

ORGANIZATION: ASCD	
<p>Who are your members? Students, professionals, others? What are their characteristics by race, gender, and ethnicity?</p> <p>What is your current representation of people of color in governance roles?</p>	<p>Students, teachers, principals, professors, superintendents, consultants. The largest percentage are white, female, and in early 50's</p> <p>About 10-15%</p>
<p>What programs, structures and statements do you have to promote inclusion of people of color in the organization?</p> <p>What programs do you have to promote inclusion of people of color in leadership roles?</p>	<p>Goal Statement: ASCD will build a more engaged and diverse community to improve learning and teaching for each student.</p> <p>ASCD is committed to engaging a diverse community and building capacity to improve learning, teaching, and leadership. ASCD has designed the Emerging Leaders Program to prepare younger, diverse educators for potential influence and ASCD leadership.</p> <p>Governing by-laws allow for additional appointments to further our diversity goals.</p>
When did these programs and structures that promote inclusion and diversity come into being?	<p>The ASCD Emerging Leaders Program began in 2005.</p> <p>The governance provision started about 7-10 years ago.</p>
How do concerns about diversity determine where you meet and why?	All locations must be totally accessible for the physically disabled..
How do you hold people accountable for progress toward meeting goals of racial and ethnic diversity?	Peer pressure, encouragement, special help programs that come with funds.
Why is diversity valued in your organization? Was there an event or a triggering action that brought this to the forefront?	<p>Diversity makes for a richer organization – more view points, prepares us for the future.</p> <p>A triggering event was in the late 50's-early 60's when some conference participants objected to educators of color being in attendance. A boycott was held, debates held, and finally a resolution passed reinforcing the desire for diversity within the organization.</p>
How effective have your programs and structures been? How do you know? How is this measured?	Percentage of minorities has increased. Overall age has lowered a point, increase in worldwide members.
Other information:	

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