

# National Assembly of State Arts Agencies

**KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY**

## Framework for Advancing Diversity, Equity and Inclusion

As public agencies, state arts agencies have a deep commitment to diversity, equity and inclusion as principles guiding their policies, programs and legislative authorization. NASAA has shared this commitment, historically, in our own planning efforts, in our nominating processes, and through the knowledge, representation and community building services we offer.

However, we are entering a new demographic era. By 2044, the United States will not have a single racial or ethnic majority. Among the projected 441 million Americans in 2065, 78 million will be immigrants and 81 million will be people born to immigrant parents. Millennials (born after 1980) are surpassing Baby Boomers (born 1946-1964) as the largest U.S. cohort, and are the most diverse generation in our history: 43% of Millennials are nonwhite. Meanwhile, old assumptions about family structure, economic opportunity and religious affiliation are becoming less relevant for the communities state arts agencies serve. And our body politic is straining to contain an increasingly textured continuum of values. Sources: [Pew Research Center](#), [Policy Link/National Equity Atlas](#)

**In light of these shifts, it is imperative that NASAA and state arts agencies renew our efforts to meet the highest standards of inclusion in all aspects of our work.** To this end, NASAA is initiating a variety of new diversity-related projects. To sustain efforts over time, additional action lines will be identified in every annual action plan and through our board's standing Governance Committee. This is deep work and will integrally involve members and evolve as we learn and adjust our practices. Stay abreast of our [progress](#) and please contact NASAA CEO [Pam Breaux](#) or CPPO [Kelly Barsdate](#) to provide feedback or offer suggestions.

Actions Focusing on NASAA as an Association	Actions Supporting State Arts Agency Change	
	Research	Leadership Development
<p>NASAA is addressing diversity within its governance and management practices as a professional association:</p> <ul style="list-style-type: none"><li>• Develop a diversity policy statement for adoption by the NASAA Board of Directors. [<a href="#">Completed</a> in 2017]</li><li>• Incorporate diverse input into NASAA's strategic planning process. [<a href="#">Completed</a> in 2017]</li><li>• Review NASAA's internal personnel policy manual and recruiting procedures, with a goal of supporting an organizational culture that respects and reflects all forms of diversity. [<a href="#">Completed</a> in 2016]</li><li>• Achieve diversity in the nominee pool for NASAA board service. [<a href="#">Ongoing</a>]</li><li>• Initiate a mentoring program for emerging leaders of color. [<a href="#">Slated for 2018</a>]</li></ul>	<p>NASAA is illuminating key trends, exemplary practices and research relevant to the work of our member agencies:</p> <ul style="list-style-type: none"><li>• Document and promote examples of state arts agency programs, policies and practices that promote inclusion and equity. [<a href="#">Completed</a> in 2016]</li><li>• Link grant statistics to demographic data and develop methods to help state arts agencies assess equity in the distribution of their funds. Combine data with coaching sessions to help states consider the implications of the results. [<a href="#">Completed</a> in 2017]</li><li>• Provide a curated collection of recommended resources offering relevant, credible research and self-assessment tools on implicit bias. [<a href="#">Slated for early 2018</a>]</li><li>• Adapt NASAA's internal database systems to accept new beneficiary data. [<a href="#">Completed</a> in 2016]</li></ul>	<p>NASAA is a forum for field conversations about diversity and is providing practical training to support state arts agencies' own work:</p> <ul style="list-style-type: none"><li>• Deliver diversity training and workshops on inclusion and equity. [<a href="#">2015 Leadership Institute</a>; <a href="#">Assembly 2016</a>; 2017 Leadership Institute; <a href="#">2016</a> and <a href="#">2017 Arts Education Professional Development Institutes</a>]</li><li>• Provide virtual learning opportunities through a webinars on changing demographics and model programs. [<a href="#">Completed in 2016 and 2017</a>]</li><li>• Feature diverse voices and perspectives in NASAA's professional development offerings. [<a href="#">Ongoing</a>]</li><li>• Circulate diversity resources through NASAA's communications channels to raise awareness and spark continual conversation. [<a href="#">Ongoing</a>]</li></ul>