

Equity, Diversity & Inclusion Initiative

- **Establish Equity, Diversity, and Inclusion Committee**
 - Develop Goals of ED&I into the IAEA strategic plan.
 - Identify NAEA ED&I [Recommendations](#) most relevant and urgent to IAEA's mission
 - Host a conversation with art educators / IAEA members about needs of the organization
 - Use the information, conversation and expressed needs to define specific IAEA ED&I Goals
 - Infuse ED&I Goals into the IAEA strategic plan (target: Fall 2020)
- **Rationale for Developing Goals and Strategy (from [NAEA ED&I Task Force Recommendations](#))**
 - IAEA and would benefit from having a more explicit, integrated, strategic, association- wide approach to equity, diversity and inclusion efforts.
 - A framework to foster equity, diversity and inclusion would provide a roadmap and help to organize action(s). The framework would also focus attention on a common understanding of equity, diversity and inclusion priorities, support long term change at various levels of the Association, and would improve the likelihood of sustainability. Employing strategic plan metrics to track progress develops a culture of accountability towards carrying out equity, diversity and inclusion priorities.

TIMELINE



DRAFT Goals

- **Dialogue:** Create a welcoming space for dialogue and community-building around issues related to ED&I.
 - Use conversation to inform IAEA's specific goals.
 - Continued opportunities to share best practices, resources, and ideas around ED&I.

- **Resources:** Create and maintain a repository of materials to support ED&I concept in educators' practices
- **Outreach:** Create a more welcoming community and increased organizational vibrancy
 - Recruit underrepresented art education professionals and students into the field of art education, including opportunities for leadership in the organization.
 - Develop a means to welcome and socialize new members into the IAEA community
 - Rationale (from [NAEA ED&I Task Force Recommendations](#)): When new members join an organization, it is important to welcome them and make them feel included. Strategic approaches to acquaint new members with the IAEA community might include an email or other form of acknowledgment of the new membership; a welcome pack of information (electronic or otherwise) that identifies what they can expect from the association and how they might participate in the association through networking and connections with someone with similar interests; creating networking opportunities at conventions and during teleconference sessions; holding special events for new members, and other means. ‘

Graphic text

- [06.19 - NAEA Leadership presents NAEA ED&I Task Force Recommendations](#)
- [Fall '19: IAEA Board Establishes ED&I Committee](#)
- [Early Winter '19: IAEA ED&I Committee drafts Goals based on NAEA Recommendations](#)
- [Winter '20: IAEA ED&I Committee plans for Spring Equity Conversation to invite membership to help shape goals for IAEA](#)
- [Spring Equity Conversation postponed due to educators adjusting to COVID-19 teaching conditions](#)
- [July '20: Advancing Equity in Art Education event: Open dialogue with art educators to inform IAEA's goals + invite teachers to share best practices](#)