Title: NAD's Organizational Structure

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Problem to be addressed:
The current NAD's hiring, contracting and working with outside entities were often selected by favoritism or by personal connections. The process needs to be open to all entities for any type of work like photography, interpreting service, conference planning, committees, etc.

Proposed Solution:
Review NAD’s organizational structure and hiring practices of independent contractors and vendors by examining it closely and identifying where systemic racism exists. Develop demographic/performance reports to ensure transparency. Create guidelines for NAD’s transformative justice work by 2022 for membership approval.

Rationale:
The current NAD's hiring, contracting and working with outside entities were often selected by favoritism or personal connections. It needs to be open to all entities for any types of work like photography, interpreting service, conference planning, committees, etc.

Fiscal Impact:
N/A

NAD Board/HQ response:
The NAD is constantly reviewing its organizational structure and processes through the Board (including Diversity Strategy Committee) and the staff. All hiring decisions are done by committee. We recognize that there is still work to be done, and will continue to do so.