



### **ACKNOWLEDGEMENTS & AFFIRMATIONS**

- Everyone deserves equal access to a full, vibrant, creative life.
- Cultural equity is critical to the long-term viability of the arts sector.
- There are systems of power that grant privilege and access unequally.
- Inequity and injustice must be continuously addressed and changed.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.

### **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.
- **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.

### **CULTURAL EQUITY STATEMENT (DRAFT)**

To support a full creative life for all, Folk Alliance International commits to championing policies and practices of cultural equity that empower a just, inclusive, and equitable music industry and community.

### **OUR VALUES STATEMENT**

FAI values diversity, equity, inclusion, and access. We strive to ensure gender parity in all our programming, to celebrate multiple languages and cultures, and we actively welcome participation from marginalized, disenfranchised, and underrepresented communities.

We believe that greater diversity throughout the organization allows Folk Alliance International to:

**1) Build a more creative and compassionate community.** Folk music has historically been inclusionary at all levels and by nature brings community together. It has often been a part of movements for social and political change.

**2) Spur awareness of other cultures and perspectives.** We value sharing knowledge and conducting ourselves in a respectful manner. Interaction with a broader membership base introduces us to traditions from different countries and regions, along with perspectives of sub-communities within Folk Alliance International. Openness to and acceptance of these varied interests and perspectives will lead to greater inclusion and participation.

**3) Provide enhanced opportunities for the organization and members.** These additional viewpoints and communities will support our intrinsic value by fostering international and multi-cultural understanding, allowing FAI to make a greater impact in the music community and the world at large.

We also believe that bringing greater diversity to the organization **will challenge our assumptions while revealing our similarities.** It will have indefinable, intangible, and unpredictable effects. The costs of international expansion are worthwhile and of value.