

Marin Society of Artists Equity Statement of Purpose

Marin Society of Artists (MSA) believes and agrees that:

- All humans are blessed with creativity that thrives when nurtured.
- The arts in all forms enrich the human spirit.
- Shared creativity bridges difference and forges unity, fosters understanding, catalyzes social change and strengthens communities.
- Communities of color, including immigrants and refugees, experience significant disparities in access to quality arts and cultural opportunities.
- All people deserve equal access to an arts and cultural opportunities and activities.
- All people deserve the opportunity to experience and participate in arts and cultural opportunities and activities.
- All artists deserve the opportunity to have their art supported, presented and experienced.
- Historic and institutional racism, including conscious and unconscious practices, have impacted arts opportunities and support of artists of color.
- Equitable access to arts opportunities and activities and support of all artists and to all members of the community is essential.
 - Located in Marin County's diverse and most populous city, and in the heart of the State of California newly designated *Downtown San Rafael Arts District*, the Art Centre is adjacent to 40% of Marin County's low-income housing that is home to a largely immigrant population of color.
 - Through MSA's **Crossroads Program** the Art Center serves, with specific intention, as hub & incubator for community based multi-disciplinary arts, attracting participants and audiences reflecting the wide-ranging age, race, cultural, ethnic, socio-economic and otherwise enabled population of our community.
 - The Art Center is a comfortable accessible environment for all people to explore creative interests; a place of renewal, wellness and opportunity to meet and share inspiration with others.
 - Committed efforts, time and resources are necessary in order to rectify historic inequities.
 - Historic focus on diversity and not on structural inequities, has not achieved equitable inclusion or equal access to arts and cultural opportunity and activities for artists and communities of color.
 - Achieving equity for communities of color requires that historic injustices be addressed.
 - MSA affords, and will increase, arts and cultural access by fostering opportunities for staff, volunteers, artists, audiences and other partners with differing backgrounds and life experiences to come together in efforts to advance the presence of arts and culture in every life.
- MSA has made equity in arts and cultural activities and organizational operations a key priority.
- We have committed resources and commit to creating and testing solutions to promote change in systems to include:
 - Educate ourselves and our communities on present & historic racism, and designing ways to offset its impact.
 - Design and implement new policies and practices within our organizations intended to analyze, understand and disrupt the effects of racism.
 - Examine and grow the diversity in the demographics we served.
 - Seek, consider and select members from communities of color for the MSA board and workforce.
 - Select and support staff and members for board service whose values include racial equity.
 - Provide all board and staff resources to understand and advance racial equity.
 - Engage in programming and planning, including collaboration with other local organizations, in order to nurture and cultivate artists of color, administrators from diverse communities, and other organizations serving communities of color.
 - Facilitate the participation of artists, teachers, speakers, the neighborhood, and other stakeholders in MSA's programming and events.
 - Work with other organizations that are also working toward greater racial equity in arts and cultural opportunities and activities.
 - Create and connect programs and partnerships with other local organizations that increase the number of and success of people of color in the arts; and increase arts and cultural opportunities and activities in and for communities of color.