

Paint Love Diversity and Inclusivity Policy

“Whereas diversity brings richness, new ideas, growth, dynamism, and energy; and Whereas lack of diversity results in sameness, dullness, and lack of growth.”

- Nonprofit Quarterly

Paint Love was founded with the core mission and programming model built around providing opportunities to youth across the spectrum of ability, access, and privilege- with specific focus on those who are often overlooked or underserved. Paint Love’s dedication to serving those who may not ever have the chance to experience a range of artistic mediums (or exposure to any creative expression at all) is at the very core of our work.

We recognize the historical and ongoing structural and social inequities that create and maintain barriers for many young people in our community, across the South, and throughout this country. We know that while adverse childhood experiences impact the lives of over 35 million youth, it is frequently children of color who are disproportionately affected by poverty and trauma. We also know it is children of color who disproportionately attend schools with limited to no budget or focus on creative instruction and do not have the personal/family resources to supplement with private instruction, camps, etc.. Since it is our goal above all else to make art and creative experiences, and the positive impact that comes with them, accessible to ALL youth, we recognize the tremendous importance of building a staff, volunteer and artist community, and board of directors that is representative of and connected to those we serve in every way.

We define diversity in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, parental status, and socio-economics.

To provide informed, authentic leadership for cultural equity, be it resolved that the Board of Directors of Paint Love adopts the following policy:

1. (*Mission*) Paint Love exists to bring together people, ideas, and resources to break down barriers to the creation, promotion, and sustainability of arts and creative experiences for ALL youth and fostering a spirit of belonging, so that any person or group knows that art, healing, and creative expression is possible for them. We’re committed to modeling diversity and inclusion for the arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

These action items will help guide this goal:

- A. Acknowledge and dismantle any existing systems and policies within our current or future programming that create or contribute to inequity, oppression, and disparity and continually re-examine these necessities to keep a pulse on current best practices.
- B. Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.

3. (*Staff and programming*) Paint Love is committed to ensuring the diversity of its staff, volunteers, and programming at every level. We respect different experiences and cultures across this diversity and will work to create a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organization. We strive to accomplish this through leadership, values, policies, and practices:

- A. Include salary range with all public job descriptions.
- B. Practice and encourage transparent communication in all interactions.
- C. Commit time and resources to expand more diverse leadership within our board, staff, committees, and advisory bodies.
- D. Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

4. (*Board of directors*) Paint Love shall strive to maintain a board membership and talent pipeline that is made up of smart, talented, engaged, and knowledgeable individuals from diverse racial, ethnic, gender, sexual orientation, cultural, professional, and class backgrounds.

- A. The board will develop and implement ongoing plans for its sustainable visibility, outreach, and recruitment to diverse communities. The board shall monitor and report its progress toward these goals annually.
- B. Introduce board-level thinking (via ongoing intentional conversations) about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- C. Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- D. Encourage board members to be advocates and support public and private sector policies that promote diversity, inclusion, and equity as each individual board member sees fit in their own personal lives, communities, to grow the conversation around the importance of diversity.

Approved and accepted by the Paint Love Board of Directors on __January 26, 2020__ (date)