



## BELONGING Key Objective #1 Update

***Dear Faculty and Staff,***

We write to share progress on the diversity, equity, inclusion, and belonging initiatives we announced last summer in the Belonging Report entitled, **Belonging: PAFA Becomes a Pluralistic Community**. The **Office of Institutional Safety and Equity** is actively organizing and coordinating resources and programs to make progress on many fronts. PAFA sincerely believes it is important that all members of the PAFA community feel welcome and respected. **We hear you.**

This is the first of three progress reports, which provide a visual update of our progress on the action items from the Belonging Report. The Belonging Scorecard below uses the RAG method to evaluate progress. RAG is a popular project management acronym that stands for Red, Amber, Green; **Red** = not started, **Amber** = in progress, and **Green** = completed.

Tactics	Target Measures	Status	Notes
1.1 Ensure commitment to diversity at the highest level of the institution through approval of this comprehensive Diversity Action Plan through a resolution of PAFA's Board of Trustees.	Diversity Action Plan approved and resolution approved by PAFA's Board of Trustees.	●	Adopted by the board and published on PAFA's home page in September 2020.
1.2 Adopt a diversity statement with the level of significance as PAFA's Code of Ethics.	Diversity Statement approved and resolution approved by PAFA's Board of Trustees.	●	Adopted by the board and published on PAFA's home page in March 2020.
1.3 Ensure prominent minorities are considered as part of ongoing awards of honorary degrees, outstanding alumni, and other prestigious awards.	Accolades awarded.	●	Commencement Speakers: 2020 Nell Irvin Painter- scheduled, 2019 Chitra ganes, 2018 Nick Cave, 2016 Melvin Edwards. Distinguished Alumni Awards: 2018 Quentin Morris, 2016 Njideka Akunyili Crosby
1.4 Commit time and resources to expand more diverse (in terms of gender, race, expertise, and background) leadership within our Board, staff, committee, and advisory bodies.	By the end of 2023, the makeup of the Board will match the diverse makeup of the student body. In doing so, this will create a closer alignment with the demographics of the city of Philadelphia.	●	New BIPOC board member was introduced in December 2020.
1.5 Develop and prioritize a set of fundraising case statements to garner donations for key inclusion initiatives.	Increase scholarship availability and financial aid for underrepresented students.	●	Funds have utilized to support PAFA's first Director of Diversity, Equity, Inclusion and Belonging.
1.6 Create opportunities for student representative on the School Committee, similar to the faculty representative.	Have a student representative to the Board of Trustees.	●	The School Committee was replaced by the Board of Governors (BOG) in Fall 2020. The BOG has representation of all PAFA's constituencies.
1.7 Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.	Include a representative from other arts organizations committed to diversity and inclusion on each Board committee.	●	Action significantly modified due to the creation of the Board of Governors and the combining of Technology & Marketing Board Committees.
1.8 Create greater connectivity between Board members and the faculty, staff, and students.	Share a list of Board members, their photographs and their professional bios, with PAFA constituents on an annual basis. Send announcements of new Board members to faculty, staff, and students.	●	Board bios have been added to the PAFA website at <a href="https://www.pafa.org/about/pafa-leadership/board-trustees">https://www.pafa.org/about/pafa-leadership/board-trustees</a> .
1.9 Establish ways for Board members and PAFA constituents to interact.	Host annual event near convocation where the Board can meet the staff, faculty, and students.	●	The first event is the August 6 Welcome Back celebration.

Although some items are noted as complete, they are not one and done. Instead, they are ongoing work that becomes the fabric of our pluralistic community. In the coming weeks, we will provide two more progress reports on the remaining key objectives of the Belonging Report and the continuous efforts of our community.