

National Assembly of State Arts Agencies

KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

Agenda People of Color Affinity Group Meeting

Wednesday, February 16, 2022
3:30 – 5:00pm ET

Zoom Call Instructions

<https://us06web.zoom.us/j/8721089080?pwd=OFM2aXBVREx6b25JaXMrbjRsWmF1UT09&from=addon>

Meeting ID: 872 108 9080

Call-in number: +1 301 715 8592 US

I. **Welcome 3:33pm**

Pam Breau, President and CEO, NASAA

Welcome returning group members, new members and wish all a happy new year and year of the tiger.

II. **Land Acknowledgement 3:35pm**

Marisa Summers, Assistant to the President and Board Administrator, NASAA

Please join me in a moment of reflection to honor the lands we occupy and the histories of their Indigenous peoples. As we acknowledge the taking of their lands and their lives, let us commit to responsible stewardship of the land and respect for the First Nations who remain part of the past, present, and future of places we call home. Let us also commit to developing the relationships with Native communities that will inform our meaningful actions moving forward, as we advance equity in service to them and other marginalized communities.

Let's also pause to remember lives lost from the COVID pandemic; it has affected Native Americans disproportionately, especially in the ranks of elders, who pass on language and tradition across generations; it is also disproportionately affecting our Black and Latinx communities. As we center ourselves in the conversations ahead, let us remember them and all those for whom equity has not been an option.

Later this year, NASAA will be compiling some guidance for state arts agencies to assist our members in their work with tribal communities. This is one of the ways we expect to move from land acknowledgements into more meaningful action, and we'll keep you posted about it.

III. **Affinity Group Rules Review and Discussion 3:38pm**

Marisa Summers, Assistant to the President and Board Administrator, NASAA

- a) The People of Color Affinity Group was established in 2018 and has almost doubled in size. Since we have many new members, I want to take a brief moment to provide a refresher on conversation norms created by the group.
- b) (share screen) Here are the norms. Please take a moment to review them. Afterwards, I would appreciate your feedback on them, including recommendations for deletions, changes or additions. Please feel free to raise your hand, speak up, or post feedback within the chat.
- c) Thank you for your feedback. I'll update the norms, and we'll present the updated version to you at our next meeting, where the group will have the opportunity to adopt them. After adoption, we'll include the list in all meetings moving forward to serve as a reminder of those norms.
- d) I'll now turn the meeting over to Carla Du Pree for words of inspiration.

IV. Words of Inspiration 3:48pm

Carla Du Pree, Advisor, PoC Affinity Group

- a) Thank Marisa and share a poem, quote or inspiration of your choice.
- b) Idea: share the poem "Dreams" by Langston Hughes reminding members that though 2022 may be off to a shaky start for some, hold fast to your dreams, desires and goals because without them life may be bleak and without hope. Dreams of the future, not dreams you have while sleeping. Dreams that give our life purpose and meaning.

*Hold fast to dreams
For if dreams die
Life is a broken-winged bird
That cannot fly.*

*Hold fast to dreams
For when dreams go
Life is a barren field
Frozen with snow.*

- c) Pass the baton to Encarnacion

V. 10 Minute Clinic 3:55pm

Encarnacion Teruel, Co-chair, PoC Affinity Group

- a) Thank Carla.
- b) Remind the group that during our October meeting we conducted a poll asking whether the affinity group wanted to have a 10 minute clinic during each meeting. The polling results indicated a strong affirmative. As a gentle reminder, the purpose of the clinic is to address a group member's burning question or concern.
- c) Marisa will send the meeting agenda to the affinity group on Wednesday, February 9 and ask that they share a question/concern in advance of the meeting.

- Scenario 1: If Marisa receives questions/concerns she will share them with the leadership team for review.
- Scenario 2: If no questions/concerns are received, you can offer the rising concern below to the group which came from a member during the October 2021 PoCAG meeting.
A concern I have that I see coming up in the SAA's in my region is that the "equity agenda" in grant making disadvantages white rural communities.
- Facilitate a dialogue beginning with: *How can our members respond to this challenging assertion?*

d) Thank the group for the discussion and pass the baton to Abi.

VI. Poll: Who's in the Room? 4:10pm

Abigail Gómez, Co-chair, PoC Affinity Group

- a) Thank Encarnacion.
- b) During this segment we'll introduce a poll to gain insights from folks in the room. Based on the poll results, we hope you'll learn more about your community of peers which will hopefully encourage one-on-one discussions outside of our meetings. As a gentle reminder, the affinity group directory is located on the People of Color Affinity Group website. Marisa will add the link and password to the chat. We ask that you not share the link and password outside of the affinity group. The poll is anonymous and consists of six questions which should take about 5 minutes to answer. *Ask Marisa to start the poll. She will share the results at the 5 minute mark.*
- c) https://nasaa-arts.org/my_nasaa_resources/nasaa-people-of-color-affinity-group/
- d) Password: POCAG@NASAA1

Poll Questions

1. How long have you been in your current role at your state or regional arts agency?

- a. Less than 1 year
- b. 1–2 years
- c. 3–4 years
- d. 5+ years

2. Tell us a little more about your role.

- a. Staff member
- b. Council member

3. How many staff members of color work at your state or regional arts agency?

- a. 1
- b. 2–3

- c. 4–5
- d. 5+

4. Have you ever encountered racist microaggressions in a professional setting?

- a. Yes
- b. No

5. If you have encountered racist microaggressions at a workplace, did you respond to them?

- a. Yes
- b. Sometimes
- c. Never

6. Have you ever felt the need to minimize aspects of your racial, ethnic and/or cultural background to combat and/or deal with microaggressions at a workplace?

- a. Never
- b. Rarely
- c. Often
- d. Always

e) Ask Marisa to quickly report the results.

f) Indicate that today's guest speaker will address handling racist microaggressions in the workplace. Hand the baton to Pam.

VII. Introduction – Dwinita Mosby Tyler 4:25pm
***Dwinita will be joining the call at 4:24pm**

Pam Breau, President and CEO, NASAA

a) Thank Abi.

b) (Pam, consider a new introductory cue here.) Based on feedback you provided during our October affinity group meeting, we know that many of you have experienced racist microaggressive behavior both professionally and personally. As always, your feedback fuels the leadership team's discussions and planning for affinity group meetings. Your feedback inspired us to invite Dwinita Mosby Tyler, founder of the Equity Project, to share insights and solutions about how to deal with microaggressive behavior. Dwinita has a vast, 32 year background in human resources; diversity and inclusion; and training and operations management. She is also the former Executive Director of the Office of Human Resources for the City and County of Denver, the first African American woman to hold that position in the 63+ year history of the agency. In the next 30 minutes you will learn how to move past the often uncomfortable silence of a bystander to a confident upstander when dealing with microaggressive behavior. People of Color Affinity Group, I give you Dwinita Mosby Tyler. Dwinita, we are thrilled to

have you with us today.

VIII. Dealing With Microaggressions in the Workplace 4:30pm

Dwinita Mosby Tyler, Chief Catalyst, The Equity Project

IX. Closing 5:00pm

Marisa Summers, Assistant to the President and Board Administrator, NASAA

- a) Thank Dwinita for the presentation. Mention to the affinity group that while our meeting is scheduled to end at 5pm, Dwinita has agreed to stay on the call for an additional 10 minutes to answer questions.
- b) Thank the affinity group members for their participation.

Resources

[Overcoming Racial Equity Fatigue \(SSIR\)](#)

Eighteen months after an unprecedented movement for racial justice, many organizations are feeling frustration and disappointment. What now?