



## Diversity, Equity and Inclusion Activities at NASAA August 2018 Update

(new additions in purple)

October 2015	NASAA board of directors and new CEO discuss diversity, equity and inclusion (DEI). This conversation, which occurs in a board meeting open to members during the 2015 Leadership Institute, launches NASAA's efforts to incorporate DEI into multiple strands of NASAA's work.
October 2015	<a href="#">Leadership for Diversity and Inclusion</a> session is held at the NASAA 2015 Leadership Institute in Salt Lake City, Utah. The session explores how state arts agencies (SAAs) can address the needs of changing communities through policy and practice.
April 2016	NASAA publishes a <a href="#">Framework for Advancing Diversity, Equity and Inclusion</a> , informing SAA members about our work to advance DEI. The guide points to actions focusing on NASAA as an association and NASAA services supporting the work of SAAs. This framework guides our thinking regarding governance, management, research and leadership development.
June 2016	NASAA publishes <a href="#">SAAs Create More Equitable Access to the Arts</a> , an infographic that demonstrates SAA grant investments in low-income communities across America.
July 2016	NASAA's Governance Committee explores models and best practices for advancing diversity, equity and inclusion.
August 2016	NASAA publishes <a href="#">State Policies and Programs Addressing Diversity</a> , a strategy sampler that catalogues more than 120 SAA activities designed to engage diverse populations through planning, grant making, technical assistance and other strategies.
August 2016	NASAA hosts webinar on <a href="#">America's Changing Demographics</a> , featuring Dr. Manuel Pastor, a prominent specialist in sociology, American studies and ethnicity.

August 2016	Governance Committee drafts a policy statement for NASAA on diversity, equity and inclusion. The statement informs board discussions at the upcoming Assembly.
September 2016	Executive Committee approves NASAA's updated employee handbook (which includes updates to equal employment opportunity and ADA language). NASAA adopts a more rigorous approach to identifying and attracting more diverse candidate pools for hiring new employees.
September 2016	Board of directors convenes for its strategic planning retreat and fall board meeting (two days). Both convenings include discussions to explore and provide guidance for advancing diversity, equity and inclusion.
September 2016	<a href="#">Bridging Difference and Diversity</a> session is held at NASAA Assembly 2016 in Grand Rapids, Michigan, led by Visions, Inc. This session introduces four levels of DEI work: individual, interpersonal, institutional and cultural.
September 2016	NASAA hosts the 2016 Professional Development Institute for SAA arts education managers and state education agency directors of arts education; the group explores the guiding question: How can our efforts to characterize <a href="#">inclusion, diversity, equity and access (IDEA)</a> in arts learning support our development as champions for these practices within our agencies, states and the larger arts sector?
September 2016	NASAA CEO facilitates Maine SAA stakeholder convening to jump start the SAA's conversation on diversity, equity and inclusion.
March 2017	Governance Committee continues its work to develop NASAA's DEI policy statement and recommends related activities. It also formulates a plan to involve all 1,400 (est.) SAA staff and council members in informing our new policy.
April 2017	NASAA members from 40 states participate in developing NASAA's DEI policy. The Governance Committee continues to shepherd the process and finalize the draft statement.
April 2017	NASAA hosts webinar, <a href="#">Addressing Diversity, Equity and Inclusion: SAA Programs &amp; Policies</a> , to showcase DEI work from the California Arts Council, Pennsylvania Council on the Arts and Wisconsin Arts Board.
April 27, 2017	NASAA board of directors approves the final draft of our association's new policy statement on diversity, equity and inclusion.

May 2017	NASAA shares its ratified <a href="#">Policy Statement on Diversity, Equity and Inclusion</a> with all members and partners via NASAA Notes newsletter.
August 2017	Governance Committee reviews NASAA DEI activities to date; it also makes recommendations for activities moving forward. Its ideas will continue to feed into NASAA's governance, programs and operations. Importantly, the committee requests that NASAA's ongoing DEI activities continue to be cataloged and shared with committee and board.
September 2017	NASAA releases a new tool to promote equity in grant making: <a href="#">Visualizing Grant Diversity: The Demographics of State Arts Agency Grants</a> . This interactive tool helps SAAs better understand the alignment of their grant making with their state's demographics and special populations. Customized versions are produced for all SAAs, and NASAA begins outreach to conduct virtual demonstrations and consultations with each agency.
September 2017	NASAA hosts the 2017 Professional Development Institute for SAA arts education managers and state education agency directors of arts education; the group explores the guiding question: How can state arts agencies and state education agencies leverage existing or potential data to <a href="#">define and address equity gaps</a> in state level arts education policy and practice?
October 2017	NASAA hosts a communications clinic on <a href="#">Advancing the Common Good</a> at the 2017 Leadership Institute. Led by leaders from the D5 Coalition, this session coached SAAs on how staff and board members can lead productive DEI conversations that inspire commitment and compel action.
October 2017	NASAA members approve a new <a href="#">strategic plan</a> that asserts how NASAA's work is guided by enduring values that include diversity, equity and inclusion. The strategic plan includes a hyperlink to NASAA's DEI policy statement.
November 2017	NASAA hosts webinar on <a href="#">Visualizing Grant Diversity: The Demographics of State Arts Agency Grants</a> . This webinar is designed to showcase the use of NASAA's new mapping tool, which offers customized opportunities for SAAs to explore their grant making in alignment with state demographics.
November 2017	<a href="#">Advancing Diversity, Equity and Inclusion at NASAA and at SAAs</a> briefs NASAA members and colleague organizations about current—and upcoming—DEI activities.

November 2017-July 2018	CEO Pam Breaux and Treasurer Ken May join the national steering committee assembled to explore advancing equity in the grant panel room. The 12-member committee includes arts grant makers from the philanthropic, nonprofit and public sectors at the local, state and national levels. The committee's learnings will be shared with the entire arts grant-making sector.
January 2018	The arts education managers' network creates an Inclusion, Diversity, Equity, and Access in Arts (IDEAA) committee to support peer learning and action around IDEAA concepts in arts learning.
February 2018	A DEI component is added to NASAA's Boot Camp, an executive education event for newly appointed SAA executive directors.
April 2018	Board and staff engage in a one-day race equity training conducted by Race Forward. The training includes planning time designed to help NASAA explore practical actions to advance equity across the following activities: nominating leaders, planning, serving members, operations and governance.
May 2018	Interviews of every state arts agency executive director and chair (conducted annually to inform planning and board nominations) include specific questions about how NASAA can best assist SAAs with DEI.
May-August 2018	The Nominating Committee develops NASAA's leadership slate for 2019. One of the committee's top priorities is to achieve greater diversity on NASAA's board.
June 2018	A new <a href="#">State to State Article Archive</a> promotes exemplary SAA programs from around the nation. The database features DEI programs from Alabama, Connecticut, Florida, Maryland, Mississippi, Missouri, Nebraska, and Ohio.
July 2018	NASAA CEO conducts a site visit to the Pacific, which includes visits to SAAs in American Samoa, Northern Mariana Islands, Guam and Hawai'i. The visits include learning tours, technical assistance sessions and intelligence gathering about the needs of our members in the Pacific and how NASAA can be of greater assistance.
July 2018	<a href="#">NASAA Affinity Group for People of Color at State Arts Agencies</a> is launched. The group is designed to provide an informal support system among people of color at state arts agencies, as well as to provide counsel to NASAA about the needs of people of color within our field. SAA staff and council members are participating.

August 2018	NASAA becomes facilitator of the Arts Education Partnership (AEP) equity working group. The working group will research and report on equity in arts education programming activities at national arts and educational organizations that are affiliated with AEP. Selected SAAs are included within the working group. We expect the research report will cite practices, policies, strengths, weaknesses and opportunities across the sector.
August 2018	Governance Committee reviews the updated list of DEI activities, and provides recommendations for activities moving forward.
August 2018	NASAA's biennial staff size and compensation survey is revised to begin to capture data on the demographics of the SAA field.
September 2018	A mentorship program for SAA people of color is developed. The program is designed to provide career development assistance to people of color within the SAA family.
October-November 2018	NASAA Assembly 2018 provides numerous DEI components. <a href="#">DEI discussions and trainings</a> cut across preconferences, deep dives, peer sessions, briefing sessions and <a href="#">plenary presentations</a> .
October-November 2018	The 2018 Professional Development Institute for state arts agency arts education managers continues to explore issues related to diversity, equity, access and inclusion in arts education by focusing on the effects of individual and community trauma on arts learning, as well as opportunities for arts education to promote resilience.
October-November 2018	NASAA's board meeting includes the annual opportunity to report and reflect on our work to advance diversity, equity and inclusion.
2015-2018—A three-year observation	<p>NASAA began its deep focus on DEI in fall 2015. The work broadly includes all realms of human difference, as well as a focus on race equity. As of August 2018, we note the following about the inclusion of people of color on NASAA's board and staff:</p> <p>In October 2015, <b>10%</b> of the <a href="#">NASAA board of directors</a> was made up of people of color. At this time, <b>28%</b> of the board is made up of people of color. (Pending membership approval of the slate of nominees on November 3, 2018, <b>36%</b> of the 2019 NASAA board will be made up of people of color.)</p> <p>In October 2015, <b>16%</b> of the <a href="#">NASAA staff</a> was made up of people of color, and at this time, <b>36%</b> of the staff is made up of people of color.</p>

## Looking Forward to Fiscal Year 2019

NASAA has designated DEI as one of four key priorities in 2019. Specific programs and services included in the draft NASAA action plan (pending approval in November 2018) include:

Harness the power of research to advance DEI at SAAs by:

- producing case studies of program and policy practices at state arts agencies;
- expanding the Visualizing Grant Diversity dashboards. Add components that show benchmarking and trends over time. Promote the use of this data within and beyond the SAA field;
- developing SAA self-assessment tools to help members reduce institutional bias in grant-making practices. [Goal II, Objective B1]

Curate and circulate research resources from outside the SAA field to inform members about important trends, with particular attention to DEI resources. [Goal II, Objective B5]

Continue to deliver educational programs (especially at conferences) that help SAAs meet their DEI goals. [Goal II, Objectives D1-4]

Sustain the NASAA Affinity Group for People of Color. [Goal III, Objective B5]

Launch the mentorship program for people of color. [Goal III, Objective B6]

Supply guidance for state arts agencies in achieving greater diversity in council and board appointments made by governors and legislatures. [Goal III, Objective C6]

Cultivate a robust pipeline of SAA candidates for future NASAA board and committee leadership roles, with an emphasis on racial/ethnic, geographic, age and political diversity. [Goal III, Objective D3]

Embody DEI principles in our staff and vendor recruitment practices and organizational culture. [Goal IV, Objective B3]