

ARTIST TRUST RACIAL EQUITY FRAMEWORK

COMMITMENT TO RACIAL EQUITY

Artist Trust is committed to racial equity throughout our organization, working against systems of racism and engaging in partnership with people of color to truly fulfill our mission to support all artists in Washington State.

WHY RACE?

Artist Trust recognizes historical and structural barriers to artist funding, resources, and leadership opportunities for people of color (POC). We believe a fair and just society ensures artists of all backgrounds and identities are part of its cultural narratives. We recognize our own practices throughout our organizational history have upheld systems of white supremacy, and we are taking direct action to create new structures where POC can thrive.

We lead with race because racial inequities are deep-rooted and persist in art support systems across the country. Race creates barriers to accessing resources and often intersects with other dimensions of artists' identity, such as ability, age, citizenship, discipline, economic status, education, gender, geography, and sexuality. Our work towards racial equity informs the way we address other inequities and helps us take a more intersectional approach.

OUR GOALS

Deepen understanding of organizational inequities to advance our mission and values

Strategies

Grow Artist Trust's racial equity competency through critical examination, reflection, and systems change.

Continually build knowledge of racial equity best practices and pursue opportunities for peer learning and resource sharing.

Support open dialogue among board and staff to learn and grow, creating a strong anti-racist leadership team.

Dismantle barriers to access and participation and engage people of color in our work

Strategies

Embed a racial equity lens in decision making throughout our programs, operations, and fundraising.

Develop genuine partnerships with people of color and POC-serving organizations.

Ensure representation and authentic engagement of people of color across the organization at all levels.