

National Assembly of State Arts Agencies

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Policy Statement on Diversity, Equity and Inclusion

Adopted by the NASAA Board of Directors on April 27, 2017

Amended by the NASAA Board of Directors on September 16, 2020

NASAA values America's diversity:

America's diversity enriches and strengthens our nation. Yet as we become a country moving away from a single racial or ethnic majority, we wrestle with demographic, economic and political divides. The National Assembly of State Arts Agencies (NASAA) celebrates our nation's diversity and promotes the role of the arts to connect and uplift us, bridge our differences, and inspire an appreciation of our shared humanity.

The public-sector arts play a unique and essential role to ensure the arts contribute to the well-being and prosperity of all Americans. As public entities, state arts agencies have a deep commitment to diversity, equity and inclusion, and they work to support a strong democracy that elevates the American experience and nourishes the creative spirit of our people and communities. All states and populations are unique, and collectively they contribute to America's rich and evolving story.

These definitions guide our work:

Diversity: the characteristics of a group of people that recognize all dimensions of human identity and difference

Equity: the implementation of policies and practices without bias, allowing all people to realize fair and just engagement, treatment, benefits and opportunities

Inclusion: the active and effective engagement of diverse individuals, communities and perspectives to ensure access, representation and belonging for all

We will advance diversity, equity and inclusion through action:

All Americans deserve to benefit from public investments in the arts. To this end, our actions are guided by a commitment to dismantling discrimination based on race, ethnicity, gender, gender identity, sexual orientation, age, ability, religion, geography, national origin and social/economic status. NASAA is dedicated to advancing state arts agencies' policies, practices and programs that embrace the full spectrum of humanity and remove barriers to diversity, equity and inclusion. NASAA provides leadership, resources and training to empower state arts agencies to uphold diversity, equity and inclusion in their policies, practices and programs, including, but not limited to, equitable funding practices. NASAA affirms the importance of ongoing reflection, dialogue and learning to accomplish this work authentically and alongside state arts agencies. Together we commit to a culture that supports diversity, equity and inclusion, as we achieve the following:

- diverse, equitable and inclusive policies, practices and programs at all state arts agencies;
- diverse, equitable and inclusive governance, management and programs at NASAA.