

The below text is proposed as an addition to the By Laws in Article VII between Sections "e" and "f". Current By Laws are [available here](#).

"Racial Equity Committee.

The Racial Equity Committee may consist of three or more Term Trustees. Because equity is a core value, the committee is responsible for ensuring that the Guild maintains and adheres to its Principles and Policies of Racial Equity. These Principles and Policies promote equitable practices that are foundational across the organization and represent the Guild's most deeply held beliefs and core driving forces.

The responsibility of the Racial Equity Committee is to:

- provide guidance and expertise to the entire organization and its members in order to actualize the Guild's core value of equity through the development of racial equity goals, metrics, and accountability and implementation plans.
- investigate, understand, and acknowledge the roots and realities of racial equity and inequity within American society in general and within the National Guild organization and the community arts education field specifically.

Based on this understanding, the committee will chart a course to dismantle racially inequitable practices within the organization, within its membership, and within the community arts education field by recommending and implementing alternative racially equitable structures, systems, policies and practices."