

## **STATEMENT ON RACIAL EQUITY & ANTI-RACISM**

### Introduction

As the designated State-Local Partner to California's state arts agency, the Amador County Arts Council is committed to racial equity and anti-racism both internally through our work environment, and externally through our programming and services.

Amador County Arts Council is committed to creating a universal sense of belonging. This pursuit benefits everyone by making space to critically explore, investigate, and interrogate systems of oppression – systems that undercut fairness across multiple demographics, conditions, and experiences. By prioritizing racial equity and anti-racism, everyone will benefit because racial injustice has no place in our work to encouraging, supporting, and promoting ALL arts and cultures in Amador County. (Source: California Arts Council)

### Why should an Arts Council be a leader in Anti-Racism & Racial Equity?

For centuries, low-income communities and communities of color have used arts and culture to navigate and survive systemic racism and oppression. Creative strategies are essential to retaining collective memory, promoting healing, and liberating the potential within all of us. (Source: PolicyLink)

Building an anti-racist culture requires intention and effort. This Amador County Arts Council Statement on Racial Equity should inspire greater collaboration in policy making, strengthen public will and input, and develop policymaking that has a strong commitment to advancing equity. Led by our Statement on Racial Equity, we will fully integrate race equity and anti-racism into every aspect of our operations and programs and work toward the dismantling of structural racism wherever we encounter it; improving the arts and cultural verve throughout Amador County.

### **DEFINITION: PEOPLE OF COLOR**

A term used to refer to nonwhite people, used instead of "minority," which implies inferiority and disenfranchisement. The term emphasizes common experiences of racial discrimination or racism. (Source: Colours of Resistance Archive)

### **Amador County Arts Council Statement on Racial Equity\***

At Amador County Arts Council (AmadorArts) a diverse, inclusive, and equitable workplace is affirmed as a workplace where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory and anti-racist approach to provide equal opportunity for employment and advancement in all of our departments, programs, events, and worksites. We respect and value diverse life experiences, heritages and orientations. We strive to ensure that all Amador County voices are valued and heard.

AmadorArts believes that bringing together Council, staff and other partners with differing backgrounds and life experiences will enhance our ability to increase opportunities for all Amador County artists, artisans, art students, and arts & cultural organizations to succeed. We commit time and resources to expand more diverse leadership within our board, staff, committee, volunteer, and advisory bodies.

AmadorArts is committed to modeling diversity and inclusion for the entire arts industry of Amador County, and to maintaining an inclusive and anti-racist environment with equitable treatment for all. AmadorArts ensures that every policy enacted will reflect the principles of equity, justice, and anti-

racism. We pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.

AmadorArts will collect data to evaluate the impact of our equity goals: population served and/or affected by race, color, national origin, and income level. This will include diverse communities across Amador County such as: communities of color, racially and ethnically diverse individuals, Indigenous communities, immigrant and refugee communities, and communities that have principal languages other than English.

AmadorArts understands that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that require concerted and purposeful actions. We are committed to acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress. Policies, programs, and activities will be administered to identify and stop discrimination, racism, and barriers to access, and to halt all disproportionately high and adverse effects on communities of color.

AmadorArts is dedicated to the just and equitable disbursement of resources, including programs, scholarships, supportive funding, and all AmadorArts services. To ensure that all disbursements and decisions are made in an equitable, anti-racist, and non-biased manner, AmadorArts will rely on the [Decision Support Tool](#), as provided by the California Arts Council.

Diversity, inclusion, equity, and anti-racism are connected to our mission and critical to ensure the well-being of our staff, volunteers, contractors, board members, and the overall arts and cultural communities of Amador County.

We expect all employees, volunteers, contractors, and board members to embrace these principles and to express them in all AmadorArts interactions and in everyday practices as representatives of the Amador County Arts Council.

*Special Thanks to contributions from Betzaida Arroyo and Fiona Pulskamp.*

<http://cac.ca.gov/aboutus/racialequity.php>

<https://view.publitas.com/ca-arts-council/california-arts-council-strategic-framework/page/36-37>

<https://www.racialequityalliance.org>

<https://www.policylink.org/about-us>

<http://www.coloursofresistance.org>

Decision Support Tool as provided by the California Arts Council Strategic Framework, <https://view.publitas.com/ca-arts-council/california-arts-council-strategic-framework/page/42>

\*This statement was inspired by the statement as originally conceived by the California Arts Council's Equity Committee. The data supporting this statement can be found in documents such as Portrait of Promise: The California Statewide Plan to Promote Health and Mental Health Equity. A Report to the Legislature and the People of California by the Office of Health Equity. Sacramento, CA: California Department of Public Health, Office of Health Equity; August 2015.