

# National Assembly of State Arts Agencies

## KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

### **ANNOTATED AGENDA**

#### **People of Color Affinity Group Meeting**

**Friday, November 20, 2020**

**3:30 – 5:00pm EST**

**Zoom Call Instructions**

<https://zoom.us/j/95189957551?from=addon>

Meeting ID: 951 8995 7551

Call-in number: +1 929-205-6099

#### **I. Welcome (2 min)-3:30pm**

Pam Breaux, President and CEO, NASAA

- Welcome the group members
- Land acknowledgement
- Hand off to Abi

#### **II. Current Events in a Flash: Your Five Word Story (18 min)-3:32pm**

Abigail Gómez, Co-chair, PoC Affinity Group

- Thank you, Pam
- Everyday has been a newsworthy day since we last met. The presidential election outcome; Breonna Taylor verdict; George Floyd's murderer, Officer Chauvin, released on bail; COVID-19 on Capitol Hill; the shooting of another unarmed Black man, Walter Wallace, in Philadelphia; and let's not forget, the famous VP debate fly.
- Your current state of mind is important and newsworthy to us. We want to hear your thoughts re how you're doing since our last meeting. As a twist to voicing your thoughts, we'd like you to craft your newsworthy current events story using the "flash" format.
- A "flash" non-fiction/fiction story is written quickly using five words, no more, no less. The challenge is to pick the best five words that will tell your story as well as afford the reader/listener an understanding of what you are trying to convey. The reader will then form their own narrative based on their understanding of the world.
  - Ask each group member to craft a five-word story that represents their current state of mind. They will have five minutes to do this. Share with the group that they will have an opportunity to voice their story, if they are comfortable, once the exercise is complete. (Marisa will manage the time clock and notify you via Zoom chat once the time is up)
  - Group members can either raise their Zoom hand if they would like to share their story or we can use the "picker wheel" to pick 1-3 group members. (Marisa will manage the picker wheel if you would

like this option)

- Thank the group members for participating in the exercise and ask the members who did not have an opportunity to share their story to add it to the Zoom chat.
- Hand off to Encarnacion

### **III. What You Said, What We Heard (10 min)-3:50pm**

Encarnacion Teruel, Co-chair, PoC Affinity Group

- Thank you, Abi
- Reinforce that the leadership team is listening to the group and is committed to meeting the groups needs as well as addressing their concerns.
- Today's program is a direct response to a common theme the leadership team heard during our last meeting relative to communities and will focus on:
  - How can State Arts Agency staff members of color collectively care for communities of color which also segues into community culture?
  - How can State Arts Agency staff members of color prepare for challenges that may arise when presenting newly established State Arts Agency DEI initiatives with existing community partners?
  - How can States Arts Agency staff members of color develop and cultivate trusting relationships within communities of color who have historically been left out of agency decision and grantmaking processes and may now see DEI based outreach as insincere and possibly tokenism?
- Additional concerns the leadership team heard during our last meeting include:  
(Marisa will copy to the chat)
  - New White House mandates banning anti-racism training (TBD)
  - Slow, limited or no action in the DEI sector and racial equality in the US
  - Displeasure with performative public statements on racial injustice
  - Frustrated by how slow our country is moving toward racial equality
  - Difficulty advancing DEI policies and procedures in SAA's
  - Lack of equity in grantmaking
- In addition to this list, please share additional topics or areas of concern you would like the leadership team to address as we plan the FY21 affinity group programming. If you have ideas after todays meeting please email them to Marisa.
- Hand off to Carla

### **IV. Engaging Community Partners in DEI and Anti-racism Conversations on Behalf of Your Agencies (55 min)-4:00pm**

Introduction of Speaker: Carla Du Pree, Advisor, PoC Affinity Group Facilitator: Quanice Floyd, Executive, Director, Arts Education in Maryland Schools

\*Quanice will be in the waiting room as she will join the meeting at 4pm. When it is time for her introduction Marisa will bring her into the meeting.

- Thank you, Abi
- Introduce Quanice
  - Quanice Floyd is a renaissance woman who wears many capes. Born and raised in NYC, she has spent over a decade in Washington, DC where she received her bachelor's and master's degrees in Music Education from Howard University and Kent State University respectively. Her passion for arts administration led her to pursue her second master's degree in Arts Management at American University and is currently a doctoral student at Drexel University. Quanice is coming to AEMS after previously serving as the Director of Learning and Leadership Development at the National Guild for Community Arts Education. She is also the Founder & Director of the Arts Administrators of Color (AAC) Network, an organization committed to empowering artists and arts administrators by advocating for access, diversity, inclusion, and equity in the arts in the DC and Baltimore metropolitan areas. She has also been a public-school music educator where she taught elementary and middle school general music, chorus, band, and orchestra. Quanice serves as a commissioner for the DC Commission for the Arts and Humanities, a member of the National Teaching Artist Advisory Committee, and is an alumna of Fractured Atlas' Artist Campaign School, the National Guild for Community Arts Education's Leadership Institute (CAELI), ArtEquity's Racial Facilitator Cohort, Baltimore Symphony Orchestra's Music Educators and Arts Administrators Academy, 4.0 Schools' Essentials Program, and the Arts.
- Hand off to Quanice
  - \* presentation\*
- Thank Quanice for her time and expertise in addressing the concerns of NASAA's People of Color Affinity Group.
- Hand off to Marisa

*FYI only to the Leadership Team. Below are the questions Quanice will address in her presentation:*

- How can State Arts Agency staff members of color collectively care for communities of color which also segues into community culture?
- How can State Arts Agency staff members of color prepare for challenges that may arise when presenting newly established State Arts Agency DEI initiatives with existing community partners?
- How can States Arts Agency staff members of color develop and cultivate trusting relationships within communities of color who have historically been left out of agency decision and grantmaking processes and may now see DEI based outreach as insincere and possibly tokenism?

## **V. Closing and Next Steps (5 min)-4:55pm**

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

- Thank you, Carla
- Thank the group members for attending
- Announce directory, website and password. Share that the images will be a revolving virtual gallery to include paintings and poetry that will be updated every 2-3 months. Please suggest artists or poets that you would like to see featured in the gallery.
- In my email on November 5<sup>th</sup> you received a list of NASAA's institutional DEI resources that can be found on NASAA's DEI webpage. Now and moving forward, should you discover any gaps or anything that should be added please let me know.
- We would like to include a reading list as one of the resources on the web page. Please feel free to suggest publications that you feel would be beneficial for the group.
- Give an update re the next meeting
- Wish the members a festive, safe holiday season and a happy new year

## **Resources**

[Miller, J. \(2020\). 'Their Bosses Asked Them to Lead Diversity Reviews. Guess Why.: When corporations try to belatedly address issues of diversity, equity and inclusion, they often drop the responsibility on their few Black employees', \*The New York Times\* 12 October](#)