

HAYWOOD COUNTY ARTS COUNCIL'S STATEMENT ON CULTURAL EQUITY

To support a full creative life for all, Haywood County Arts Council commits to championing policies and practices of cultural equity that empower a just, inclusive, and equitable community.

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including, but not limited to, those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.

ACKNOWLEDGEMENTS & AFFIRMATIONS

- In the United States, there are systems of power that grant privilege and access unequally, from which inequity and injustice result. These systems must be continuously observed, addressed, and changed.
- Cultural equity is critical to the long-term viability of the arts sector.
- We will make change happen by acknowledging and challenging our inequities and working in partnership.
- Everyone deserves equal access to a full, vibrant creative life, and this access is essential to a healthy and democratic society.
- The prominent presence of artists can and should challenge inequities and encourage alternatives.

MODELING THROUGH ACTION

To provide informed, authentic leadership for cultural equity, we strive to

- **pursue cultural consciousness throughout our organization** through substantive learning and formal, transparent policies
- **acknowledge and dismantle any inequities** within our policies, systems, programs, and services, and monitor organizational progress
- **commit time and resources to increasing diversity** among our board members, staff members, and advisory bodies and to actively seeking diversity in our audiences

FUELING FIELD PROGRESS

To pursue needed systemic change related to equity, we strive to

- **encourage substantive learning to build cultural consciousness** and to increase the pro-equity policies and practices of all of our constituencies and audiences

- **improve the cultural leadership pipeline** by supporting programs that foster leadership that reflects the diversity of American society
- **generate and aggregate quantitative and qualitative research related to equity** to make incremental, measurable progress towards cultural equity more visible
- **advocate for public- and private-sector policy** that promotes cultural equity