

STATEMENT ON EQUITY

Approved Wednesday, January 27, 2021

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 Strategy¹,” 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 identity², 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.

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 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...

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

² For more information, see <https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

- Pursue cultural consciousness³ 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](#)

³ For a definition of cultural consciousness, see <https://sk.sagepub.com/reference/diversityineducation/n160.xml#:~:text=Cultural%20consciousness%20can%20be%20defined,about%20other%20individuals%20and%20contexts>.