



## POLICY ON RACIAL AND CULTURAL EQUITY

*To support a full creative life for all, Arts Orange County commits to championing policies and practices of racial and cultural equity.*

### DEFINITION OF RACIAL AND CULTURAL EQUITY

Racial and 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 such that inequity and injustice result, and that must be continuously addressed and changed.
- Racial and cultural equity is critical to the long-term viability of the arts sector.
- By acknowledging and challenging social inequities and committing to collective action, we will make transformative changes.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- The arts can be a productive space for our communities to imagine alternative realities; we must support artists' work in challenging inequities and encourage their visions of a just and equitable future.

### MODELING THROUGH ACTION

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

- **Pursue racial and 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 report organization progress.
- **Commit time and resources to expand more diverse leadership** within our board and staff.

### FUELING FIELD PROGRESS

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

- **Encourage substantive learning to build cultural consciousness** and to proliferate pro-equity policies and practices by all of our constituencies and audiences.
- **Improve the cultural leadership pipeline** by creating and supporting programs and policies that foster leadership that reflects the full breadth 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.