

## Diversity, Equity, Inclusion and Access Action Statement

On May 31<sup>st</sup>, 2020, the NMEA board released a statement on our social media sites regarding the violence and racial injustice in Minneapolis. In that statement we failed to address our plan to “embrace the humanity, diversity, and uniqueness of every individual” moving forward. Since then we have established a Diversity, Equity, Inclusion and Access (DEIA) committee that is comprised of teachers who represent a variety of lived experiences across a variety of music subject areas. The committee members have been charged with reviewing current board policies and practices in an effort to increase our organization’s awareness of systems that may be marginalizing or minoritizing our students and members.

The committee has been meeting regularly and having purposeful conversations about DEIA before building action items that will help NMEA better meet the needs of ALL of our membership. To date the DEIA committee has crafted and proposed policies and procedures that will foster a more equitable and inclusive system for selecting diverse repertoire and diverse conductors for each of our four high school all-state ensembles. The next focus area for the committee is to redevelop the process for selecting performing ensembles and professional development sessions at our annual conference. The committee believes that the aforementioned items are not the only areas for growth but are two important areas that will produce a significant impact on the music landscape of NMEA events for students and teachers.

The NMEA board will be intentional in supporting the work of the DEIA committee and will be transparent with the NMEA membership about the development of policies to address Diversity, Equity, Inclusion and Access. We welcome your input and you can reach out to Immediate Past-President Jeff Mount to move your ideas and concerns forward to the board or DEIA committee.