



July 14, 2023

Dear Colleague -

ACDA continues to deepen our commitment to crafting an anti-racist and equitable learning environment at our conferences and festivals. In the summer of 2022, the Board of Directors approved our [Core Values](#) and has been working to meaningfully implement them in all areas of the Association. One of those areas is the [adjudication process](#), in particular, the adjudicator selection process. For many years, information about adjudicators has been stewarded by a few individuals and the Board is piloting a process to move towards more transparency. This conference season, we are implementing an Adjudication Advisory Panel Pilot Process which will add a few additional steps to the current system. You are receiving this email because a 2024 Conference Coordinator participating in the Pilot would like to consider you on their adjudication panel.

**RATIONALE:** Multiple voices and perspectives involved in selection of these positions of power will help to ensure a diverse adjudicator panel across identities, backgrounds, and aesthetics. The questioning of the adjudication process began in 2016 and has been continually discussed in regions and at the board level. In addition to helping us make an authentically diverse panel — rather than a perceived diverse panel — we would like to inspire adjudicators involved to consider and articulate their own practices.

The additional steps of this pilot include adjudicators submitting materials that can be shared with conference coordinators in a secure database. These materials include a resume or CV, a website or portfolio, and the completion of a form designed to offer a more comprehensive understanding of your positionality as an artist and educator. Please note that all personal demographic information includes an option "prefer not to say," so you can share at your comfort level. The narrative questions have a 200-character limit. At the end of the conference season, the Equity and Justice Committee will reach out for your feedback on this pilot process.

We understand this is a culture shift in the way adjudication invitation has functioned in the past. Our aim is to ensure that this prestigious service remains recognized as such while aiding conference coordinators in the complex work of building a diverse panel. We also hope this process will inspire our robust directory of previous adjudicators to consider and communicate their personal practices around diversity, equity, and inclusion.

With gratitude and respect,

*Mattie Fenton*

Mattie Fenton  
Executive Director

ACDA Board of Directors, Equity & Justice Committee