

Mid Atlantic Arts Foundation Equity, Diversity, and Inclusion

Adopted October 19, 2018

Statement

Mid Atlantic Arts Foundation believes that art is essential and that it has the power to transform individuals and communities. Excellence, integrity, service, inclusion, and engagement are fundamental tenets of our commitment to the arts.

As an arts organization with a nearly forty-year history, we recognize that long-standing systems and practices within our society continue to perpetuate the underrepresentation and participation of all members of our communities. Mid Atlantic is committed to improving equity and access to the arts by ensuring that the organization in all aspects—governance, administration, and program services—represents the broad cross-section of the communities we serve.

As part of its current strategic plan (2016-2019), Mid Atlantic Arts Foundation identified the need to develop an intentional diversity plan to encompass every aspect of the institution, including programs, board, staff, funders, and grantees.

Definitions

Diversity is the extent to which an organization has people from diverse backgrounds represented throughout. It is recognition of individual differences. These differences can be along the dimensions of race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background and other areas of identity.

Inclusion is participation, and is achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

Equity identifies and eliminates barriers that have prevented the full participation of historically excluded groups in order to ensure the fair treatment, access, opportunity, and advancement for all people. It is the systems, protocols, practices, and policies that allow everyone to be treated fairly within an organization.

Actions

- Increase the diversity of the board to achieve a minimum of 50% diverse representation over the next five years
- Ensure that artist roster programs represent a broadly diverse cross-section of artists and ensembles
- Establish that diverse panelists for all MAAF grant and award programs represent at least 50% of the total number
- Review grants management system to identify current data fields to determine what information is readily available about program participation of diverse populations

- Develop reporting tools to capture identity information of grant applicants, grantees, and other MAAF program participants to identify where we are and where we need to go
- Establish a staff task force to examine program guidelines and applications for inherent biases and make recommendations to eliminate barriers to increase the diversity of applicants & awardees
- Increase the diversity of the staff by developing an intentional recruitment process to identify and attract diverse candidates, particularly people of ALAANA communities (African/Black, Latinx, Asian/South Asian, Arab/Middle Eastern, and Native American)
- Support the development of diverse emerging arts leaders, particularly people of color, by providing intern and fellowship opportunities
- Place the commitment to equity, diversity and inclusion at the center of MAAF's upcoming strategic planning process (2020-2025)
- Provide continuing education on diversity, equity, and inclusion for staff and board
- Share ongoing efforts with SAA partners