

UPDATE FROM THE PRESIDENT

- Justice, Diversity, Equity, and Inclusion (JDEI) audit
- Presidential Awards for Service to the Organization
- Conference
- Staying Connected



JDEI AUDIT

Moving from
what is the
issue to what
it possible





Maryland Nonprofits Equity Program Audit Report to the
National Dance Education Organization

Dance Education the Perfect Set Up.

The discipline of dance education positions NDEO board, staff, and members for the changing shifts called for in the audit results. They are a community of practice where rehearsal and repetition comprise the art of getting it wrong often before getting it right. They hold the capacity to not only DO what is right but **EMBODY** the right thing.



Maryland Nonprofits Equity Program Audit Report to the National Dance Education Organization

NDEO Showed Up.

The people who comprise the NDEO community vigorously showed up to take on the work of the audit. When NDEO leadership invited board, staff, and members to be a part of the audit process, there was not only an enthusiastic interest but overwhelming commitment.

Facing the Feedback. Taking Risks. Regular Communication.

Receiving feedback can be tough, especially about a work, or an organization that you love and are invested in. This process and report reveal truths that were hard to hear. Calls for greater transparency and diversity across the board were sounded. At the risk of vulnerability and embarrassment, the organization did not turn away from it. Through regular communication, the leadership kept everyone informed.

Confronting the Hierarchy of Privilege.

There were times when conversations revealed the glaring hierarchy. For example, higher education over small private studios; advanced and doctoral degrees over no degrees; urban over rural. They were responsive and open to seeing the hard things.



Maryland Nonprofits Equity Program Audit Report to the National Dance Education Organization

No Muted Voices.

Of those we heard from, the majority of the respondents expressed the desire to embrace JDEI work. However, not all were enthusiastic. We think it important to acknowledge that some survey respondents expressed reservations. *“Is this so-called JDEI work going to change us? We’re about dance. What does JDEI have to do with dance?”* The strength of all discourse is grounded in the diversity of perspectives, both affirming and dissenting. Great learning and problem solving can emerge from both. No good audit would be worth its salt if we didn’t acknowledge all voices.

Champions in Our Midst.

There are many JDEI champions in the NDEO community. These champions pushed and prodded the audit process with important and thoughtful inquiry and testing. The quality and caliber of inquiry helped to further refine our audit process. Each auditor remained exquisitely curious about how things mattered and showed great care.

This is the Beginning.

There are many ways to enter a stream. NDEO entered this important work through an audit of their programs. After dozens of hours spent over many months in an individual and group audit process, results will not be automatic. Now the real work of taking action on priorities begins

Overarching Themes and Trends

- **WHITE DOMINANT CULTURE** - Staff and membership are overwhelmingly white and female.
- **OPTIMISM** - There is clear optimism that this JDEI process is a necessary and long overdue step in the right direction. However, admission that JDEI work needs to have set goals and timelines to be impactful.
- **WE CAN DO SO MUCH BETTER** - Many voices shared that the organization can do much better. Sense that NDEO is taking the first step with the audit, but so much more JDEI work needs to be done.

Figure 2 - People Themes

Overarching Themes and Trends

- **ACCESS AND BARRIERS-** Barriers impact access for diverse populations. Barriers highlighted include:
 - Financial
 - Geographical
 - Not being a school or private dance studio
 - Publications are higher ed centric and mostly comprised of those with advanced degrees. This limits access to others outside of academia who can contribute to the field and research

Figure 3 - Program Themes

Overarching Themes and Trends

- **TRANSPARENCY-** General lack of full transparency on decision making, power, voice, and authority (i.e., consistent “don’t know” in audit responses, comments indicating lack of clarity)
- **DATA COLLECTION:** NDEO should collect more demographic data across the board. There are many unknowns around the composition of NDEO programs and members

Figure 4. Process Themes



Priorities

Diversify leadership and membership

Throughout the process, members repeatedly highlighted the need to diversify leadership and the membership base of NDEO. As a whole, members shared that diversifying NDEO will provide the groundwork to: (1) rebuild who the decision makers are and, (2) expand access, input, and engagement from dancers and dance educators who have not been connected to the organization.

Remove barriers to access

Overwhelmingly, members shared that a top priority needs to be removing financial, educational, and membership barriers to joining and fully engaging in NDEO. This work will require significant reframing. Members suggested sliding scales or free membership and questioned the value of NDEO being steeped in academic procedures.



Priorities continued-

Institute more transparency

The audit process revealed the lack of transparency to many members, and this bubbled up as a top priority to tackle early and head on (for example, as evidenced in the consistent don't know responses on surveys and in the audits themselves). As one member shared, *"This is an opportunity to educate those in charge that transparency is an issue."* Building transparency offers a great opportunity to foster trust and to set a new standard for how power, decision making, and input functions in the organization, especially as it intersects with race.

Devise and implement a strategic plan that includes JDEI

Members would like to prioritize the development of a strategic plan that emphasizes JDEI. Moreover, members shared that the strategic plan must be anti-racist and include anti-bias action items. This priority was seen as one that would require authentic and comprehensive work. Put simply, "It's not just about a quick fix – it's about completely transforming the way the organization functions." As members discussed this priority, it was clear that there is a desire for reasonable timelines, clear goals, and accountability. The strategic plan should have a clear north star of where NDEO wants to evolve. Optimally, this north star will be understood at all levels of the organization and by all members.

SHARING OUR EXPERIENCES



How did the JDEI program impact your understanding of NDEO?



What did you value from the JDEI project?



In what ways do you see the JDEI project guiding NDEO into the future?



What is still missing from the JDEI project?



What do you want other NDEO members to know about the JDEI project?

JDEI PROJECT: SHARING OUR
EXPERIENCES



Advancing Dance Education in the Arts

PRESIDENTIAL AWARDS

Each of the JDEI workgroup participants is recognized by the NDEO President for dedication to NDEO's JDEI project and service to the organization

Awards and Scholarships

Sarah Glover-Ibarra, Co-Lead

Nicole McClam, Co-Lead

Stacie Cratty

Maria Gabriela Estrada

Yoav Kaddar

Jessy Kronenberg

Betsy Loikow

Tina Mullone

Lynette Overby

John-Mario Sevilla

Board and Governance

Magda Kaczmarek, Co-Lead

Nyama McCarthy-Brown, Co-Lead

Vilma Braja Rama

Renata Celichowska

Tina Curran

Charné Furcron

Lindsay Guarino

Nancy Ng

Karen Schupp

Ken Skrzysz

Communications

Donna Davenport, Co-Lead

Kevin Warner, Co-Lead

Roman Baca

Shelby Bensinger

Kimberlee Gerstheimer

Jennifer Meckley

Julie Pentz

Paula Peters

Janet Sozio

Lynn Tuttle

Conferences

Sandra Stratton-Gonzalez, Co-Lead
Natasha Tyler, Co-Lead
Tianna Chambers
Deb Damast
Christine Fisher
Mary Harding
Betsy Maloney Leaf
Deanna Lynn Martinez
Dale Schmid
Heather Warfel-Sandler

Membership

Sara Lavan, Co-Lead
Lindsey Bauer
Molly Christie
Sofia Fojas
Suzanne (Suzie) Henneman
Vanessa Jackson
Elizabeth McPherson
Emily Morgan
Kari Schrade

National Honor Society for Dance Arts (NHSDA)

Sumana Mandala, Co-Lead
Sarah Roney, Co-Lead
Joseph Blake
Bradford Chin
Kristi Johnson
Andrea Lemaitre
Elsea Mayes Brown
Susan McGreevy-Nichols
Cory-Jeanne (CJ) Murakami
Houck-Cox
Danielle Sheather

Online Professional

Development Institute (OPDI)

Barbara Angeline, Co-Lead

Tabatha Robinson-Scott, Co-Lead

Sherrie Barr

Frederick Curry

Mary Fitzgerald

Wendy Oliver

Kaitlynn Schultz

Neri Torres

Meghan Wall

Publishing

Julie Kerr-Berry, Co-Lead

Clara Martinez, Co-Lead

Shirlene Blake

Karen Bradley

Melissa Greenblatt

Daniel Gwartzman

Anastasia Lewis

Hannah Seidel

Waeli Wang

Lisa Whiting Dobson

Standards

Cheyly Clawson, Co-Lead

Evelyn Sanchez, Co-Lead

Joe Bowie

Joan Finkelstein

Kelly Johnson

Kelly Ferris Lester

Nancy Moses

Stephanie Simpson

THANK YOU



Carmen C. Marshall, Director of the Consulting Group and Chief Equity Officer Maryland Nonprofits

Mary Warren, Associate Consultant

A.D. Jessup, PhD, Associate Consultant

Sydney Biggs, AmeriCorps VISTA

Kyra McDonnell, Intern

THANK YOU TO OUTGOING BOARD MEMBERS

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- **Kathryn Austin**, Advisory Board of Directors, RDE
- **Hannah Bridgeo**, Undergraduate Student Representative 2021
- **Tina Curran**, Policy Board of Directors
- **Mary Fitzgerald**, Advisory Board of Directors, Awards
- **Yoav Kaddar**, Policy Board of Directors
- **Deanna Lynn Martinez**, Graduate Student Representative 2021
- **Jessica Lewis**, Advisory Board of Directors, National Dance Honors Society for Dance Arts



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Hattiesburg, MS

Join Date: 11/1/2020

Term Expires: 12/31/2022



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Morgantown, WV

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Term Expires: 2/10/2022



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Policy Board Member
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Term Expires: 12/31/2024



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Policy Board Member
Mary Harding
Minneapolis, MN

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Columbia, SC

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Awards

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Term Expires: 12/31/2024



Advisory Director
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Communication

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Term Expires: 12/31/2022



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New York, NY

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Term Expires: 12/31/2022



Advisory Director of
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Term Expires: 12/31/2024



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Research

M. Gabriela Estrada

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Join Date: 11/1/2020

Term Expires: 12/31/2023



Advisory Director of
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Peshtigo, WI

Join Date: 1/1/2022
Term Expires: 12/31/2024



Advisory Director of
Student Initiatives
Joseph Blake
SALT LAKE CITY, UT

Join Date: 1/1/2022
Term Expires: 12/31/2024



Graduate Student Rep to
Board
Bradford Chin
San Francisco, CA

Join Date: 1/1/2022
Term Expires: 12/31/2022



Undergrad Student Rep
to Board
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Seattle, WA

Join Date: 1/1/2022
Term Expires: 12/31/2022



Publication Liaison: DEiP
Editor
Elizabeth McPherson
Montclair, NJ

Join Date: 6/1/2015
Term Expires:



Publication Liaison:
JODE Editor
Karen Schupp
Tempe, AZ

Join Date: 1/1/2020
Term Expires:

2022 CONFERENCE

Call for
proposals to
be share soon

NDEO's Duty
of Care

Input from
the
membership

Virtual
Professional
Development



STAY CONNECTED