

Dear _____

Thank you so much for the invitation to teach at your establishment.

I take many things into account when deciding whether to accept a teaching invitation, as I want the experience to be the best possible for everyone involved. A central part of my decision making process is making sure that the groups I partner with are actively committed to uprooting racism and all forms of oppression within their institutions. In order to hold myself accountable for combating institutionalized racism in all the ways I can, I have committed to only working and collaborating with individuals and institutions that are actively and vigilantly doing their own anti-racist work. To uphold that commitment, I respond to all inbound teaching requests with this letter to better understand if and how your institution is committed to anti-racist action and policy.

Please respond to the following as honestly and earnestly as you can.

*Do you have people of color on your administrative staff, your independent contracting staff, and in your student body? Specifically, how many are in decision making ranks?

*What percentage of visiting artists that you invite to teach at this institution are BIPOC?

*Are you networking, collaborating, and cooperating with BIPOC led institutions to develop a consciously antiracist organizational culture that also addresses internal bias?

*Do you provide regular training and discussions at the student, faculty, staff and board level about dismantling racism? Do you include antiracist education as part of your orientation process for students, faculty, staff, and board members?

*What does eliminating barriers to full participation in your program look like? i.e. racism, homophobia, sexism, ableism, ageism, and so forth. How are you creating spaces so that marginalized individuals can create freely while feeling both seen and heard in your institution?

*When the instance arises that someone from your staff, student body, or so forth reports that they have experienced prejudice in your facility, how will you address this without bias or retribution? What systems do you have in place to resolve this?

It is my duty as an artist to ensure that I am not continuing to perpetuate or benefit from any systemic bias or prejudice that excludes and creates barriers for marginalized groups while also benefiting from their contributions to art. What training do you have for me as a guest/visiting artist to learn, be reminded of, have tools to examine my own bias?
