

## **Racial and Cultural Equity Framework**

December 2020

Californians for the Arts recognizes that radical change is required to address centuries of racial, economic, social and cultural injustice in our state and in our country. As the only comprehensive, multidisciplinary organization focused on advancing and building public awareness of the value and impact of arts, culture and creativity in California, we acknowledge the necessity of conducting ourselves with attention to these histories and their ongoing impacts.

Using the following Statement of Values and Index Rubric, the organization will be able to define the policy priorities, program areas, content aggregation and other actions the organization should be taking as a leader in abolishing the conditions that have upheld systemic injustices in our field. As an organization, we strive to live our values in all aspects of our work. Discovery and recognition are part of our process; we are students, protectors and advocates of the continually evolving language of racial and cultural justice. We embrace our humanity and acknowledge that though we may misstep at times, we will continue the critical work of advancing justice in California through the arts.

It is a governing tenant of our mission that we work with partners in alignment with our racial and cultural equity framework. We expect any presenters, collaborators and affiliates to be aligned with our values and efforts reflected in our framework. In any collaboration, we will adhere to our values of diversity, equity, accessibility and inclusion in order to effectively serve our entire membership.

By sharing our Statement of Values, Index Rubric and Anti-Racism Resources, we hope to encourage inclusive, participatory and representative engagement in our sector. We acknowledge that our field is in different stages of awareness about racial and cultural equity, and we hope to foster the common language and understanding necessary to unify our advocacy. Conversely, we will hold ourselves and our field accountable for the role we play in perpetuating inequity. The organization and our partners will actively focus on creating cultural shifts, rather than solely defining organizational practices, in order to produce meaningful change.

### **Statement of Values:**

We believe access to the arts is a human right. As an organization, Californians for the Arts seeks to support policies that position the arts to address the inequities that have led to a chronic state of injustice and oppression. We will work to ensure that resources are directed to actions to offset years of economic, social, and cultural disparity in our state and in our country by addressing systemic racism in the arts.

### **Values:**

- Fight injustice
- Effect social change
- Assure racial and cultural representations
- Reflect an inclusive California art history and identity
- Engage in transformational learning