



NAEA Equity, Diversity, and Inclusion Task Force Report for March 2018 NAEA Board Meeting

March 6, 2018

TO: NAEA Board of Directors

FROM: Wanda Knight, Chair, on behalf of the NAEA Equity, Diversity, and Inclusion Task Force

RE: Committee Report

1, Summary of Meeting, January 26-28, 2018, Alexandria, Virginia

The NAEA Task Force on Equity, Diversity & Inclusion convened in person on Friday evening, January 26 and Saturday, January 27, 2018 at the NAEA Studio & Gallery, Alexandria, Virginia. The meeting began with a welcome and introductions by Kim Huyler Defibaugh, NAEA President, and Wanda Knight, Chair of the Task Force. Kim attended the full weekend of meetings. Deborah Reeve, NAEA Executive Director, was unable to attend due to a family emergency out of state. This evening was primarily a social event for members of the Task Force to have dinner and spend time getting to know one another. .

On Saturday, January 27, Wanda Knight welcomed the group and presented an extensive overview regarding NAEA history and context of the work. She began with looking at the new logo – pointing out how each letter is different, and everyone should see themselves within the depiction of the vision. The Task Force reviewed their Charge and the definitions that the NAEA Board has adopted regarding a vision of Equity, Diversity and Inclusion for the Association.

Vision

A professional association free of racism, prejudice, and discrimination that assures inclusivity and values diversity.

Charge of the NAEA Task Force on Equity, Diversity & Inclusion

- Review NAEA's history through the lens of equity, diversity and inclusion;
- Identify similar initiatives underway with other professional organizations and study implications for NAEA's work;
- Understand the demographics of the profession across the NAEA community and throughout the field as a whole;
- Develop a final report that summarizes the work and makes recommendations to the NAEA Board of Directors that includes sustainable strategies for change.

Timeline: January 2018 (Face to Face Meeting of the Task Force) and Report Recommendations at NAEA National Convention in Boston, March, 2019. (14 months).

Call to Action

The Art ED&I initiative is intended to create a more vibrant community of art educators within our association, and to develop a climate that promotes inclusivity and values diversity

Definitions of Equity, Diversity, Inclusion.

Equity: *Refers to conditions that support fairness and justness based on individual needs and circumstances whereas all members have opportunities to thrive and realize their best within the NAEA community. (adopted Dec 2017)*

Diversity: *The term ‘diversity’ describes both observable and non-observable individual differences (life experiences, work context, learning and working styles, personality types among others) and group/social differences (race, gender identity and expression, age, social class, country of origin, ability, beliefs, intellectual and cultural perspectives, among others) that can contribute to organizational vibrancy and a dynamic professional community. (adopted 2016)*

Inclusion: *The term ‘inclusion’ describes proactive, intentional, and thoughtful engagement with diversity to the extent that all have the ability to contribute fully and effectively throughout the NAEA community. (adopted 2016)*

Connecting with Visual Arts

During the afternoon of January 27, the Task Force members went to two social justice exhibitions in Washington, DC: Mark Bradford Exhibition at the Hirshhorn Museum and Kara Walker Exhibition at the Museum of American Art. Discussion about the exhibitions took place on Sunday, January 28.

1. How do these artworks challenge cultural beliefs, values, and assumptions?
2. Do either of these artists make audiences feel comfortable?

The meeting time on Sunday included discussion of “next steps” for working with the charge. Task Force Members were asked to post their questions and comments about Equity, Diversity, and Inclusion, in addition to the data gathering aspects of the Charge – History, Similar Initiatives (from other organizations), and Demographics. The discussion also focused on the needs of the Task Force and Communications Strategies.

Points to Ponder

- If NAEA were great at equity, diversity, and inclusion, what form(s) would that greatness take?
- What would be included?
- How would we get from where we are now to where we want to be?
- What would we do first?

2. Task Force Virtual Meeting on February 28, 2018

The Task Force convened via Zoom for a 90 minute meeting on Wednesday, February 28. The purpose of the meeting was to share more information about NAEA Governance and prepare for NAEA Equity, Diversity, and Inclusion Task Force Meeting in Seattle on Thursday, March 22. Deborah Reeve presented an overview of the NAEA Governance structure, including Regions, Divisions, Interest Groups, Board and Staff, including responsibilities of the Board and her role as Executive Director.

Wanda Knight presented a recap of the January 2018 meeting and shared the questions and comments the Task Force members had made with post-it notes on charts covering the following areas: Equity, Diversity, Inclusion, History, Similar Initiatives, Demographics. She presented a timeline for the Task Force to gain a sense of the flow of the work between March 2018 and March 2019. (See attachment)

3. Next Steps

The Task Force will meet on Thursday, March 22,, 2018 in Seattle from 10:00 a.m. – 12:00 p.m. This will be the first time that the Task Force will divide into Sub Groups and have on-site working time, in addition to the full group meeting.

Moving forward, the Sub Groups will meet virtually via Zoom mid-month and the full Task Force will meet virtually via Zoom at the end of each month. Additional meetings will be scheduled as needed.

Attachments

Agenda for In Person Meeting, January 26-28, 2018
Agenda for Virtual Meeting, Wednesday, February 28, 2018
Timeline (working document)

NAEA Equity, Diversity & Inclusion Task Force

Wanda B. Knight, Chair (Pennsylvania)

Joni Acuff (Ohio)

Kathy Danko-McGhee (Ohio)

Libya Doman (Washington, DC)

Priya Frank (Washington)

Gia Greer (Montreal)

Dalila Huerta (Indiana)

Karen Keifer-Boyd (Pennsylvania)

Vanessa Lopez (Maryland)

Alisha Merrick (California)

Kai Monet (California)

Ketal Patel (Ohio)

Jen Rankey-Zona (North Carolina)

James Rolling, Jr. (New York)

Jim Sanders, iii (Ohio)

Lori Santos (Kansas)

Vanessa Smart (North Carolina)

Gloria Wilson (Tennessee)

Ray Yang (Washington)

Kathi R. Levin, NAEA Consultant (Virginia)