

To: NNER Executive Board Members
From: Ann Foster
Date: Mary 24, 2006

Accompanying this cover letter is a draft of the Equity Task Force work related to the charge by the governing council to further the equity work initiated in 2003. The group worked diligently, with candor and respect for different points of view. The members were thorough and thoughtful. Through many follow-up electronic exchanges after the session in April, important, and once again, candid conversations occurred. The group concluded that our work is completed and that the executive board and governing council must take the next steps to chart the NNER's course with regard to diversity and equity as described in the task force's accompanying document. Further, we offer the following comments about our work:

- (1) while we like the idea of a critical friend review process for the equity reports, we couldn't decide if they should be optional or mandatory or piloted, and (2) we couldn't agree if the possibility of the GC taking action with regard to extreme recalcitrance should be mentioned in conjunction with the task force review of equity reports we are recommending. (See recommendation C in the report.) In discussion related to both extreme recalcitrance and action, the group felt that the executive board and governing council must grapple with these policy issues.

Related to the discussion on critical friend interaction is the question of funding for the exchanges. The group noted that due to the limitations within the structure of the annual reports, there are, no doubt, areas in which settings are both making progress and that require attention that are not included. And that critical friend interactions could be the vehicle to further our efforts. A modest beginning or a full scale effort to include all settings will require funding and support from the governing council.

On behalf of the Equity Task Force, I would like to thank the governing council, and in particular, the executive board for initiating this work. I would also like to acknowledge the task force members for the time spent prior to the session—each reviewed the materials carefully and had clearly thought a great deal about the charge—and the commitment to attend this meeting and engage in the quality interaction that resulted in the accompanying document.