



**National Association
for Music Education**

*I am NAFME, You are NAFME, We are NAFME!
"Music is the sound of my heart"*

National Town Hall Meetings

October 8, 2020

To: NAFME Members

From: Mackie V. Spradley, NAFME President

Re: Statement on Upcoming National Town Hall Meetings

[History of NAFME](#)

[Vision 2020](#)

[Strategic Plan](#)

NAfME's Mission

The mission of the National Association for Music Education is to advance music education by promoting the understanding and making of music by all.

Framing the question

Given the history of our country, systemic racism is embedded in all facets of our life including education. NAFME, with its 113-year history, is no exception to the impact of racism.

In 2019, NAFME commissioned a [Current State Study](#) that was performed by Cook Ross, a firm which specializes in unconscious bias. The study revealed that our organization's foundational structure is in fact a barrier to progress in the areas of equity, diversity, inclusion, and access – a difficult reality for us to face.

For over 20 years, we have alluded to equity, diversity, inclusion, and access as important goals for our organization. The outcry for equity, diversity, inclusion, and access continues. The urgency to respond cannot be more apparent than now. But our transformation is a heart issue, not a strategic exercise or list of tactics.

The questions remain—Who are we, what do we believe, and how do we live our truth?

As more MEAs take the initiative to reimagine a better future that is equitable, diverse, accessible, and inclusive, we acknowledge that our transformation will be challenging on all levels. Systemic change is long and often hard. However, our willingness to be intentional about what we do is critical to our success.

As we begin our discussions, I ask that we

- Be open—listen.
- Speak your truth—be authentic.
- Be willing to sit with discomfort—take your pulse.
- Breathe and reflect.

What can we do to eradicate systemic racism and center equity?