

National Assembly of State Arts Agencies

KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

Annotated Agenda People of Color Affinity Group Meeting

Tuesday, May 25, 2021
3:30 – 5:00pm EDT

I. Welcome and Land Acknowledgement 3:35pm

Pam Breaux, President and CEO, NASAA

- Welcome the People of Color Affinity Group to the 2nd meeting of the year.
- I want to call attention to the lands we call home and their complex and layered histories. NASAA does this at the outset of every convening to convey respect and appreciation for the original people, places, and cultures of this country.
- Marisa has posted a link in the chat so you can find the name of the Indigenous people of the land on which you reside. Over the next couple of minutes, please find and post the name of the original people in the chat area. <https://native-land.ca/>
- 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 help inform our meaningful actions moving forward, as we advance equity to benefit them.
- Let's also pause to remember lives lost from the COVID pandemic; it is affecting American Indians 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. Give context re the topics of discussion for today's meeting.
- Remind the PoCAG that you and the leadership team are available outside of the quarterly meetings and want to hear from them. They should feel comfortable reaching out throughout the year with questions/concerns.
- During this meeting I ask you to take a moment and provide topics of interest in the chat that you would like addressed over the next few meetings.
- Carla, I turn the floor over to you.

II. Introduction of Dana Payne, Director of DEI Initiatives, Diverse Cultures & Heritage, Pennsylvania Council on the Arts 3:40pm

Carla Du Pree, Advisor, PoC Affinity Group

- Thanks, Pam.
- I am pleased to introduce Dana Payne, a dear colleague and friend that I have known for quite some time.
- As Director of DEI Initiatives, Diverse Cultures & Heritage for the Pennsylvania Council on the Arts (PCA), Dana is responsible for the management of the Folk and Traditional Arts Infrastructure program; the management of the agency's nationally recognized Preserving Diverse Cultures Division; and the development and implementation of comprehensive agency DEI (diversity, equity & inclusion) initiatives.
- With over 20 years of experience as an arts administrator/project manager with local, regional and national arts organizations in the areas of artist management, residency

and production management, she has held professional positions in the finance, pr/advertising and non-profit sectors in New York, NY and Pittsburgh, PA.

- Dana received her BS in Business Administration from the University of Pittsburgh and a certificate in arts management from the Arts Extension Service at University of Massachusetts Amherst.
- As a grantmaker, she provides artists and organizations with the support, tools, and resources necessary to achieve sustainability and to creating and fostering initiatives based on the principles of diversity, cultural equity, and inclusion.
- Dana, take it away!

III. Pennsylvania Council on the Arts: Dismantling the Legacy of Operating Support Grants to Major Cultural Institutions in Favor of Equitable Approaches to Funding 3:43pm (Dana will be asked to speak for 10-15 min.)

Dana Payne

IV. Q & A 3:58pm or earlier

Lead by Encarnacion Teruel, Co-chair, PoC Affinity Group

- Dana, thank you for your informative presentation and sharing the amazing work of the Pennsylvania Council on the Arts.
- I'd like to open the floor up to questions and/or comments from the affinity group. Please use the Zoom feature to raise your hand or feel free to add your question to the chat.
- *Lead the Q & A session. Marisa will let you know when the session should end via the chat.*
- Thank you to our affinity group for your timely questions and feedback.
- Abi, I turn the floor over to you.

V. Introduction of Tariana Navas-Nieves, Director, Cultural Affairs, City and County of Denver 4:05pm

Abigail Gómez, Co-chair, PoC Affinity Group

- Thank you, Encarnacion.
- I have the pleasure of introducing Tariana Navas-Nieves.
- Tariana is the Director of Cultural Affairs for Denver Arts & Venues (A&V), City and County of Denver was born and raised in San Juan, Puerto Rico. She has 30 years of experience in management, equity and race and social justice work philanthropy and grantmaking; community and civic engagement and partnerships; museum and curatorial practice; translation and interpretation; television, and communications.
- As Director of Cultural Affairs, she oversees the City departments of Public Art, Cultural Programs & Events, Creative Industries (Create Denver), SCFD Tier III (Tax District) funding, Arts Education, and the agency's numerous cultural investments and grant programs.
- She developed one of the first COVID-19 Artist Relief Funds in the country launched in March 2020.
- Tariana is on the Executive Leadership Team (ELT) of the Mayor's Office of Social Equity and Innovation (OSEI) and served on the City's Emergency Operation Center during the pandemic focusing on equity strategies city-wide.
- She serves on national, regional and local boards and advisory groups to include Grantmakers in the Arts (Vice Chair), Philanthropy Colorado (Vice Chair), Philanthropy Colorado Arts & Culture Funders (Co-Chair), Denver Latino Commission, and the Community ACTS Fund.
- She is Co-author of the Re-Tool: Racial Equity in the Panel Process and created the learning series "How to be an Anti-Racist Organization. A Conversation with Dwinita & Tariana". It has become an incredibly popular series with over 1,200 registrants each time from all over the United States, Canada, South America and the United Kingdom.
- Please join me in welcoming Tariana.

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VI. How BIPOC Staff Who Represent Predominantly White Institutions Can Navigate the Difficult Terrain of Working with Communities of Color on Behalf of Their Agencies 4:08pm

Tariana Navas-Nieves

VII. Q & A and Group Discussion 4:30pm

Lead by Encarnacion Teruel, Co-chair, PoC Affinity Group

- Thank you, Tariana, for your words of wisdom. I'd like to open the floor up for questions and comments. Like before, please use the Zoom feature to raise your hand or feel free to add your question to the Zoom chat.
- *Lead the Q & A session. Marisa will let you know when the session should end via the chat.*
- Thank you again to our affinity group for your questions and feedback.
- Marisa, I turn the floor over to you.

VIII. Next Steps 4:55pm

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

- First and foremost, thank you to our two amazing speakers. This had been such an insightful meeting. And thank you, the affinity group, for your participation as well as your questions and commentary. And lastly, we are forever grateful to the People of Color Affinity Group Leadership Team for their valued time.
- I have just a few housekeeping announcements to make before we adjourn.
- Pam and I are working on the launch of the 2nd iteration of the NASAA DEI Mentorship Program.
- We plan to make an announcement as well as a call for applications for both mentees and mentors in September.
- We value your input and would appreciate any suggestions to the guidelines from the 1st iteration of the program which can be found on the PoCAG website.
- Thank you for coming. You will receive pertinent take-a-ways from today's meeting as well as a Doodle Poll to determine our next meeting date in the fall.
- Pam, I turn the floor over to you to close us out.

IX. Closing 4:57pm

Pam Breau, President and CEO, NASAA

- Introduce the video of Amanda Gorman reciting "The Miracle of Morning" poem. Marisa will share the video from her desktop.
<https://www.youtube.com/watch?v=XOieGJl6g4s>
- Wish the affinity group a peaceful, safe and healthy summer.

Resources

[I'm Exhausted From Trying To Be The 'Right' Kind Of Black Girl At Work](#): The adage "You have to work twice as hard for half as much" never rang more true.

[He Redefined 'Racist'. Now He's Trying to Build a Newsroom](#): The author Ibram Kendi and The Boston Globe are teaming up to cover racism, inspired by Boston's 19th-century abolitionist newspapers.