



Recommendations from the NAEA ED&I Task Force to the NAEA Board of Directors

Presented March 14, 2019 at the 2019 NAEA National Convention

Recommendation 1: Create a standing Equity, Diversity, and Inclusion Commission similar to the NAEA Research Commission to ensure the sustainability of the ED&I work already begun

GOAL(S): Organizational Vibrancy

Recommendation 2: Incorporate equity, diversity and inclusion concepts and principles throughout the NAEA School for Art Leaders (SAL)

GOAL(S): Learning; Community

Recommendation 3: Provide incentives for replicating affinity-based leadership development of cohorts, utilizing the School for Art Leaders (SAL) model, across NAEA divisions, interest groups, and state affiliates, as a means to identify, support and develop underrepresented or under-recognized pools of creative talent or expertise

GOAL(S): Community; Organizational Vibrancy

Recommendation 4: Explore implications for amending the NAEA Constitution and Bylaws to permit each Interest Group to have a Delegates Assembly representative that has voting rights similar to state association affiliates

GOAL(S): Community; Organizational Vibrancy

Recommendation 5: Infuse ED&I priorities into each Goal of the 2020-2025 NAEA Strategic Plan; develop a new sixth ED&I Goal to be added to the Goals Framework with its own priorities to center equity work within the NAEA community; and employ metrics to measure progress toward ED&I goals and objectives

GOAL(S): Organizational Vibrancy; New ED&I Goal

Recommendation 6: Provide ongoing equity, diversity, and inclusion professional development for the NAEA Leadership, including state leaders and the NAEA Board of Directors

GOAL(S): Learning; Organizational Vibrancy

Recommendation 7: Develop policy that includes, supports, and welcomes diversity (including invisible diversity). Policy based on Universal Design principles would ensure

that the onus of responsibility for adaptation resides with NAEA rather than the marginalized individuals and groups the association seeks to include

GOAL(S): Organizational Vibrancy

Recommendation 8: Establish sliding scale registration for NAEA membership, NAEA conventions, and other areas to encourage underrepresented and underserved group participation

GOAL(S): Organizational Vibrancy

Recommendation 9: Collect equity, diversity, and inclusion statistical data that incorporates demographics concerning NAEA award recipients, the selection committees, and the nomination committees; demographics of divisions, Delegates Assembly, and Interest Groups to ensure inclusionary NAEA policies, practices, and procedures

GOAL(S): Research and Knowledge; Learning

Recommendation 10: Create and maintain an open source repository of materials that include

high-quality resources for NAEA members to learn about ED&I concepts in order to build leadership capacity for furthering ED&I work within their communities

GOAL(S): Learning; Research & Knowledge

Recommendation 11: Offer leadership development and mentoring opportunities that are specific to marginalized and underrepresented groups (e.g., workshops, or targeted programming at the NAEA annual convention)

GOAL(S): Learning; Organizational Vibrancy

Recommendation 12: Develop a NAEA Political Action Committee that generates NAEA statements in response to acts of violence or acts of injustice that impact teaching and learning (e.g., mass school shootings); and create a system of support for NAEA members who have been subjected to violence or injustice (as an upstander or otherwise) within their professional communities

GOAL(S): Community; Advocacy

Recommendation 13: Seek vendors/partners from underrepresented groups

GOAL(S): Community; Organizational Vibrancy

Recommendation 14: Create a series of programs to recruit underrepresented art education professionals into the field of art education

GOAL(S): Community; Organizational Vibrancy

Recommendation 15: Develop a means to welcome and socialize new members into the NAEA community

GOAL(S): Community; Organizational Vibrancy

Recommendation 16: Create a new senior leadership position, Chief Diversity Officer, with the holder of this position reporting directly to the Executive Director, equivalent to other members of the Executive Leadership Team, in order to ensure the position has broad authority, influence, and responsibilities

GOAL(S): Community; Learning; Advocacy; Research and Knowledge; Organizational Vibrancy