

# **KENTUCKY SHAKESPEARE'S** **STATEMENT ON CULTURAL EQUITY**

To support a full creative life for all, Kentucky Shakespeare commits to championing policies and practices of cultural equity that empower a just, inclusive, equitable community.

## **DEFINITION OF CULTURAL EQUITY**

Cultural Equity embodies the values, beliefs, policies and practices that all people are represented in the development of arts policy, support of artists, nurturing of accessible, thriving venues for expression and the fair distribution of programmatic, financial and informational resources. This includes specific commitment to people who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status or religion.

## **ACKNOWLEDGEMENTS & AFFIRMATIONS**

- In our community, there are systems of power that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.
- The ability to express, celebrate and champion cultural tradition and heritage is elemental to honest civic discourse and the well being of our community.
- Cultural equity is critical to the long-term viability of the arts sector, particularly given the changing demographics in our community.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- Artists and cultural creators have a unique role in challenging inequity and imagining new and more just realities.

## **MODELING THROUGH ACTION**

*To provide informed, authentic leadership for cultural equity, we strive to...*

- Pursue cultural consciousness throughout our organization through substantive learning and formal, transparent policies, and commit to frequent and on-going agency-wide honest conversations about inequity.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and report organization progress and challenges.
- Commit time and resources to expand more diversity within our board, staff, teachers, and artists.
- Be intentional in our engagement and support of a more diverse, equitable, and inclusive arts community.

## **FUELING FIELD PROGRESS**

*To pursue needed systemic change related to equity, we strive to...*

- Encourage substantive learning to build cultural consciousness and to proliferate pro-equity policies and practices by our constituencies and audiences.
- Improve the cultural leadership pipeline by supporting programs and policies that foster leadership that reflects the full breadth of American society.
- Participate in quantitative and qualitative research related to equity to make incremental, measurable progress towards cultural equity more visible.
- Advocate for public and private sector policy that promotes cultural equity.

*Adapted from statement developed by the Fund for the Arts Equity, Diversity & Inclusivity advisory committee, using the tools provided by the Americans for the Arts and others.*