



NASAA Peer Session

1/27/2021



Agenda

- Agreements
- Brief Regrounding in Previous Concepts
- Intro to Barriers and Levers of Support
- Breakout Room Discussion
- Full group Discussion
- FAP Survey

Agreements

- Safe Space/Brave Space
- Speak from your own experience; Use “I” statements
- Embrace Discomfort/Stay Engaged
- Give yourself permission to not have to be a *knower*, but a *learner*
- Be mindful of impacts and intents (ouch and oops)
- Expect and Accept Non-closure

Vision For 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.

Shared Language – Power

Power – The potential of influence, the resource that enables leaders to gain compliance or commitment from others. Power can be expressed personally, institutionally, and structurally and systemically.

Power Dynamics – Types of Power

- **Relational Power** – The desire for a feeling of oneness and acceptance in a valued relationship
- **Expert Power** – The extent of specialized skills or knowledge followers attribute to a leader

Power Dynamics – Types of Power

- **Role Power** – The authority granted to someone stemming from a position in a group or organization
- **Reward Power** – The ability to reward
- **Coercive Power** – The ability to punish if expectations are not met

POP Model Change Process

Purpose: What is important to you? Why are you working on this?

Outcome: What will be different? What outcomes do I want?

Process: How will you go about implementing this change?

Performance Measures: How will you know you've achieved your goals?

Previous NASAA Goals

Goal #1 – Radically Address the lack of diversity and participation of BIPOC in the field of public sector folklore

Goal #2 – Develop a 1-3 year Plan that will include recommendations to ensure equity in the field of traditional arts

Goal #3 – Establish Methodology for Accountability

Revised Goal

Develop a 2 to 3-year plan to identify and strategically and radically address the barriers to BIPOC engagement in statewide traditional arts administrative positions that will include recommendations to ensure equity in the field of traditional arts, and establish methodologies for accountability and continuity.

Where Barriers Show Up (Levels of DEI Work)

Personal

Interpersonal

Organizational

Structural

Levers of Support (Equity In The Center)

- Senior Leaders
- Managers
- Board of Directors
- Community
- Learning Environment
- Data
- Organizational Culture

Breakout Rooms

Full Group Discussion

Wrap Up

Next Session: Tuesday, February 25th

- A working draft of the Equity Action plan will be presented for feedback