

# RECONSIDERED GOODS

## CREATIVE REUSE CENTER of the PIEDMONT TRIAD

### STATEMENT ON CULTURAL EQUITY

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

#### DEFINITION OF CULTURAL EQUITY

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 United States, 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.
- 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 for staff and board members.
- 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 advisory bodies.

#### FUELING FIELD PROGRESS

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

- Encourage substantive learning to build cultural consciousness and 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 American society.
- 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.