



BOARD MEETING SUPPLEMENTARY MATERIAL

March 29, 2017

Discussion Topic: Diversity & Inclusion

As an organization that embraces diversity and inclusion in our work in the schools, in our program offerings, in the schools we reach, in our recruitment of artists, staff and board, we are already strong in this area. This conversation will allow us to think about how we can become stronger and more intentional as we look to the future.

Guest Speakers: Pam Kwatra & Vanessa Nazario, MBA, Trustees of the American Conference on Diversity (www.americanconferenceondiversity.org)

Pam Kwatra

President, Kripari Marketing
Trustee, American Conference on Diversity

Pam Kwatra is an entrepreneur, community activist and President of Kripari Marketing, and was appointed to New York City's Economic Development Corporation's (NYCEDC) Board of Directors by Mayor Bill de Blasio in 2015. Pam Kwatra joined the likes of William S. Floyd, Head of External Affairs for Google New York, and Matthew Hiltzik, Founder & CEO of Hiltzik Strategies & former VP of Communications & Government Relations for Miramax Films. As a board member, Kwatra helps guide NYCEDC's agenda as the city's primary economic development vehicle: leveraging the city's assets to create good jobs and drive growth, ensuring equitable and sustainable development across five boroughs.

Kwatra is a member of the Association of Indians in America, serving as a liaison between major American corporations and the Indian-American community. In addition to the American Conference on Diversity, she is on the boards of several organizations such as the South Asian Business Alliance Network, and is the founder of South Asian 4 Better Choice & G30 for India Vision Foundation.

Kwatra supported De Blasio's mayoral campaign and was on his Transition Committee. She was nominated as executive member to the NYC Democratic National Committee 2016 Convention. She is the only Indian American woman to receive the Ellis Island Medal of Honor in 2008.

Vanessa Nazario, MBA

Director of Diversity and Inclusion, RWJ Barnabas Health
Trustee, American Conference on Diversity

Vanessa Nazario was born in Puerto Rico and raised in Trenton, NJ. She has worked in the field of Community Development for over 17 years. Her career began at a MECHA, a Hispanic based nonprofit organization providing home ownership training and counseling to low to moderate income families.

In 2015 Vanessa joined Robert Wood Johnson Barnabas Health as Director of Diversity and Inclusion. She is dedicated to working to build more inclusive and just schools, workplaces, and communities. Prior to joining RWJB Health, she worked with PNC Bank and held several roles within the Community Development Banking Department; she managed programs that promote both homeownership and financial stability for low/moderate income households. She also served as the President of PNC's Latino Employee Business Resource Group in NJ.

In addition, she is a member of several non-profits Professional Latino Organizations such as the Latino Vision Council of Mercer County, NJ ALPFA, and NSHMBA NJ Chapter, and also volunteers at several non-profit organizations. As a member of the American Conference On Diversity's Board of Trustees, she leads Board Engagement and Strategic Planning.

In 2012, Vanessa was awarded the Young Hispanic Corporate Achievers award by the Hispanic Association of Corporate Responsibility (HACR).

Vanessa has a Masters in Science degree from Southern New Hampshire University with a concentration Community Economic Development, Non Profit Management Certificate from Seton Hall University, and a MBA from Rider University.

YA DIVERSITY & INCLUSION SNAPSHOT

MARCH 2017

Inclusion:

Young Audiences is fully ADA Compliant. Our ADA Team is comprised of Alexa Hardy and Michelle Marigliano, and our ADA Advisory Team:

- Patti Albertson, MSW is a recently retired special education teacher. She taught at Mercer Elementary School for 33 years.
- Cynthia Chiariello, MSW, LSW is Transition Coordinator for Morris School District and is the Regional Family Support Planning Council Secretary. She is a parent of a child on the autism spectrum.
- Amanda Newman-Godfrey, Ph.D. is a current YA Trustee. She is an Associate Professor of Art Education at Moore College of Art and Design and holds a Ph.D. from Columbia University in art making for students on the Autism Spectrum.
- Leonardo Ruiz is a senior at Morristown High School who identifies as having a disability. Leo is involved in MHS's theatre and supports the development and implementation of their sensory friendly performances. In addition, he enjoys helping students with disabilities, especially those on the autism spectrum.

In 2016, YA received the Cultural Access Network Award for service to children with special needs, especially at the Bancroft Educational Facility for students who are medically fragile and technology-dependent. Programming included artist training, teacher training and residencies for students.

Several YA programs, including the Dance to Learn; Theater to Learn; Think, Move, Dance; Weaving; The Art of Invention; The Language of Music; Kite Making; and Mosaic Murals have provided meaningful experiences for individuals with autism, cognitive disabilities, or developmental disabilities. These programs as well as others will continue to be facilitated at schools in both the inclusive and self-contained classroom. YA has partnered with funders and service agencies including Target, the NJ Epilepsy Foundation, and The Burke Foundation to offer these programs. YA offers teacher professional development integrating methods that support the needs of individuals on the autism spectrum. YA continuously applies for grant funding to provide free programming to schools serving students on the autism spectrum and with cognitive and developmental disabilities.

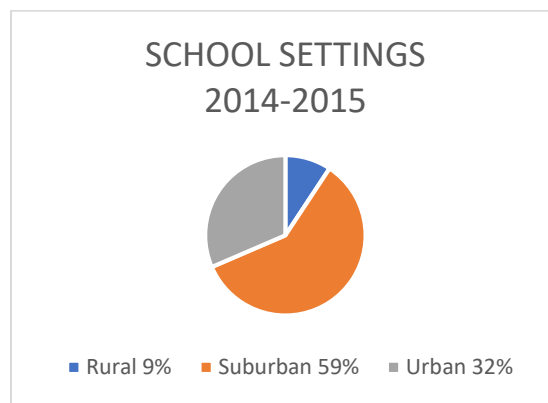
Diversity/Inclusion Internal Staff Team (initiated February 2017):

Alexa Hardy
 Patricia Jones
 Michelle Marigliano
 Seth Reichgott
 Michele Russo
 Liz Winter-Kuwornu

Areas Identified by Staff for Strengthening our Work:

- Developing an organization-wide statement about the inclusive nature of our programming. Training artists and staff to incorporate best practices and appropriate messaging into their work.
- Creating a policy regarding the use of gender-specific language and training artists on best practices.
- Creating a policy regarding anti-bullying, harassment and intimidation and training artists to implement best practices.
- Catalog the cultures we currently represent and assess any gaps that, if filled, would provide more comprehensive cultural programming to our students and schools.
- Compare demographics of NJ & Eastern PA to our artist demographics to assess gaps; examine programs serving students of color and assess the level to which our artists reflect student population.
- Examine artist recruitment practices and modify as needed to ensure outreach is inclusive.

Demographic Information (per 2015 Reporting)



	African American	Asian or Pan Islander	Caucasian	Latino/Hispanic	Native American	Other
Students	22%	9%	50%	18%	1%	0%
Artists	17%	9%	61%	12%	1%	0%
Staff	0%	0%	93%	7%	0%	0%
Trustees	3%	3%	91%	3%	0%	0%