

Marion Cultural Alliance, Inc.
Position Documents/Policies and Procedures

Title: Position on Cultural Equity		Category: Board	Number: BOD-04
Executive Director signature:	Board Chairperson signature:	Original date:	Review dates:

POSITION PURPOSE:

To define, guide the building of a strong foundation of cultural equity in the arts communities. To serve as an organizational role model by developing and sharing successful strategies and actions that ensure cultural equity.

POSITION STATEMENT:

To support a full creative life for all, Marion Cultural Alliance (MCA) commits to championing policies and practices of cultural equity that empowers a just, inclusive and equitable environment for the arts, creating opportunities to engage under-recognized diverse artists and convening appreciators of the arts in Ocala/Marion County communities.

DEFINITION:

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.

ACKNOWLEDGEMENTS & AFFIRMATIONS

- In the Ocala/Marion County communities, there are likely systems of power that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.
- Cultural equity is critical to the long-term viability of the arts sector.
- 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.
- The prominent presence of artists challenges inequities and encourages alternatives.

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.
- **Acknowledge and dismantle any inequities** within our policies, systems, programs, and services, and report organization progress.
- **Commit time and resources to expand more diverse leadership** within our board, staff and volunteers.

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 all of our constituencies and audiences.
- **Improve the cultural leadership pipeline** by creating and supporting programs and policies that foster leadership that reflects the full breadth of our communities.
- **Generate and aggregate 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.

* This statement is adapted with general permission from ArtsUSA Cultural Equity statement.