



NAEA Equity, Diversity, and Inclusion Task Force

Report for July 2018 NAEA Board Meeting

July 5, 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.

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).

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

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?

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 by NAEA Board 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 by NAEA Board 2016)*

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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 by NAEA Board 2016)*

2. Task Force Meetings, March – June 2018

Thursday, March 22 in person meeting in Seattle from 10:00 a.m. – 12:00 p.m.

Thursday, May 3 from 7:00 – 9:30 p.m.

Tuesday, May 29 from 7:00 – 8:30 p.m.

Wednesday, June 27, 2018 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 started the process of generating the list of recommendations that will form the foundation of the report to the NAEA Board. This summer, the Task Force is identifying any additional recommendations and creating an organizing framework for reviewing the recommendations. This will enable a clearer understanding of which recommendations relate to member engagement, organizational structure, policies, programming and partnerships. This list is meant to provide examples of an organizing framework. The Task Force has yet to determine “categories” for the recommendations. Once the recommendations have been finalized, the work of the subgroups will be instrumental in providing the rationale for each of the final recommendations within the report.

The Task Force focused its June meeting on providing feedback on the survey and questions that the chair, Wanda Knight, will be using during her time with NAEA leaders at the regional meetings of the 2018 NAEA Leadership Conference in Charleston, South Carolina.

3. Next Steps. Following the work in developing and organizing the recommendations noted above, the Task Force will be focused on preparing the report. The working timeline is attached.

Attachment: Timeline

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)

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)