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
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.
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.

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.
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.
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
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.
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?
Each of the JDEI workgroup participants is recognized by the NDEO President for dedication to NDEO’s JDEI project and service to the organization.
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<td>Sarah Glover-Ibarra, Co-Lead</td>
<td>Magda Kaczmarska, Co-Lead</td>
<td>Donna Davenport, Co-Lead</td>
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<td>Nicole McClam, Co-Lead</td>
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<td>Stacie Cratty</td>
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<td>Dale Schmid</td>
<td>Kari Schrade</td>
<td>Cory-Jeanne (CJ) Murakami</td>
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<td>Tabatha Robinson-Scott, Co-Lead</td>
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<td>Sherrie Barr</td>
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<td>Daniel Gwirtzman</td>
<td>Kelly Ferris Lester</td>
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<td>Anastasia Lewis</td>
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<td>Hannah Seidel</td>
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<td>Meghan Wall</td>
<td>Waeli Wang</td>
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<td>Lisa Whiting Dobson</td>
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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

- Yoav Kaddar, Policy Board of Directors
- 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
Join Date: 1/1/2022
Term Expires: 2/10/2022

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Suzanne Henneman
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Join Date: 12/1/2020
Term Expires: 12/31/2022

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Wimauma, FL
Join Date: 10/27/2019
Term Expires: 12/31/2022

Secretary
Julie Pentz
Manhattan, KS
Join Date: 11/1/2020
Term Expires: 12/31/2023

Policy Board Member
Helen Buck-Pavlick
Phoenix, AZ
Join Date: 1/1/2022
Term Expires: 12/31/2024
Policy Board Member
Cheyla Clawson Chandler
Wichita, KS
Join Date: 1/1/2022
Term Expires: 12/31/2024

Policy Board Member
Daniel Gwirtzman
New York, NY
Join Date: 10/27/2019
Term Expires: 12/31/2022

Policy Board Member
Mary Harding
Minneapolis, MN
Join Date: 11/1/2020
Term Expires: 12/31/2023

Policy Board Member
Kenneth Skrzesz
Baltimore, MD
Join Date: 11/1/2020
Term Expires: 10/31/2022

Policy Board Member
Neri Torres
Miami, FL
Join Date: 11/1/2020
Term Expires: 12/31/2023

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Stephanie Milling
Columbia, SC
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Term Expires:
Advisory Director of State Affiliates
ANINDITA ANAAM
Peshtigo, WI
Join Date: 1/1/2022
Term Expires: 12/31/2024

Advisory Director of Student Initiatives
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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
Riley Marshall
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 shared soon
- NDEO’s Duty of Care
- Input from the membership
- Virtual Professional Development