessed to be a part of this family.

CNV has provided me with a national group of mentors and colleagues that I did not have available to me at my institution. CNV has also provided me with a community of scholars that I trust and respect for feedback about my future in academia.

CNV Creates a Network of Colleagues, a Community of Scholars



I've been introduced to previous cohorts and scholars who are now in prominent positions in their respective universities and been introduced to some of the most amazing thinkers in our field. Without CNV, these connections would not have been made.

CNV has allowed me to find a community of people that have similar research interests. I feel more supported in my desires to pursue literacy research. Before I had CNV, I doubted this possibility.

When I first participated in CNV as a mentor, I was very impressed with how well the program was organized and how effective it was in bringing together colleagues who shared a commitment to the cultivation of scholars of color.

It has helped me to see myself as part of a community of teachers and scholars. It has energized me and given me more confidence in my self as a professional.

Young scholars need a network of support and mentoring to be successful. CNV provides that network and enduring support, increasing the odds of success.

As a professional, through networking with others with similar interests, I have developed a greater sense of commitment to the field.

I think that CNV does something that no other professional organization does: it brings together Black & Brown. This is a wonderful accomplishment because there needs to be more professional and personal connections across these two groups that are sometimes "pitted" against each other by the mainstream.

CNV has been a wonderful opportunity for me to cultivate relationships with other scholars whose commitments, both personal and professional, are very similar to mine. It has led to friendships and systems of support that I really appreciate.

The biggest impact CNV had is that it provided me with an incredible network of colleagues that I can contact whenever I need advice.

CNV has enhanced my life as a professional, providing me with a strong and solid professional network of high-level scholars and researchers.

CNV has connected me to scholars who help me to do something with my research, who respect my work, who look like me, and who are models of professionalism and kindness. I am inspired to keep working because I see tangible models of success around me.

The Impact of Mentors/Senior Scholars



CNV has given me the opportunity to interact with professors who are women of color. Each of these women are successful in their career and have taken different paths when it comes to balancing family, work, and other pressures. CNV has provided me with access to a plethora of role models. I don't feel like I have to reinvent the wheel to become an academic professional woman of color. I see many examples in front of me.

The generosity that my mentor demonstrates has been a model for me. I'd like to be as generous as she is. As I enter tenure review, I have a lot of confidence about the work I've done and the direction I want to take in the future. I've also reached out to junior incoming members of my department, writing with them and mentoring more generally.

CNV has given me access to top scholars in my area of interest from whom I have learned not only about relevant literature and scholarship, but also about effective ways to be in academia. This includes professional advice about career choices, publishing, career management, life-work balance, etc.

I have been given opportunities to co-author chapters and papers alongside mentors of the CNV program. In this way, they have truly supported the transition from student to, eventually, professor. They have introduced me to the many publications that the mentors write for and also are editors for. The connections here are very helpful and meaningful to me.

My work with my mentor during the award period and in the two years that have followed has resulted in a series of publications that I don't think otherwise would have happened.

On a very practical level, the help that I have received from the CNV Director has moved an article of mine closer to publication.



Valerie and her predecessors and the mentors have helped these new scholars by supporting and nurturing their work, providing them with a critical and supportive audience.



Through CNV I was able to co-author a piece with my mentor, Sonia Nieto, that will be published in the Encyclopedia of Applied Linguistics. I have also been a presenter in multiple NCTE and AERA panels and a discussant in a NRC panel that were developed by CNV fellows and/or mentors.

My mentor assisted me with a peer-reviewed publication as well as a book prospectus. She also helped me network and make connections with other scholars in the field which have led to scholarly opportunities.

The mentorship component has had a huge impact on my experience of my PhD program. I had one-on-one help from my mentor to complete my first IRB which was approved without revisions. In addition, I was able to use the information that I learned from this one-on-one interaction to help me on a different research project for my Research Assistantship where I was responsible for completing an IRB protocol for a larger project.

My CNV mentor is on my dissertation committee. Without CNV, I wouldn't have had a person with his knowledge background or qualifications to guide me during my research. In addition, my CNV mentor reads my fellowship applications and gives me detailed feedback. Without CNV, it wouldn't have been possible to have two sets of professional eyes (my dissertation advisor and CNV mentor) read over my work. Finally, my CNV mentor also writes letters of recommendation for fellowship applications. I am forever indebted to him for doing this.



CNV is a Reciprocal Network: Fellows and Mentors Learn From Each Other

The advice I've sought has come as much from the fellows as from other senior mentors.

I got to learn about the scholarship of both the Mentors and the Fellows. It's always exciting to keep learning - this is what keeps a person intellectually engaged and current. The Fellows' work is on the cutting edge and I've already seen their work in prestigious journals, and cited by others.

CNV introduced me to a group of talented young scholars who will be defining the field in a few years. It was a pleasure to meet and work with them; I felt personally fulfilled and also helpful in their development.

The dialogue with next generation scholars has been exciting and productive.

As a mentor, I have had the opportunity to work with amazing early career scholars



who have brought new ideas and directions to the field.

CNV mentoring inspires me with hope and excitement about the newest generation of scholars. Their research keeps me informed and relevant.

I mentored for 4 years, and the experience continually re-energized me, helped me learn

about new ways of thinking about literacy issues, and invited me into a network of young scholars.

CNV has afforded me many opportunities to meet and share ideas with fellow doctoral students, and leading scholars in the field. It has been my privilege to meet and work with renowned scholars --many of whom are shaping my current ideology of how children learn. The collective thoughts that I glean from them have helped me to broaden my thinking about many issues--diversity, language acquisition, teaching and learning, etc. I am better as a scholar, teacher, researcher, and person because of my involvement with CNV.

CNV Fosters Confidence and Energizes

CNV has boosted my confidence as a new scholar and grad student. It helps reaffirm what I am doing and makes me hopeful about accepting and securing a tenure track position soon. It has been wonderful to be a part of such a supportive group.



CNV fostered in me a confidence that goes beyond my scholarly work.

Being involved in CNV has lifted my confidence. I feel that I have the encouragement and support that is needed to "make it" in the Academy.

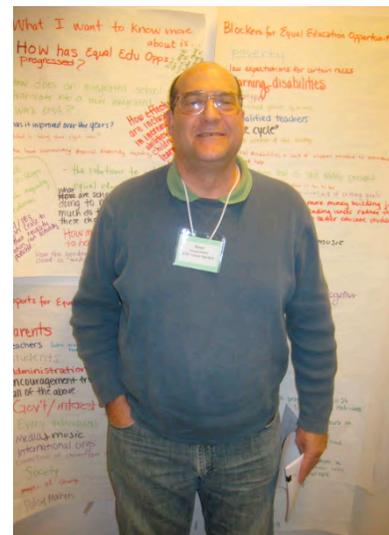
CNV has boosted my confidence and the value I now feel towards the work I am producing. I cannot describe how energized I feel after meeting with a mentor, talking to another fellow, or thinking about our next meeting. Meeting up with anyone from CNV is like meeting up with a family member. Even when I meet a CNV alumnus whom I'm never met, it is like meeting up with a lost family member.

CNV Impacts Careers/Professional Life

Broadening knowledge and insight

The discussions we have had twice a year have pushed our thinking past the boundary of where the conversation about language and literacy are. Our collective thought provides a deeper understanding of how deep and important language and literacy are in education.

CNV helps broaden my knowledge of the scholarship on literacy education as it relates to race and ethnicity. Also, I'm now using some of the publications of CNV members in my graduate courses.



I continue to teach in a secondary classroom. Before CNV, I didn't think as much about looking at my practice through a research lens, now I consistently think about how I can write up what I do, what I see, and what I learn, and the different audiences that would be receptive to what I'm doing.

I think more critically about the work that I do as a researcher and the impact that my decisions as an administrator have on the lives of the 932 children and families of whom I currently work. It has also helped me to begin thinking about the global impact that policy has on education and the ramification of reckless decisions. My current dissertation research-the intersection of race, schooling, and family life has certainly

been influenced through my involvement in this organization. Because of my involvement with CNV, I had opportunities to share my research and receive invaluable feedback from other fellows and mentors.

Recognition in the wider professional community

CNV has already opened doors for me as a scholar. Ever since I first started, I have been able to meet and exchange ideas with other scholars simply because they recognize my work as part of the cohort or because they know other alumni of the program. I have also made connections with previous cohort members as well as with other mentors--these connections both enrich my thinking about my work and broaden its impact.



Funding

CNV research funds have allowed me to share my research with NCTE members (and receive valuable feedback) at conferences. Research funds were helpful for keeping my "old" computer running smoothly, purchasing tools and computer software to facilitate the research process (i.e. data collection, data analysis). CNV has reassured me that there is professional support outside of our own institutions and within a national professional organization (NCTE). I am confident that CNV colleagues and scholars will be instrumental for the job search process as a teacher educator in a tenured track faculty position. Cultivate and publish, rather than publish or perish.

Opportunities and inspiration; increased productivity

Through CNV I was able to co-author a piece with my mentor, Sonia Nieto, which will be published in the Encyclopedia of Applied Linguistics. I have also been a presenter in multiple NCTE and AERA panels and a discussant in a NRC panel that were developed by CNV fellows and/or mentors.

I believe many opportunities have opened up for me since my membership in CNV. For example, I was invited to be co-sponsored speaker for NCTE / TYCA; invited to run for secretary of AERA, and now have an article in "minor revisions" status at a top education journal -- I credit all of this to hard work and my affiliation with CNV.

CNV has had an enormous impact on my ability to do good work as a university-based teacher and researcher. Fellows and mentors in the program have pushed and supported every aspect of my professional life-- every success.

My CNV experience helps me develop some of the frameworks I used in a chapter that appeared in a book called Narratives of Social Justice Teaching. Also, I have a chapter due in December for an upcoming book.

My work with CNV has inspired and influenced several current projects in addition to my dissertation, for which my mentor has already offered invaluable guidance. I am currently working on four different papers that are connected in some way with my CNV work. Two of them were inspired by conversations with mentors and former members. I am also working on presenting at two national conferences with other cohort members.

My current book project, tentatively titled Enacting Citizenship: Language, Culture and Identity in the Writing Classroom, certainly has CNV's fingerprints all over it because I have borrowed heavily from the published work and conversations of my colleagues in CNV.

I've also been asked to give several keynotes in recent years, several of which I know came about because someone in CNV nominated me. All in all, it's been a very productive association for me.

I regularly solicit CNV fellows about searches, keep in touch with their work, use their publications in my classes.

We developed collaborative sessions at AERA focusing on researching Black students across national borders.

I was encouraged to participate in a summer pre-doctoral program through one of the CNV mentors. So far, my CNV colleagues and I have written three panel proposals to present at national conferences. Already, one has been accepted, and we are waiting to hear about the following two.

CNV Extending Boundaries, Impact on the Field of Language and Literacy

The work of CNVers past and present extends the boundaries of what has traditionally been considered language and literacy education to create spaces for more interdisciplinary and critical work. Also, by extending greater opportunities to scholars of color, CNV enriches these fields by infusion a broader range of perspectives and voices into language and literacy scholarship.

CNV's very existence reminds colleagues in the fields of language and literacy just how important it is to cultivate new voices among scholars of color. Without it, their presence would be seriously diminished.



CNV has graduated several cohorts of fellows who have had an impact and have made names for themselves in the process. Increasingly, I find myself coming across journal articles and published books by CNV scholars, projects that are making serious contributions to our efforts to address the challenges we all face in the fields of language and literacy education.

[CNV has impact on the field] in every way - especially in the areas of urban education and new and digital literacies. I love that so many are scholar activists.

CNV sends confident and capable young faculty across the nation.

Prior CNV scholars have and continue to contribute innovative research (in top journals) to the fields of language and literacy. This is a very palpable way CNV's existence has advanced these fields.



CNV has created a support base for research and enhanced the network of scholars [in language and literacy education] who have a strong theoretical and research base.

The Fellows' scholarship is cutting edge and significant. In addition, their work is primarily, although not exclusively, focused on marginalized populations that have not been well represented in research on language and literacy education. The collective CNV identity is being felt in the field and giving voice to these concerns.

Since its inception, there were and continue to be numerous publications that add to the field. Many of these publications are helping to expand the field by adding voices to the conversation that at one time were silenced.

CNV has supported and provided a pipeline for scholarship in a high-need area: studies of immigrant, urban, cultural, and related types of research that are critical to 21st century US education. Emerging scholars of color are best situated to undertake these studies and CNV provides a supportive network for undertaking and sustaining them.



CNV brings together scholars of color whose work extends and often challenges traditional perspectives about literacy and literacy education. The views of scholars of color are relevant because many of them give voice to the experiences of communities of color, which are often silenced by mainstream research.

Many of the major leaders [in the field] are or have been mentors and I would say easily half of the rising stars in the field were CNV fellows. The work of these fellows and mentors is about cultural and educational justice in and through language and literacy education. This work has been a needed counter to current policies and practices that fail all students and most particularly and painfully students of color.

CNV has brought in a new perspective to the fields of language and literacy in education. When I peruse search sites like "google scholar" for articles in my area, often, the top hits are by former fellows, published in NCTE journals, among other top journals in the field.

The work by CNV fellows and mentors continually challenges the field to consider new methods, to have theoretical frameworks speak to each other in ways that haven't happened in the past. Also, because CNV scholars have diverse research interests, I am more likely to read across my area than before.

Many of my CNV colleagues [are] in national leadership positions. I think CNV has become a center of influence for language and literacy education.



Words cannot express the impact of the CNV experience on me as a rising scholar. CNV was the perfect space to help launch me into my academic career. The institutes and relationships with all the mentors helped me become more focused on establishing my research agenda after graduate school. The rich discussions with the other fellows also helped me to develop collaborative projects outside of my university. No other experience could provide ALL of this.

From my cohort alone, fellows have presented and/or authored several conference symposiums, themed issues in journals, and collaborative publications. Many CNV fellows and mentors contributed to the special volume, *Urban Literacies* (edited by Valerie Kinloch). Scholars of color are working together to impact significant change in the field of language and literacy, especially regarding the issues that most affect marginalized youth, families, and communities.

[As a result of CNV], new voices and diverse perspectives [are] incorporated on a broader scale.

CNV has mentored some of the most active scholars in today's language and literacy education community.

Impact of CNV on NCTE

CNV makes NCTE a more viable organization for educators of color

CNV has made me want to give back to NCTE because it provided help to a number of people of color who do not always feel welcome in academia.

CNV has made NCTE a more viable organization for young scholars of color who are hungry for a network that recognizes and supports their work. Even though 10 people every other year is a pittance in terms of their overall membership, I think that the old reputation of NCTE as indifferent to the research interests of scholars of color has been pretty well buried over the decade-long course of CNV's existence.

Although I have always been a member of NCTE and a member of a community of English educators, participating in CNV has made it clear to me that NCTE is committed to critical issues and perspectives in the education of marginalized and minoritized students.

The CNV program created strong sense of identification for me with NCTE and I feel that I have a large support network at the national level.

CNV urges more diversity in NCTE's membership and leadership

CNV has urged much needed diversity in the membership and leadership of an NCTE.

If you look at leadership positions and continued attendance and contributions to the organization through conventions and growing the membership, CNV fellows and mentors are everywhere. I believe CNV has simultaneously increased the numbers of people of color in leadership positions and the quality and social justice commitment of the research strand and across sections.

With only having gone to one Annual NCTE Annual Meeting, I found that CNV was very visible. It is unfortunate, but when I met with scholars of color at the conference, many were connected to CNV. From what I understand, former CNV fellows become involved with leadership roles in NCTE. I believe this has encouraged diversity within the organization and the scholarship that emerges from NCTE journals.

The leadership of NCTE is changing, to be more inclusive, because of CNV.

CNV helps NCTE to bring more voices to the forefront

I believe it gives NCTE credibility that it is invested in representing all voices in the language and literacy fields. Many organizations tout diversity and create grandiose mission statements about diversity, but they do not always follow through.

CNV has created a space for making visible the work of scholars of color and it has encouraged the continuous commitment of such scholars to literacy education and the work of NCTE.

CNV infuses NCTE with a broader (cultural, political, socioeconomic, etc.) range of critical perspectives and voices that enrich the work of scholars, researchers, policymakers, and practitioners in the field of English education.

CNV brings to the forefront voices that need to be heard.

CNV increases NCTE membership

CNV keeps me coming back to NCTE. I look forward to learning about the work of the new and former fellows at the conference. Most recently, I have begun to encourage my students to become involved in leadership and award opportunities within NCTE.

CNV introduces new scholars and educators to NCTE who would not be here otherwise

I became a life member to NCTE at the end of my award period.

I noticed that two of my research participants (Puerto Rican elementary teachers) who recently completed Master's Degrees in Literacy are not members of NCTE. I will encourage them to join.

I have influenced other young scholars and teachers to participate in and become members of NCTE.

Prior to hearing about CNV, I never thought about NCTE as an association in which research had a place. I thought it was only for teachers, and specifically English teachers. As a former history teacher and a future researcher that is interested in

CNV fellows are proud to be a part of this community, so much so that we are constantly inviting and encouraging others to join NCTE and become a part of CNV.

literacy in the content areas, I thought NCTE was not the place for me. CNV has introduced me to a side of NCTE that is not visible to many people. I see that it is a wonderful organization that wants to integrate research and practice. Moreover, I have witnessed first hand its commitment to diversity. So, after I finish with my dissertation I plan to be a lifelong member of NCTE and become actively involved in the organization.

Direct CNV Participation in NCTE

Leadership

CNV has made a tremendous impact on NCTE because a number of the fellows have gone on to serve in various capacities in the organization.

CNV has placed people of color in radical positions of leadership, changing the nature of the organization fundamentally.

I am a member of the Standing Committee on Research, the Middle Level Nominating Committee, and I am a part of the search committee for editors for RTE. I consider NCTE to be my home conference, and I plan to remain involved throughout my professional career.

I am a leader at NCTE and its affiliated organizations, primarily because of CNV.

I am now a member of the standing committee on research and so review research strand proposals among other duties and also a member of the RTE editorial board and was formerly a member of the Language Arts editorial board.

As a consequence of my involvement with CNV, I was encouraged to consider being a candidate for one of the Board of Trustees positions in the Research Foundation. During my tenure with the Research Foundation, I also served as its chair. I don't think either one of those important opportunities would have presented themselves if I hadn't been affiliated with CNV.

My involvement with CNV makes me look at NCTE as an organization I can truly belong to. I am more interested in becoming actively involved; not only with conference presentations, but perhaps to get more involved as an officer.

I have become more involved with NCTE since being a Mentor. I have published in an NCTE publication and I have served on a number of committees.

I have consistently participated as a presenter and/or moderator of many panels.

Conference participation

CNV has fostered a group of junior scholars of color dedicated to the organization.

I have attended and presented at every convention since 2006 as a result of CNV (I had never attended before that).

English teacher educators and graduate students at my university say that CNV presentations are always one of the highlights and "must attend" sessions. It is an honor to be amongst CNV scholars and mentors.



Being a part of CNV has helped me attend the NCTE conferences. I love being a part of NCTE and fortunately I am able to travel and be a part of the conference because of CNV. I know that NCTE will continue to be an important part of my work in the future as well and I will look forward to meeting other CNV fellows.

Prior to CNV, I was not actively involved with NCTE, other than being a paid member of the organization and having attended two NCTEAR mid-winter conferences in the past. Since my involvement with CNV, I will now be presenting at the Annual meeting. I also plan to stay connected with NCTE, and CNV in any way possible.

As a result of my participation in CNV, I have become a member of NCTE, and have participated in presentations during the annual meetings.

I led a group of CNV scholars to submit a proposal to this year's NCTE and we were awarded with a round table session. We are planning on doing that in the future as well. Our voices are heard in the poster sessions and we provide our insight to teachers and

professors interested in the work we are doing. I'd also like to think that our personal upbringings add new perspectives to the many ideas forming at NCTE.

Promoting NCATE affiliate activity

I'm on the board of my local NCTE affiliate and I am exploring other outlets to advance understanding of young Black men and literacy.

Increased readership of NCTE journals

I follow all NCTE publications very closely and have begun to submit manuscripts to those journals. Since I became a CNV fellow I have also become increasingly committed to presenting regularly at NCTE and NCTEAR, as well as participating in the community overall.

I have had greater access to NCTE publications around critical literacy research, English language learning, narrative inquiry, teacher identity discourses (i.e., Janet Alsup). I still have a lot to learn, not only from CNV mentors and cohort peers, but from the wider NCTE community.

CNV Inspires Me to Continue the Work, to Pay it Forward

CNV has also reminded me of my responsibilities to other scholars of color and communities of color in education.

Because of the relationships I've been able to establish, I also feel inspired to continue this kind of work.

This and the Gates Millennium Scholars are the most important organizations I have been a part of. I can't wait to give back in a bigger capacity down the road.

CNV is Not Static, But Evolves With the Contributions of Each New Cohort

Part of my happiness with the program goes well beyond any personal impact, and extends to the satisfaction I've taken with each succeeding cohort as they take part in this tradition and make something new of it.

Finally . . .

I hope that the program will continue for many years. It's the best thing that's happened to me professionally since I became a faculty member. I'm grateful to NCTE for the support and for my peers and mentors for all they've done and do.

CNV is a critical and necessary space. If it had not been for CNV, I am certain that I would not be in this profession today. This community has supported and sustained me, and I am most grateful for it.

Through CNV, I have developed relationships that will last a lifetime. My friendships with other scholars of color sustain me and help me to maintain perspective as I travel this academic road. Not a day goes by that I am not communicating--via phone, email, Facebook, or even in person--with someone that I've connected with through CNV. I feel extremely blessed to be a part of this family.

CNV will forever have a lasting impact on me.

CNV is amazing. I am so happy to be a part of it.

I am forever grateful for my CNV experience. The mentorship from both the mentors and the other fellows has proven invaluable.

This has been and continues to be a wonderful experience for me--and I am very thankful for all of the support I have been granted through this program and for the wonderful colleagues and mentors that I have come to know and work with!

Thank you so much for this opportunity! CNV is an incredible experience and there are no other organizations that parallel what it has to offer.

CNV provides young scholars of color an opportunity to flourish and add important contributions to the field. I can't imagine what this journey would be like for me with my CNV Fellowship.

Thank you so much for allowing me to be part of such an important initiative.

I will continue to look to CNV scholars as the best and brightest in the field.