



Diversity, Equity and Inclusion Statement & Plan of Action

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The Strand Center for the Arts is committed to establishing an equitable and inclusive environment where all community members feel safe, supported, and valued. We believe that a diversity of experience, positionality, and perspective is of central importance to excellence in community arts programming.

We acknowledge that this statement, and plan of action, is a working document as we continually endeavor towards building and maintaining a culture that is consistent with these values of diversity, inclusion, and belonging outlined below.

Diversity

Strand Center for the Arts believes diversity adds value to our community. We respect, embrace and welcome all of our differences. We seek out and proactively engage, understand, and draw on the perspectives of the varied identities and differences of individuals and groups.

Diversity is the representation of our various identities collectively and as individuals. Diversity includes, but is not limited to race; color; ethnicity; nationality; citizenship; religion; tribe; social class; socioeconomic status; veteran status; education; marital status; language; age; gender; gender expression; gender identity; sexual orientation; mental or physical ability; genetic information; and modes of communication; learning styles; and ways of thinking.

Equity

Strand Center for the Arts believes in fair treatment, equality of opportunity, advancement, and fairness in regard to access and resources for all. To create a fair and equitable community requires the identification and elimination of barriers that prevent the full participation of some groups. We acknowledge that there are historically under-served and under-represented populations and that addressing this imbalance is a necessary step to achieve equality by providing accessible opportunities to everyone.

Inclusion

Strand Center for the Arts strives to build a culture of belonging by actively inviting participation and contribution from everyone. No one person or group can represent our entire community; every person's voice adds value. To be inclusive means authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision and policy-making in ways that share power and ensure equal access to opportunities and resources. Our goal is to be inclusive in our leadership, on committees and task forces, on staff, in membership, and in all Strand Center for the Arts activities and programs.

Land Acknowledgement Statement

We acknowledge that the Strand Center for the Arts is located on the land of the Iroquois, Western Abenaki, Mohican and Mohawk peoples. We recognize the historical and personal significance of this land to the Haudenosaunee, who cared for and called this land home. We seek to honor and formally recognize the past, present, and future generations of Indigenous people who have and continue to be a part of this community.

Diversity Equity and Inclusion Pledge and Plan of Action

Strand Center for the Arts values diversity, inclusion, and belonging, and we are continually working toward building and maintaining a culture that is consistent with these values. The Strand is committed to making a difference and will be creating a strategic Diversity, Equity and Inclusion plan, prioritizing the following actions:

- We will build a more diverse board of trustees, committees, and staff.
- We will provide diversity equity and inclusion training for the board and staff.
- We will improve our content and programming across the spectrum representing and recognizing individuals, groups, and communities and their own unique art forms and practices.

- We will evaluate the impact of our plan through surveying our members and audiences and will produce annual progress reports.