



NASAA Folk/Traditional Arts Session 1



Who's In The Room?

Poll

Who We are

Sandra Bonnici – She/Her

Levon Williams – He/Him

Our Work & Values

- Grounded in Diversity, Equity, Accessibility, and Inclusion
- Systems Change + Creating cultures of Inclusion
- Intersectionality

What is DEAI?

Diversity – All the ways that individuals and groups of individuals differ. A term to describe the presence of these people. Diversity is something that you *count*.

Inclusion – Creating an environment where any individual or group is welcomed, respected, supported, is asked to participate, and to lead. Inclusion is something you *feel*.

What is DEAI?

Equity – The fair and just treatment of people demonstrated through the acknowledgment that systemically individuals have vastly different access to opportunity and thus need different resources to be successful. Equity shows up in the *outcomes* we see as a result of organizational culture, policies, processes, trainings, systems, and structures.

Accessibility – Giving equitable access to everyone along the continuum of human ability and experience. It refers to how organizations make space for the characteristics that each person brings.

What is DEAI *Work*?

- Deeply Personal
- Structural
- Strategy + Emotional Labor

Vision

Transform the field of Public Sector Folklore professionals to mirror the culturally diverse communities with whom we collaborate, and to elevate, include and promote professional opportunities for local cultural experts as we collectively strive towards equity in Public Sector Folklore.

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Our Time Together

- 4 Sessions
- Work with the NASAA Change Team
- Deliverable: Multiyear Equity Action Plan

NASAA Sessions

- Session 1 – Shared Definitions and Table Setting + Reflection Space
- Session 2 – Foundations of Equity Strategic Planning/Outcome based approach
- Session 3 – Barriers to engagement & Levers of Support
- Session 4 – Present working draft of NASAA Equity Strategic Plan

Shared Language

Organizational Culture – The learned and shared values, beliefs, and behaviors of a community of interacting people. It includes tacit behaviors that are not questioned and taken for granted as “normal”. It is often dictated by those in power in organizations such as Leadership Teams and Boards of Trustees.

Racial Equity – An *active process* of identifying and eliminating racism and racial bias within an organization by changing and sometimes overhauling systems, organizational structures policies, practices, and attitudes so that power and resources are redistributed and shared equitably.

Shared Language cont'd

Dominant Culture – The established values, language, religion, and social customs on which a society is built. It has the most power, is widespread and influential inside a social entity such as an organization.

Race Equity Culture – A culture focused on *proactive counteraction* of social and race inequities inside and outside an organization.

Breakout Room Question

Do you see DEAI and racial equity tied to the sustainability of folk arts and arts agencies? If so, how?

Wrap Up

Next Session: Wednesday, December 9th

Additional information from Sandra & Levon

- Pre work for our next session that will build on our shared language and focus on the foundations of Equity Strategic Planning