



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

October 22, 2018

TO: NAEA Board of Directors

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

RE: Committee Report

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.

Call to Action

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

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

Note: The NAEA Board will be sent the list of recommendations prior to their release at the NAEA Convention.

2. Task Force Meetings, July – November 2018

Monday, July 20 from 7:00 – 8:30 p.m.

Monday, August 27 from 7:00 – 8:30 p.m.

Monday, October 29 from 7:00 – 8:30 p.m.

Wednesday, November 28 from 7:00 – 8:30 p.m.

Each Task Force Member also serves on one of three subgroups aligned with the charge of the Task Force: Histories, Similar Initiatives, and Demographics. The three subgroups schedule their own meetings at least once a month between the full Task Force Meetings.

3. Development of Recommendations. The Task Force has been working on the list of recommendations that will form the foundation of the report to the NAEA Board. The Task Force is in the process of finalizing an organizing framework for presenting the recommendations. This is enabling a clearer understanding of which recommendations relate to member engagement, organizational structure, policies, programming and partnerships.

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4. Report Writing. The process of writing the report will begin with dividing the work during the upcoming October 29 meeting. The Chair of the Task Force will draft the background portion of the report including an overview of the work of the Task Force itself including members, meeting scheduling, and additional contextual information. Each subgroup will prepare a 1-2 page report on its work. The recommendations will be provided as a list, followed by 1-2 paragraphs explaining the context and/or rationale for each recommendation. The narrative information provided within these paragraphs will be prepared by members of the Task Force. It is important that those members of the Task Force who made these recommendations write about each of them so that their voices are integral to the final report on the work of the Task Force.

5. Convention Presentations. There will be one Super Session with all of the members of the Task Force being recognized for their contributions to the work. Each will present at least one of the recommendations, in keeping with their role in writing about them. Congressman John Lewis has been invited to speak about the Role of the Arts in the Social Justice and the Civil Rights Movement and Why Equity, Diversity, and Inclusion Matter for ALL Students. We hope to hear back from his office soon about the possibility of his being part of this session.

Note that the Congressman is a regular speaker at national Arts Advocacy Day regarding the role of the arts in civil rights, and has been awarded the National Book Award for his graphic novel, March 1, a comic book about the March on Selma, Alabama. During the 1960's, a comic book was developed to reach more people. The comic book was edited by Martin Luther King, Jr.

Wanda Knight has also asked each of the subgroups to host one of three breakout sessions (one for each subgroup: Histories, Similar Initiatives, Demographics).

6. Regional Leaders' Survey, National Leadership Meeting, Charleston, South Carolina.

Wanda Knight has also been reviewing the data from the survey which NAEA State Affiliate Leaders provided as part of their participation in the National Leadership Meeting. She is preparing to share the findings of this material with the Task Force. It will be instrumental in creating a strategic plan for implementing the recommendations of the Task Force, including identifying strategies to engage NAEA State Affiliates in this work.

3. Next Steps. After the fall 2018 meetings, Wanda Knight, Chair, will begin writing more of the background section of the report. A great deal of the writing and compilation of the subgroup reports and the paragraphs prepared about each recommendation will take place during the last two weeks of December. The final draft is expected to be ready by January 11, 2019.

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 Mernick (California)

Kai Monet (California)

Ketal Patel (Ohio)

Jen Rankey-Zona (North Carolina)

NAEA Equity, Diversity & Inclusion Task Force (continued)

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)