



## **Grand Vision Foundation Statement on Racial Equity**

### 1. GVF believes and recognizes that:

- No race or ethnic group is superior to any other.
- Systemic racism continues to be a historical barrier to participation in the arts by audiences, artists, students and decision makers of color in Los Angeles.
- Access to experiencing and participating in the arts is a fundamental human right essential for society and individuals to achieve their full potential.
- Students deserve equitable access to a complete culturally-responsive and anti-racist education that includes music and the arts.
- Racial equity is an essential ongoing practice, whereby historically marginalized groups must achieve equitable access to opportunities and resources, and the tools appropriate to successfully utilize them.
- Our organization is strengthened by the high level of cultural and ethnic diversity in our immediate geographical area and greater Los Angeles.

### 2. GVF embraces these strategies as a means to address issues of systemic racism, and will:

- Have an open ear to our community needs, and actively seek input in developing authentic programming reflective of the interests, values and cultural perspectives of community members.
- Intentionally design our marketing of our arts and cultural events to appeal to audiences from diverse segments of the L.A. Harbor and greater Los Angeles area.
- Provide culturally-responsive and relevant arts education programming reflective of our student participants and the diverse community that we serve.
- Provide opportunities to our staff and teaching artists to expand their roles in promoting racial equity and deepen their understanding.

### 3. GVF has made racial equity in arts education, arts programming and organizational operations a key priority, and commits to:

- Align our programming with the values and interests of our diverse audiences and increase access by offering a range of free and fee-based arts experiences.
- Present diverse faces of the organization at events, as hosts, or speakers to project and model inclusiveness.
- Engage our staff and Board in ongoing self-examination and education on racial equity and create systems by which concerns may be addressed.
- Increase racial and community representation on our Board, staff, advisory board and in our programming.
- As needed, continue to provide language translation during productions and in marketing material to ensure accessibility.
- Partner with other arts and community organizations to advocate for racial equity in the arts.

\*Updated 2/2/21