











## SOCIAL & CULTURAL EQUITY COMMITMENTS (as of November 2022)

These social and cultural equity commitments are a beginning, not an ending. The list will evolve as we learn more about the organization and the needs of the communities we serve and engage. Eliminating institutional biases and remaining anti-racist are essential to our mission, and these commitments formalize institutional goals. We are committed to this work and the process is ongoing.






### Artists and Audiences

1. The artists we engage directly inform and expand our audience.
  - a) Continue to engage and partner with artists whose work and practice aligns with the organization's vision.
  - b) Acknowledge biases that may exist in contemporary visual art by continuing to engage and partner with exhibiting artists who are historically underrepresented in the field (with consideration of intersectionality across race, ethnicity, ability, orientation, gender, religion, and economic status). Over the past five years, as many as two-thirds of artists the institution exhibited identified in the above ways, reflecting an existing institutional commitment to equitable exhibitions and related programming. This institutional commitment will remain a focus and will be expanded upon through the support of lived experiences, research, and data.
  - c) Continue to provide compensation for all artists and collaborators in gallery exhibitions and related interdisciplinary programs based on the W.A.G.E. calculator, and maintain W.A.G.E. certification. 
2. Regularly seek a better understanding of our audience and how it can expand. 
  - a) Implement surveys and web analytics to learn more about our geographical and demographical reach through voluntarily provided state, county, and zip code statistics, and other non-invasive data collection. 
  - b) Ensure that audience surveys are provided after most programs to survey the impact and effectiveness of the program, learn more about our audience, extend conversations that were started, and inform future programs and resources. 





### Accessibility

3. Maintain availability of programming for all audiences, and that much of that programming remain free of charge. 
4. Ensure, in collaboration with the artist(s), that all exhibitions include social and cultural context. 
5. Enhance audience surveys by including questions specific to accessibility. 
6. Provide in-gallery staff member support to ensure that all visitors feel welcome and supported in our space. 




7. Implement closed captioning on live and pre-recorded programs where practicable. 
8. Provide accessibility FAQs on the website that address items similar to wheelchair access, all gender restroom information, and visual and audio resources. 
9. Ensure that the website is structurally and programmatically ADA compliant and meets the requirements defined in the Level AA standard guidelines for ADA compliance (WCAG 2.1). 
10. Provide in-gallery, accessibility signage (e.g., "Ask me if you have accessibility questions.") 
11. Ensure that the gallery remains ADA compliant. 


### **Hiring, Appointment, Training, and Retention**

12. Continue to host professionally created implicit-bias, anti-racism, and /or other equity training for all current and on-boarding staff members and board members every other year. During interim years, staff and board members will be required to participate in at least one equity-centered learning experience or program on their own time. 
13. Pursue wide representation amongst staff and our board of directors.
  - a) Ensure that all hiring and nominating committees include at least one or more individuals who identify in ways that have been historically underrepresented, especially in leadership roles, in the visual arts field (with consideration of intersectionality across race, ethnicity, ability, orientation, gender, religion, and economic status). 
  - b) Identify hiring process goals that advance social and cultural equity. As a starting point, the institution will:
    - i) Establish a strategy to ensure that the qualified applicant pool for any open staff position includes individuals who identify in ways that have been historically underrepresented in hiring decisions in the visual arts field (with consideration of intersectionality across race, ethnicity, ability, orientation, gender, religion, and economic status). 
    - ii) Develop strategies on how best to define, and how to post and promote, job openings that will encourage applications that advance the aforementioned goals. 
14. Complete the ongoing effort to finalize an employee manual, and present for board consideration no later than Fall 2021.

### **Accountability**

15. Establish a board committee dedicated to regularly assessing the institution's progress in meeting and strengthening these commitments as equity responsibilities evolve. 



- a) Deliver an annual evaluation on progress, produced in collaboration with staff, to be included in the institution's annual report.
  - b) Provide a confidential, dedicated means that allows visitors, artists, collaborators, staff members, and board members to report, anonymously if preferred, concerns about their individual experience pertaining to social and cultural equity. The committee will process each inquiry and recommend board action, as appropriate and needed.
16. Circulate annual, internal, anonymous surveys to staff members and board members to gather feedback about the organizational culture and working environment at the institution. Survey results will be used for internal purposes only. 
17. Continue to engage staff members, board members, and others to define future recommendations and goals specific to social and cultural equity. The work will be ongoing and sustained. 