



On Campus

Diversity, Equity & Inclusion Strategic Plan

When the Arizona School for the Arts Board of Directors adopted the school's [Commitments to Equity](#) last year, it also included Action Steps to remain accountable to our commitments so that we would all know that these were not just words but deeds to create a more inclusive and reflective environment for all of our stakeholders, especially our students, parents, and faculty of color.

With the knowledge that this is ongoing work and not a quick fix, ASA hired outside consultants with strong backgrounds in equity work to assess the culture, policies and curriculum at the school through desk reviews and interviews with an array of Board members, staff, faculty, students and parents. After the findings were presented to the Board, a strategic plan was developed by these same consultants to establish a multi-year plan that conveys ASA's commitment to equity and articulates strategic goals, objectives, and action plans for implementation.

The plan is centered on three primary long-term goals:

- [Culture and Climate](#) - Advance efforts and initiatives to create and foster an inclusive and equitable culture within Arizona School of the Arts.
- [Recruitment and Retention of Staff and Students](#) - Cultivate and foster strategies that support the recruitment and retention of a diverse faculty, staff and student body at ASA and ensure the school has a reputation of being inclusive and welcoming of diverse populations.
- [Academic and Arts Curriculum and Creative Programming](#) - Engaging faculty in developing and implementing strategies that actively provide forums for mutual respect of differences.

The faculty and staff were not idle during the 2020-2021 school year while the foundations for the Strategic Plan were underway. Professional development for faculty and staff was regularly guided by the [Equity Group](#) in the form of training sessions and interactive workshops. But knowing this is a marathon and not a sprint, we have expanded to the Core Equity Team. Joining Ricky Livoni, Kim Brown and Aiko Mancini will be several other members of faculty as well as representation from the Senior Leadership Team, Board, students and families to round out all facets of our community. Going forward, the role of the Core Equity Team will shift focus. While ASA's Diversity, Equity and Inclusion consultants will take on the mantle of trainings and workshops, the Team will act



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as a navigational resource for ASA's DEI Initiative – researching possibilities on the horizon, connecting ASA to experts, guiding processes, overseeing accountability, and supporting a sustainable pace for the work. The work is challenging and sometimes uncomfortable, but uplifting and hopeful as well. It is exciting to participate in the work that will help ASA become a community of belonging for all.



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