



# NYSSMA®

A State Unit of NAfME, National Association for Music Education

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*Districts in New York are focused on the work of Diversity, Equity, and Inclusion (DEI) for all stakeholders in the school community. NYSSMA is substituting the word “representation” for inclusion and adding the word “belonging” to focus on the foundation of strong relationships as a critical element in this work.*

**NYSSMA Will Support:** A sustained and robust process that reflects, analyzes, and enhances the various systems of the organization through a representative lens for the benefit of the populations we serve.

Goals will include:

- Diversified curricular and pedagogical practice that is responsive to the teacher and student population in all areas of the state.
- Equity in all aspects of the organization through reflection on shortcomings, reevaluation of traditions, and growth in accountability, transparency, and access.
- Improved representation in all areas inclusive of new ideas for classroom experiences, NYSSMA leadership, festivals, and publications.
- Creating a community of belonging which empowers all members and students to feel respected, valued, and equally included as they engage with the ongoing work of NYSSMA.

**Adopted by the NYSSMA Executive Council, December 1, 2021**

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