

Survey: AEP Equity Working Group

The AEP Equity Working Group, formed in cooperation with the National Assembly of State Arts Agencies, would like to learn more about our partner organizations' and your constituencies' current goals and gaps in addressing equity and access in arts education, as well as any relevant strategies, activities, initiatives and partnerships you are undertaking to advance equity across sectors and populations — in terms of **race, culture, gender, sexual orientation, disability, religious affiliation, geographic location, socioeconomic status and/or immigration status**. Please respond to the following questions to the best of your ability.

Thank you in advance for your participation!

1. How does your organization define:

- Equity
- Access
- Inclusion
- Diversity

2. Does your organization have:

- A policy statement related to equity, diversity, access and/or inclusion?
- A publicly available catalogue of activities that list your organization's efforts to advance equity internally and/or for your constituents?
- A publicly available list of recommended resources for addressing disparities and achieving equity in arts education?
- Regular, ongoing equity-related training for your staff and board?
 - If so, who are the trainers you have worked with, who attends the trainings, how often trainings are held, how many hours of training are typically provided and what is your opinion on how effective these trainings are.

- A staff member whose primary job function is to manage equity-related activities or initiatives?
- A rigorous approach to attracting and sustaining a more diverse pool of new hires?
- Equity-related mentorship opportunities for staff members?
- Equity-related affinity groups for staff and board members and/or your constituents and members?
- Equity-related professional development for your constituents, members or other public audiences?
- Specific and ongoing research and/or data gathering initiatives related to equity and arts education?
 - If so, what data do you collect, how often do you collect it, and how do you report on it and to whom?
- Partnerships with constituents and/or other organizations specifically intended to advance equity in arts education?

3. The focus of your organization's approach to equity is:

- Structural and systemic.
- Intra-personal and relational.
- A mixture of both.

4. In your opinion, your organization is committed to addressing issues of equity in the arts and education.

- Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know
- What does that commitment look like in your organization?

5. In your opinion, your organization's work to advance equity in arts education centers the voices and experiences of individuals and communities who are most adversely affected by inequity.

- Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know
- What is an example of how your organization does this?

6. In your opinion, your organization's work to advance equity in arts education is moving at the pace of the needs of individuals and communities who are most adversely affected by inequity.

- Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know
- If you don't know, why may this be unclear?

7. In your opinion, some of the reasons that your organization's work to advance equity in arts education has failed or stalled in the past include):

- Under-representation on staff or board of individuals and communities who are most adversely affected by inequity.
- Good intentions don't seem to translate to action and outcomes.
- External drivers (politics, funding) that favor the status-quo.
- Inability to sustain efforts to advance equity (budget, staff turnover, competing priorities).
- Complexity of the issue/lack of long-term strategic vision to implement real change.
- Are there additional reasons?

8. What specific goals has your organization set to advance equity in arts education internally and on behalf of/in partnership with your constituents? What is the timeline for achieving those goals?

9. In your own words, what do you think a focus on equity should mean for the mission of arts and education organizations and how we all work across the national level? What should we do more/less of? What would we need to change?

10. Do you have anything you would like to add about your organization's work to advance equity in arts education.

This survey was developed in partnership with:

**National Assembly of
State Arts Agencies**
KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY