Dear AAAE family,

We write to you at the end of a horrifying week. We have witnessed, yet again, national examples of police brutality and weaponized privilege against Black people. The Association of Arts Administration Educators opposes racism in all of its forms and manifestations, and we are committed to combating the systemic and institutional racism that permeates American society. We believe it is our responsibility to protect the rights of Black and all people of color in our schools, programs, organizations, and communities.

Combating the dark forces of racism and entrenched racist institutions and practices is going to take our collective efforts. We are here in community, in solidarity, in our shared commitments to racial and social justice. We are here to keep doing the work, together in humility, to combat racism and discriminatory practices not only across the country but in our own field. We are here to hold each other up and hold each other accountable, in, and through these especially dark moments.

In our commitment to become an anti-racist organization, we are taking steps to:

- Examine our standards of education through an anti-racist lens, to eliminate racist and exclusionary language and practices
- Face the injustices we have been part of perpetuating in the past, and conduct our work in a way that makes us accountable to a higher standard
- Listen to and learn from criticisms of our history and practices
- Share our knowledge base and expertise to support anti-racist work in all of our member institutions and programs

There is much work to do. We invite you all to join us in building a future where all of our students, alumni, faculty, and staff -- indeed, all of our fellow human beings -- can live their lives to the fullest and without fear.

The Board and Staff of AAAE

Lee Ann Adams
Executive Director, AAAE

Haley Carlson
Programs & Operations Manager, AAAE

Karen Chandler
Associate Professor and Director, Graduate Certificate in Arts and Cultural Management
College of Charleston

Diane Claussen
Head of Theatre Management
The Theatre School at DePaul University

Aaron P. Dworkin
Professor of Arts Leadership & Entrepreneurship
School of Music, Theatre & Dance
University of Michigan
Lawrence Epstein  
Vice President, Association of Arts Administration Educators  
Teaching Professor and Director of Special Projects, Westphal College  
Drexel University

Fleurette S. Fernando  
Director, MA Program in Arts Leadership  
Instructional Assistant Professor  
Kathrine G. McGovern College of the Arts  
University of Houston

Anne Frost  
Program Coordinator, Graduate Certificate program in Arts Administration - Cultural Management.  
School of Creative and Performing Arts  
Humber College

Ana Gaio, PhD  
Centre for Culture and Creative Industries  
City, University of London (UK)

Daniel T. Green, PhD  
Director, Master of Entertainment Industry Management  
Carnegie Mellon University

Julie Goodman  
Associate Professor and Department Head, Arts & Entertainment Enterprise  
Drexel University

Maria Rosario Jackson, Ph.D.  
Institute Professor, Herberger Institute for Design and the Arts  
Professor, Watts College of Public Service and Community Solutions  
Director, Studio for Creativity, Place and Equitable Communities  
Arizona State University

Yuha Jung, PhD  
Associate Professor and Director of Graduate Studies  
Department of Arts Administration  
University of Kentucky

Kevin Maifeld  
Founding Director & Professor, Arts Leadership  
Seattle University

Jim O’Connell  
Treasurer, Association of Arts Administration Educators  
Assistant Professor / Arts Management Coordinator  
University of Wisconsin-Stevens Point

Sharbreon Plummer, PhD

Ximena Varela  
President, Association of Arts Administration Educators  
Associate Professor and Director, Arts Management Program  
American University