

Draft Equity Statement Workshop

Workshop Plan:

In accordance with its charge, the Equity Committee has drafted an equity statement to be discussed with and approved by the entire Arts Commission.

Before November 18 Commission Meeting:

- Read the entire draft statement. - 10 min
- Critically review the section assigned to your color-coded group below and consider the prompts provided. The draft statement is color coded below as well. - 10 min

At the November 18 Commission Meeting:

- Actively participate with your small group at the next commission meeting to respond to each prompt. - 20 min
- Present your groups prompt responses with the full commission. Engage in the discussion of your section and other sections with the rest of the Commission. - 20 min

Breakout Groups:

Yellow Group - Definition	Blue Group - Acknowledgements & Affirmations
Anne Curley - facilitator/notetaker	Sarah Robinson - facilitator/notetaker
Susannah Dunn	Chris McConnell
Felecia McFail	Jordan Lewis
Purple Group - Modelling Through Action	Green Group - Fuelling Field Progress
Terri Baumann - facilitator/notetaker	Lynn Coates - facilitator
Carl Bedell	Robert Giron
David Carlson	Anika Kwinana - notetaker

Prompts:

- What is your overall impression of this section?
- Is there anything missing in this section?
- As you consider the liaison program, our various committees, and our local projects, how does this section align with that work in practical ways?
- What other questions, comments/concerns, input do you have for this section? Any recommended tweaks?

Draft Equity Statement

ARLINGTON COUNTY COMMISSION FOR THE ARTS
STATEMENT ON EQUITY

To support a full creative life for all Arlington residents, artists and arts organizations, to further support the County Board-adopted “Enriching Lives: Arlington Arts and Culture Strategy”,¹ the Arlington County Commission for the Arts commits to championing policies and practices that ensure a just, inclusive, and equitable arts sector.

DEFINITION OF EQUITY

Equity embodies the values, policies, and practices that ensure that all residents — including but not limited to those who have been historically underrepresented, underserved, underfunded 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.

¹ [Enriching Lives: Arlington Arts and Culture Strategy](#). Adopted by the Arlington County Board on June 18, 2019

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.
- Equity is critical to the long-term viability of the arts sector.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- The prominent presence of artists challenges inequities and encourages alternatives.

MODELING THROUGH ACTION

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

- Pursue cultural consciousness throughout our commission through substantive learning and formal, transparent policies.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and report our progress.
- Actively develop and maintain a Commission representative of the diversity in Arlington County.

FUELING FIELD PROGRESS

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

- Ensure equitable access to the arts for all Arlington community members and ensure equitable opportunity to County resources for Arlington's artists.
- Promote substantive learning in order to build cultural engagement and understanding and proliferate the pro-equity policies and practices of our partners and grant recipients.

- **Grow Arlington's arts sector** by supporting programs and activities that embrace Arlington's diverse community and position Arlington as a destination for arts and culture.
- **Advocate for public and private-sector partnerships** that promote equity and drive social change.

Resources

- [Arlington County's Equity Policies and Practices](#)
- [Enriching Lives: Arlington Arts and Culture Strategy](#)
- [Americans for Arts Cultural Equity Statement](#)
- [Grantmakers in the Arts Racial Equity](#)

Equity Committee Charge:

The Equity Committee of the Arlington County Commission for the Arts will:

- Draft and implement an equity statement
- Align its work to the [County's equity policies and practices](#), as well as relevant national bodies
- Update the Commission on relevant issues, events and opportunities related to equity
- Ensure that the work of the commission maintains an equity lens, including policies and practices to foster and promote equity
- Support marginalized and vulnerable populations in Arlington to ensure their equitable access to arts programs and resources
- Ensure relevant training and skills to grantees around including an equity lens in grant-funded activities

Resources

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