

KENTUCKIANS FOR THE ARTS DIVERSITY AND INCLUSION STATEMENT

Adopted Nov. 30, 2020

Kentuckians for the Arts (KFTA) strives to be a diverse, inclusive, and equitable representation of the Kentucky artistic community, encouraging creative spaces where artists, creative workers and audiences feel valued and respected without regard to their gender, race, ethnicity, national origin, age, education, disability, sexual orientation or identity. KFTA is committed to a nondiscriminatory and anti-racist approach to supporting and advocating for high quality and wide-spread artistic engagement across the Commonwealth. We respect and value the diverse life experiences and heritages that are the unique fabric of our Kentucky communities and seek to ensure that all voices are valued and heard.

To provide informed, authentic leadership for cultural equity, KFTA commits to:

- Accepting diversity, inclusion, and equity as core to our mission and critical to the well-being of our staff, board and the arts communities we serve.
- Acknowledging, challenging and dismantling any inequities within our policies, systems, programs, and services; and continually updating and reporting our progress.
- Exploring potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocating for and supporting board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Challenging assumptions about what it takes to be a strong leader in arts organizations, and the traditional values that often influence our thinking about who is best-positioned to provide leadership.
- Practicing and encouraging transparent communication in all interactions.
- Allocating time and resources to expand our conversation and actions to create more diverse leadership on boards, staff, committees, and advisory bodies within KFTA and member art organizations across the Commonwealth.
- Leading with respect and tolerance, and expressing it in our board work and through everyday practices.

KFTA abides by and encourages our membership to join us in committing to the following action items in order to promote diversity and inclusion in our creative work and spaces across the Commonwealth:

- Pursue cultural competency by seeking or creating substantive learning opportunities and formal, transparent policies that support growth and learning.

- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership reflecting the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion.
- Develop systems for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train hiring teams on equitable practices.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.