



COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Lanesboro Arts (LA) is an equal opportunity employer. Furthermore, Lanesboro Arts affirms that a diverse, inclusive, harassment-free and equitable workplace is one in which all employees, volunteers, and participants feel valued and respected regardless of gender, race, ethnicity, national origin, age, sexual orientation or identity, economic class, geographic location, education level, veteran status, or ability.

Lanesboro Arts is committed to diversity, equity, inclusion, and justice within our rural community as well as the larger regional rural arts and culture community. We also recognize that as an organization, we are at the early stages of an ongoing journey. We strive to approach our growth in areas of diversity, equity, inclusion, and justice with openness, curiosity, sustained relationship-building, listening, honesty, and action.

In order to be transparent about where we are in our growth process as an organization in this work, we share the following list of how we are following up our commitment to diversity, equity, inclusion, and justice with action:

- **ensuring that justice, equity, diversity, and inclusion is a strong and sustained thread throughout Lanesboro Arts' mission, vision, values, and work**

In this vein, Lanesboro Arts has established a Justice, Equity, Diversity, and Inclusion Committee, which includes LA staff, board members, artists, and community members. This Committee meets monthly to discuss the JEDI work of the organization and to track progress in these areas.

These efforts include applying for funding to support new programs such as the BIPOC Artist Residency, Disrupting the Binding workshop series, and continually investing in new programming based on the goals and feedback of our board, community, and advisory committee.

- **identifying / addressing inequities within our programs, systems, and policies**

This includes updating our Sales Gallery and Exhibition Gallery jury process to include diverse artists, as well as stipend-paying these artists for their time and expertise. (This matches our other jury procedures.)

This also includes a forthcoming examination of hiring practices and how those can be shifted to be more equitable. This examination initiates an ongoing attention to equitable hiring practices.

Implementing easy to use applications and options for other avenues of application including video responses instead of written, etc. for all residencies, gallery exhibition opportunities, and sales gallery consignment participation.

- **continuously working to recognize and uplift the voices, work, and creative output of BIPOC artists and collaborators**

This includes ensuring and growing representation of all identities in our programming, exhibitions, and gallery.

This includes the creation of the BIPOC Artist Residency, which is a stipend-supported residency program with no required outcome for black, Indigenous, and other artists of color in either a solo or cohort setting. The BIPOC Artist Residency will launch as a pilot program in fall 2022, and will continue in 2023 as a full program.

This includes intentional representation and long-term relationship building with BIPOC artists and collaborators on decision-making entities including advisory committees and juries (with compensation) with inclusion from BIPOC artists, LGBTQIA+ artists, and artists of all abilities, to shape our programming and operations.

- **activating and supporting board and staff in addressing systemic inequities impacting the work and people served by the work of Lanesboro Arts**

This includes the JEDI Committee that is made up of both board and staff to ensure accountability.

This also includes budgeted money for staff and board JEDI trainings each fiscal year.

- **offering transparency in leadership and open communication across the organization**

This includes an update on JEDI efforts at all committee and board meetings and a tracking document open to all committee and board members to see how this work is progressing at any time

This document will be updated on a bi-yearly basis after review by the JEDI Committee and posted publicly on the Lanesboro Arts website for full transparency with our community.

- **committing time and resources to ongoing diversity training and education for staff, board, and community members.**

Lanesboro Arts budgets annually for diversity training and education for staff and board.

Lanesboro Arts started the workshop series investigating white supremacy within our daily lives called Disrupting the Binding with Ben Weaver and Strong Buffalo in 2021 and continues this in fall 2022, which is a free workshop series for community members.