



# What You Can Expect

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This is not an  
indoctrination

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Common understanding  
of JEDI terminology

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Focus on the people of  
the Arts Commission

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We won't get to  
everything

Who Are  
You?



Laura Berthila Malagon

# The Framework



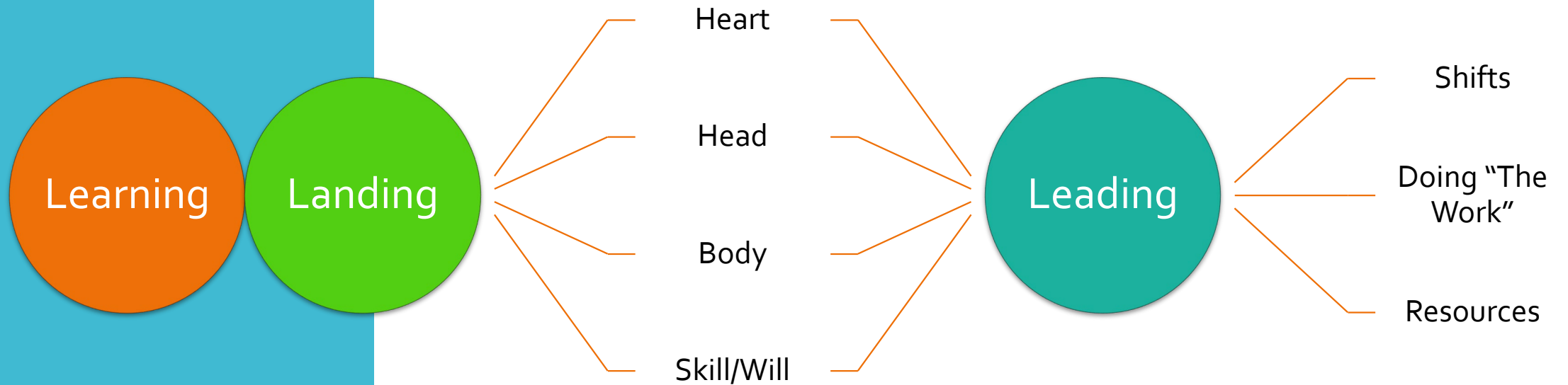
# Key Concepts

Term	Key Question	Example
<b>Diversity</b>	Who's in the room?	Race, Gender, Ability, Worldview
<b>Equity</b>	Who has access? Resources, proximity to power, representation	Pipeline to leadership within the organization, materials/access to support in other languages, decision making panels
<b>Inclusion</b>	How are the identities/perspective of others represented, accounted for, and valued in a way that shares power?	Process, decision making, work products
<b>Culture</b>	What meaning and customs assure adaptation, survival, and thrival?	Personal space Individualism or collectivism Planned or emergent
<b>Bias</b>	Who we inherently assume is_____?	professionalism in charge in the know/capable needing help or the helper

# Key Concepts

Term	Key Question	Example
<b>Justice</b>	What is a reasonable expectation of fairness in this setting?	Policy and rules enforcement/adherence Ongoing/open examination of how expectations and standards are determined Cross-cuts accountability and ethics
<b>Systemic Racism</b>	What aspects of history, culture and society contribute to inequality?	Generational implications supported by data (school-to-prison pipeline) Race constructed paradigms (redlining)
<b>Anti-Racism</b>	What are the policies/practices in institutions that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards specific people groups?	Examination of culture (organizational and societal), oppression and its impacts
<b>Ally</b>	How can I commit to recognizing my privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups for justice?	Focus is the individual doing their own work
<b>Accomplice</b>	How can we/together dismantle harmful structures and create a renewed sense of community?	Focus is the collective working together under the direction of those most marginalized

# JEDI Mental Map



# The Role of Culture in “Doing the Work”



Benjamin Harjo Jr.



## Recommendations

- Consider developing and implementing Operating Norms rooted in justice, equity, diversity and inclusion.
- Consider establishing a “covenant agreement” that describes WHO the Arts Commission strives to be. It should be your aspiration of culture and principles NOT your job description.
- Identify value-based behaviors needed for participation on the Arts Commission.

So .....

NOW WHAT

A scenic landscape featuring a large body of water in the foreground, with rolling green hills and mountains in the background under a blue sky with white clouds. The words "NOW WHAT" are written in large, rustic, wooden letters across the middle of the image, reflecting in the water. The overall tone is contemplative and serene.

# Closure & Gratitude

