

## Board Composition Priorities for NASAA's FY2025 Nominations

*Approved by the NASAA Board May 3, 2024*

### SPECIFIC ATTRIBUTES WE SEEK

### CONTEXT AND COMMENTS

#### Diversity

Advancing diversity, equity and inclusion aligns with NASAA's policies, and considering diversity for nominations for board positions is one of many ways we embody our policies. At this time, nominating deliberations should pay particular attention to representation from the following groups (in this order):

- States that have lacked representation on the NASAA board for 15 years or more (geographic diversity)
- People with conservative political perspectives (diversity of thought)
- People under 50 years of age
- People of color

NOTE: States that have lacked representation on the NASAA board for 15 years or more include: Delaware, Hawai'i, Mississippi, Nevada, New Hampshire, New York and North Dakota.

NOTE: NASAA board members bring considerable political relationships to the table; they are also strong advocates. As a nonpartisan organization, it is important for NASAA to incorporate diverse political perspectives in our work. At this time, additional conservative voices at the board table would help NASAA expand diversity of political thought; currently most board members are moderate or progressive.

NOTE: During recent years of nominations, NASAA has made significant progress on our multiyear goals of electing directors of color (59%) and directors younger than 50 years old (36.4%). Added attention should be paid to considering candidates who are younger than 50 years of age.

NOTE: Nominating deliberations should always include a focus on regional representation.

NASAA respects and celebrates all the ways diversity is expressed. The following indicators of diversity are not exhaustive, but they do allow us to understand some important aspects of representation on the NASAA board of directors. Our 22-member board currently includes:

- 59% people of color
- 50% women, 50% men
- SAA executive directors 41%
- Council members current & past 36.3%
- Western states 32%
- Mid-America states 4.5%
- Southern states 13.6%
- Midwestern states 22.7%
- Mid-Atlantic states 22.7%
- New England states 4.5%
- Jurisdictions 4.5%
- Allies/At-large representatives 22.7%
- People below or at 50 years of age 36.4%
- People with disabilities 14%

NOTE: Regional percentages are derived from calculations that include all members of the NASAA board, SAAs and at-large members based on location.

NOTE: Allies/At-large directors represented on NASAA's board currently bring national and regional arts perspectives to our work.