**ADTA Multicultural and Diversity Committee**

The Multicultural and Diversity Committee (MDC) works to increase multicultural awareness, knowledge, and competency in the organizational structure of the ADTA, its membership community and in related academic training, practice, and research areas of dance/movement therapy. MDC works to ensure that existing mono-cultural barriers to diversity and multiculturalism are mitigated. The committee is responsible for developing, communicating, and maintaining inclusive perspectives that respect and recognize all individuals and groups. The MDC promotes the retention of multicultural and diverse professional and student members through outreach Affinity Groups. The MDC produces resources and projects that inform or advise the Board of Directors and the ADTA membership on multicultural perspectives.

**ADTA MDC Affinity Groups and Shared Values**

In 2009, Affinity Groups began forming in affiliation with the MDC to serve particular constituencies and to give voice to non-dominant groups within the DMT community. Affinity groups have formed around personal identity dimensions such as race/ethnicity [Asian and Asian American Affinity Group (AAAAG); Black Americans and African descendants (BAAD); and Office of Afro-Latino Relations (OALR), a division of BAAD; sexual orientation and gender Lesbian, Gay, Bi-Sexual, Transgender, Queer/Questioning, & Allies (LGBTQA+)], or religion/spirituality. Other affinity groups formed out of shared concerns about social justice issues, such as Allies for Social Justice (ASJ). Affinity groups are self-governed and self-directed. They work in a non-hierarchical reciprocal liaison relationship with MDC. Each Affinity Group brings awareness and education to the MDC about their particular constituency or social justice issues. In turn, the MDC acts as a resource to connect Affinity Groups to the ADTA Board of Directors. In the future, MDC plans to develop work groups to engage with specific DMT functional areas (such as academic training, research, or practice) to develop or increase multicultural perspectives and competency.

**Structure of Meetings and Membership**

The MDC meets via teleconference to accommodate its international membership. Committee members and Affinity Group representatives participate in various degrees, on a volunteer basis, to develop and implement initiatives that require differing amounts of participation.

**Development of an MDC Affinity Group (AG)**

The success of a new Affinity Group primarily depends on a small core of dedicated and interested MDC members. It takes a commitment from these individuals to ensure the group establishes itself in such a way as to guarantee success.

Affinity groups are positioned around creating space for people who have experienced systemic oppression. The exception to this is the Allies for Social Justice group which focuses on supporting people who have experienced systemic oppression. Affinity groups band together to share experiences and work towards equal participation and rights in society.

Listed below are the criteria for developing a new MDC Affinity Group and to assure consistency with Affinity Group goals/objectives:

* Complete and submit an Affinity Group Application by the designated deadline. In order to form an Affinity Group, interested MDC members must submit a written application to the MDC Leadership Team, which is comprised of the MDC Chair and Affinity Leaders.
* Establish a list of MDC members willing to join the Affinity Group.
* The proposed AG must have a mission statement that is consistent with the mission statement/purpose of the MDC and demonstrate a relevant impact to the overall goals of the MDC. In addition to a mission statement as described above, applications to establish an AG should include the following:
	+ Name of the AG proposed
	+ A brief description of the AG
	+ Name(s) and contact information for the lead person(s)
	+ The relevant history or identity concerning the group or related groups
* It is important that the affinity group commits to the MDC’s shared values to serve particular constituencies and to give voice to non-dominant groups within the DMT community. This means that the affinity group must respect the humanity of all people, regardless of their age, gender, gender expression, sex, national origin, documentation status, ability, color, class, source of income, religion, ethnicity, race or sexuality. The MDC divests against hate practices of any kind and will not accept affinity group proposals developed from group practices/rituals of affiliated groups such as Nazi groups, KKK groups, etc.

The MDC Leadership Team will review all AG applications. The MDC Leadership Team will recommend approval/denial of the application.

The MDC Chair has the right to withdraw its approval and authorization from any AG, should the group fail to adhere to these or other MDC guidelines or its actions are not consistent with the mission and purpose of the MDC.

These guidelines are intended to provide general information for MDC members interested in establishing an AG. Please note that this is a fluid document and it is subject to change.

If additional information is needed or you have subsequent questions, please contact the Multicultural and Diversity Committee Chair.

Thank you for your interest in creating an Affinity Group in the Multicultural and Diversity

Committee of the ADTA.