

ADTA DEI Action Recommendation: Phase I

7/3/2020

This action recommendation was motivated by discussions and conversations with Black members of the ADTA community to initiate decentering whiteness and white supremacist culture. This work group (Jacelyn Biondo, Robyn Cruz, Melody Gamba, Nicole Koontz, Joan Wittig) was created by ADTA leadership and purposefully comprised of white people to alleviate the burden that underrepresented members have been expressing for years.

The work group was informed by Black DMTs via conversations, emails, listening sessions, and social media. We did not create any of the requests but were simply tasked at organizing the data and creating actions to reflect the work the ADTA leadership will do. MDC leadership, Meg Chang, Charné Furcron, and Angela Grayson were asked to review, edit, and offer feedback on the document. We incorporated their edits and suggestions into the document below.

Purpose of this Document:

The impact and consequences of the ADTA's history and practices have created harmful systemic barriers that prevent historically underrepresented membership from fully participating and thriving within the ADTA at large. This Action Recommendation provides the initial step to an evolving framework for the ADTA to identify and eliminate systemic oppression and dismantle white supremacist culture within the organization. The objective is to maintain active equitable practices to avoid complacency through accountability while establishing targets and indicators to measure the effectiveness of the action recommendation. Through built-in accountability measures, quarterly reviews, and membership feedback, this recommendation intends to support the ADTA's leadership in prioritizing decentering whiteness and dismantling white supremacist culture. This recommendation will continue to develop in order to support and prioritize historically underrepresented students, members, and practitioners in addition to addressing the implicit biases that exist within the ADTA DEI Recommendation Group while building upon the action steps to create a more equitable and just organization for all to thrive.

Objectives of the Recommendation:

- Engaging and centering all historically underrepresented voices, continue to reframe the process to center those the recommendation intends to empower
- Re-vision ADTA values by reviewing and re-writing by-laws, mission, policies and procedures from an anti-racism/anti-oppressive lens to lay the foundation for all work to grow from and align with what the organization aspires to be
- ADTA leadership commit to model active anti-racist and anti-oppressive work within the ADTA and in the community
- Create clearly set out metrics to measure success and name how the process will be evaluated

Board of Directors

Short Term:

1. ADTA BOD will require Board members to participate in quarterly DEI trainings with anti-racism and anti-oppressive content. Training will be identified by **Sept 1; Oct. BOD** meeting - 1st training delivered)
2. Optional fields will be added to the online membership application/directory asking about the intersectionality of identity, to connect members. (***This is in progress, roll out July 1***)
3. Add to ADTA membership packet information on BOD (role and purview), Affinity Groups (with contact info), MDC by **July 1**
4. Develop and add content to the Social Justice Resources located on ADTA website; regularly invite members to contribute via info@adta.org. ADTA staff will collaborate with ADTA members to vet (**contributor list included**)
5. Support a space for BIPOC to share cultural dances, networking, meet & greets, and introductions (students, new clinicians, seasoned clinicians). Hold listening session for current Shared Space Curation Collective **Aug 1**; create budget line for shared spaces **Sept 1**; make new web page for shared spaces **Aug 1 (page hold, create after listening session)**
6. Give students access to have their voices heard and engage them in the association via changing bylaws to give students voting power.
7. Create a student representative to the BOD (See #24)
8. The BOD will examine anti-oppressive practices and models to guide and structure their personal actions. Thereafter this information will be included in BOD member report in the **quarterly newsletter beginning in 2021**.
9. Maryland Non-Profit: 15 hours/month will be delegated to Carmen from July-September (increasing her hours from 5-15 for more intensive work) (**Proposal in Progress**)
10. The Budget and Finance Committee will create a survey to distribute to the membership to explore ways to financially support underrepresented communities within the ADTA.
11. BOD will solicit proposals for a systematic review of ADTA Bylaws and Policies and Procedures (January 1) Targeting results of the review by March 1

Long Term:

12. Create new 501(c)3 - use it to fund research, education, and other projects for underrepresented groups including BIPOC students and other projects to support BIPOC members (e.g. conference registration, membership fees, student research, consulting, etc.) **Jan or March 2021 (BOD with staff assistance)**
13. Investigate the potential for DMT programs at HBCUs. (Where else could we build relationships beyond higher education? Create a mentorship program for this purpose?)
14. BOD engage and respond to membership listening sessions to acknowledge and repair past, present, and future harm. To work toward a harm reduction model. **Both short and long term goals**
15. Explore models to shift away from top-down model of leadership, create communal accountability structure
 - a. Listening Sessions for Affinity Groups and membership continue weekly through **Sept 2020 (then re-evaluate schedule based on membership response)**

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- b. Explore current restorative justice models to apply within BOD and within membership to change the culture of ADTA
16. Write a new definition for DMT, write history for the website with a timeline to highlight, lift up underrepresented and BIPOC contributions and acknowledge old problematic language associated with history of ADTA and DMT (use timeline created in 2019 MDC meeting as a start)
17. As per #14 above, review ADTA bylaws to determine whether the structure still serves the ADTA

Education Committee and Committee on Approval: Jessica Young and Danielle Fitzpatrick

Short Term:

18. Revise materials and curriculum used to teach the history of the US profession of DMT, specifically address use of outdated or harmful language such as “pioneer, Chacian circle, founder, etc.” and concepts of how DMT is taught including movement analysis. Acknowledge the cultural roots of dance as a healing practice and those influences on the US profession of DMT.
19. Include cultural dances in DMT education theory and practice, also Black and non-dominant psychology theorists, and underrepresented and BIPOC elements of history and their context within America in educational programs (traditional and Alternate Route)
20. Approval Committee will devise ways to address review criteria for syllabi and curriculum development to address #18 & #19 above. They will develop ways to hold approved DMT education programs accountable for decentering whiteness and anti-oppressive curriculum at program and approval levels. In addition the committee will take immediate steps to create a means for diverse representation on the committee (suggested deadline Sept 15).
21. Education Committee will review the education standards for Alternate Route programs to ensure that items #18 and 19 above are addressed in Alternate Route training.
22. Educators will complete training on holding space for inclusivity and equity for students in and outside of class (may require creating training) and stay current with clinical and theoretical developments in diversity, equity, and inclusion.
 - a. Include a confidential mid-semester/quarter check-in or evaluation with students to see if they feel supported related to actions #18-21.

Long Term:

23. Programs will investigate and report what actions are being taken to provide financial support for example scholarships, for students of color at their institution.

Students:

Short Term:

24. Creation of a student council with representatives from each campus with a chairperson as a direct line to the BOD and with voting power - each program will identify MDC student liaison.
 - a. Schools offer listening sessions with students
 - b. Schools develop mentorship program
 - c. See BOD actions above re: student representative on BOD

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Ethics: Joan Wittig

Short Term:

25. The S&E committee will review the Code to make sure the language is still relevant.
Consider adding members and reviewing complaint procedures.

Continuing Education: Lora Wilson

Short Term:

26. Further education on White fragility, decentering whiteness, anti-oppressive practices and how white members can address this in their practices
27. Monthly reading group with suggested anti-racist readings and reading to support increased knowledge of underrepresented and BIPOC (maybe blog or PR too, reading discussion board possibly)
28. Develop webinar on Code of Ethics to review ethical principles and to educate regarding policy and procedure for reporting ethical breaches.
29. Accountability for #26-28 above will be tracked via job performance evaluation criteria (semi-annual and annual).

Marian Chace Foundation: Margaret Migliorati and Paul Sevett as Liaisons

Short Term:

30. Understand the history of white supremacy in ADTA and explore the relationship between ADTA & MCF; Look at the relationship with MCF and how ADTA appoints trustees
(M&P name time and/or action steps)

Public Relations: Social Media, ADTA Blog, & You Tube Channel: Angie Yemma

Short Term:

31. Review all PR platforms to make sure they are diverse, equitable
 - a. Committee will consult with Carmen

DMTBC: Julie Miller

Short Term:

32. Group revising BC-DMT process will examine specifically how to include Black and non-dominant theorists/dance in BC essays, and include anti-oppressive practices in requirements.
33. Communicate the change process to the community (including students) with target dates.
34. The DMTCB and CE Manager will create Continuing Education hour requirements for hours related to DEI and Code of Ethics, and the ADTA BOD will review and approve

Local Chapters: MALs

Short Term:

35. Chapter charged to explore how they can support underrepresented DMT communities through the chapter.
36. Chapter-level MDC liaison positions established.
 - a. Those volunteering should meet to share resources, etc.

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- b. Chapters will make announcements and put out call for volunteers to fill the position
37. Chapters develop and share action recommendations with MALs.

Future Recommendations

TBD

Continuing themes the action recommendation intends to address:

- Acknowledgement of underrepresented bodies and movements
- What would reparations look like?
- Plan to incorporate in the near future language to include diversity across the entirety of the membership
- How are we hiring, nurturing, and caring for Black and other underrepresented leadership?