

JUNE 8 2020 | STATEMENT TO OUR MEMBERSHIP

## INCLUSION, DIVERSITY, EQUITY, & ACCESSIBILITY

### OUR COMMITMENT

Intersection for the Arts—as an organization and individual staff—stands in solidarity and action with those in our community, across the country, and around the globe who are fighting for an end to violence against Black people. We all feel the pain inflicted by the recent incidents of police violence, but we acknowledge that many members of our community are disproportionately impacted by racism, and our outrage and sadness is even more profound for those folks. We all have urgent work to do to rebuild our country in the interest of equity.

In this moment, we are reminded that arts and culture practices are among the most impactful ways to effect social change, subvert oppression, challenge preconceptions, represent your communities, and engage diverse audiences in critical discourse. We support the role of artists, educators, curators, and cultural workers who bring healing to our communities while also provoking us to think critically.

*"An artist's duty, as far as I'm concerned, is to reflect the times. I think that is true of painters, sculptors, poets, musicians. As far as I'm concerned, it's their choice, but I CHOOSE to reflect the times and situations in which I find myself. That, to me, is my duty. And at this crucial time in our lives, when everything is so desperate, when everyday is a matter of survival, I don't think you can help but be involved." - Nina Simone*

### OUR DUTY

Our duty is to make sure that we examine and transform our own sector and confront the anti-Blackness within our own walls. That's why, as an organization, we are exploring the ways in which Intersection for the Arts will breathe life to our values of diversity and equity, and internalize the actions we are calling for in society. We recognize that we cannot serve our artist community without first serving our Black artists. We are looking at the ways in which we'll weave a commitment to anti-racism into the very fabric of the work we do—within our programs, our sponsorship, and our space.

## ANTI-OPPRESSION

Intersection for the Arts serves artists, arts administrators, cultural workers, and nonprofit workers from diverse backgrounds and communities. Our members come from many cultures, range in age from 12 to 70 years old, and identify across diverse categories of race, gender identity and expression, religion, ability, national origin, and sexual orientation. Many of those in our community face barriers to their success on the basis of their identities. We are conscious that this oppression will look, feel, and manifest differently for different people.

We're committed to providing equitable opportunity for our Bay Area arts community. We ensure that:

- The membership of Intersection for the Arts accurately reflects the vibrancy and diversity of the Bay Area arts community;
- Our programs are developed with equity and accessibility in mind so that people can utilize them in a manner free from obstacles and barriers;
- Our communications are clear and transparent;
- Our hiring strategy is diverse, inclusive, and far-reaching;
- A process is in place to assure that our policies and practices promote anti-oppression, and to implement, periodically review and improve such policies and practices.

## ACTIONS

### SCHOLARSHIP FUND

Intersection's Scholarship Fund is a mutual aid practice—mutual aid is a voluntary reciprocal exchange of resources in which communities take responsibility for caring for one another—intended to mitigate barriers to access of our services. This fund allows us to offer our workshops and programs at a reduced price. Anyone can contribute to our Scholarship Fund, and those who benefit from it are self-selected based on need.

### W.A.G.E. CERTIFICATION

We are pursuing W.A.G.E. Certification to ensure our payment practices are equitable and fair.

### PARTNERSHIPS

We are actively seeking to partner with organizations that historically work with underserved communities to lend resources, share knowledge, collaborate, and reach a wider audience of artists and cultural workers.