RACIAL EQUITY
at ARTIST TRUST

BACKGROUND
Artist Trust is a nonprofit organization that helps Washington State artists of all disciplines thrive through direct support, community building and advocacy. We believe a fair and just society ensures artists of all background and identities are included in its cultural narratives.

ARTIST TRUST’S RACIAL EQUITY STATEMENT
Artist Trust is committed to becoming an anti-racist organization, and to working against the systems of racism we have inherited, upheld, and perpetuated. We know we are not there yet. Black, Indigenous, and people of color (BIPOC) have been systemically oppressed, and we are committed to partnering with them to eradicate white supremacy throughout our organization and to support historically marginalized artists across Washington State.

HOW TO USE THIS DOCUMENT
This document serves to provide baseline context and resources for why we use a racial equity lens in our work as an artist-serving organization. Through the resources provided, we hope to promote learning, common understanding and deeper exploration of how to be an anti-racist organization.
ARTIST TRUST RACIAL EQUITY FRAMEWORK

COMMITMENT TO RACIAL EQUITY
Artist Trust is committed to racial equity throughout our organization, working against systems of racism and engaging in partnership with BIPOC artists to truly fulfill our mission to support all artists in Washington State.

WHY RACE?
Artist Trust recognizes historical and structural barriers to artist funding, resources, and leadership opportunities for Black, Indigenous, and people of color (BIPOC). We believe a fair and just society ensures artists of all backgrounds and identities are part of its cultural narratives. We recognize our own practices throughout our organizational history have upheld systems of white supremacy, and we are taking direct action to create new structures where BIPOC artists can thrive.

RACE and .
We lead with race because racial inequities are deep-rooted and persist in art support systems across the country. Race creates barriers to accessing resources and often intersects with other dimensions of artists’ identity, such as ability, age, citizenship, discipline, economic status, education, gender, geography, and sexuality. Our work towards racial equity informs the way we address other inequities and helps us take a more intersectional approach.

OUR GOALS

Deepen understanding of organizational inequities to advance our mission and values

Dismantle barriers to access and participation and engage BIPOC artists in our work

Strategies
Grow Artist Trust’s racial equity competency through critical examination, reflection, and systems change.

Embed a racial equity lens in decision making throughout our programs, operations, and fundraising.

Continually build knowledge of racial equity best practices and pursue opportunities for peer learning and resource sharing.

Develop genuine partnerships with BIPOC artists and BIPOC-serving organizations.

Support open dialogue among board and staff to learn and grow, creating a strong anti-racist leadership team.

Ensure representation and authentic engagement of BIPOC individuals across the organization at all levels.
WHY RACIAL EQUITY MATTERS AT ARTIST TRUST

Artist Trust recognizes historical and structural barriers to artist funding, resources, and leadership opportunities for Black, Indigenous, and people of color (BIPOC). In our work supporting artists, we must acknowledge that our efforts are inherently intertwined with power and the distribution of resources. To be an anti-racist organization, we must actively investigate who has access to opportunities and who doesn’t.

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As an organization that champions artists, it is imperative that we center race in our work. We must continually work to ensure opportunities for those who have historically been excluded from our work and move from being part of the problem to being a part of the solution.

RESOURCES

Racism Defined
*Racism* Defined
*dfw*works
The definition of racism offered here is grounded in Critical Race Theory, a movement started in the 1970s by activists and scholars committed to the study and transformation of traditional relationships of race to racism and power.

Think Impact, Not Intention
*Think Impact, Not Intention*
*Blinkist Magazine*
In this interview, author and educator Robin DiAngelo discusses white fragility, why it’s so hard for white people to talk about race, and the inherent meaning that whiteness has in a racialized world.

Real and Not Real: A History of Racialization in the United States
*Real and Not Real: A History of Racialization in the United States*
*Grantmakers in the Arts / Race Forward*
This webinar explores the history of racialization in our country and ultimately how that intersects with arts philanthropy.

Grantmaking with a Racial Equity Lens
*Grantmaking with a Racial Equity Lens*
*Grant Craft*
In this guide, grant makers explain why a focus on racial equity gives them a powerful “lens” for understanding and advancing their work. Drawing on firsthand experiences, the guide offers advice on promoting and deepening your foundation’s commitment to racial equity, both internally and in the programs you support.

Racial Equity in Creative Placemaking
*Racial Equity in Creative Placemaking*
*IOBY*
As communities across the country grapple with our nation’s vast legacy of racism, one that permeates our everyday life today, creative placemaking has a unique role to play in imagining what a more equitable present and future might look like. Bringing together the arts, culture, and creative decision-making in the process of planning and nurturing our future, creative placemaking is a potent tool to tackle inequity today and build a just future. In this recorded webinar, learn how to incorporate racial equity at every turn in your project—from conceiving it, to bringing it to life.