

# FINE ARTS WORK CENTER IN PROVINCETOWN

## OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The Board of Trustees and Staff share this letter as a first step towards necessary change at the Fine Arts Work Center (FAWC). From here on out, FAWC is committed to structural reform in both culture and governance. We resolve to make prompt as well as long-term efforts toward ensuring that every member of our community feels safe, supported, heard, and valued. We accept our ongoing responsibility to counter racism. The Work Center does not condone any practices that trivialize racial violence and experiences of oppression. We understand this responsibility is vital to preserving FAWC's mission: to support artists and writers as they live in fellowship and thrive creatively.

FAWC as an institution has been complicit with the structural racism that plagues our country. We deeply apologize for failures to support Fellows, students, and staff (especially BIPOC Fellows, students, and staff) in the past. We are grateful to our Fellows for demanding we do better and for leading us here.

As the Work Center closes its doors for the summer and fall, we will use this time to examine our culture and practices and to work to achieve a clear understanding of equity, diversity, inclusion, access, and advocacy.

- We will establish, in coordination with a respected diversity advisor, an **Anti-Racist Working Group** made up of Fellows, Staff, Board of Trustees, Summer Program faculty, and 24PearlStreet faculty, with an emphasis on inclusion of BIPOC voices. We will identify and implement actions necessary to counter racism and discrimination within the FAWC community and greater Provincetown community. We will work to establish closer ties to our Fellows, Alumni, Program Committee members, faculty, and students toward this end.
- We will work with a respected **Diversity Advisor** to identify actions necessary for change in our culture to counter racism and commit ourselves to anti-racism, including anti-racism and classism trainings, as well as issues of inclusion and accessibility.
- We will conduct a **Survey of Fellows**, staff members, administration, and members of the Board of Trustees about their experiences at the Work Center, their concerns, and their visions of creating an anti-racist and anti-ableist FAWC.
- We will continue to **improve the diversity of the Board of Trustees** in order to expand our inclusion of BIPOC, LGBTQ+ and Genderfluid communities, people with disabilities, and low-income members of the local community.
- We will collaborate with the Town of Provincetown to establish a meaningful, measurable, and regular dialogue on the importance to the Town of a FAWC fellowship of diverse Fellows. We will **establish protocols for how the Work Center responds to any interactions local law enforcement** may have with Fellows and on-site program participants, and for how to provide support for Fellows and participants in their relationship to Provincetown.
- We will **designate a staff member as support for current Fellows** and a liaison to the Work Center's community at large for FAWC's anti-racist work, providing paid time to seek out relevant resources, and to receive, respond to, and document staff and community member inquiries/incidents regarding race and racism, and detail such reporting in a Handbook for staff and community members.
- We will establish a **Fellows Council of the Board of Trustees** to assist in this ongoing conversation, hear grievances from Fellows, and act on issues that divide us. The **Fellows Council** will also act as an advisory body to which FAWC will report on the implementation of steps outlined here and others it will take.
- We will create a **"Contract of Respect"** for Fellows and summer participants with specific protocols regarding personal boundaries that clearly outlines expectations and consequences for violating those boundaries.
- We will **advise Summer Program and 24PearlStreet faculty** towards navigating conversations about difference in their workshops; we will create an archive of resources and tools for summer faculty to utilize moving forward.
- Beginning this fall, the Fine Arts Work Center will launch a **new governance structure** that will be representative of the Fellowship community and the broader community of arts and letters with a commitment to greater transparency, including financial and endowment information.

We know that we have more work to do. This is the beginning of our commitment to change.



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The Fine Arts Work Center is an equal opportunity provider and employer. The Work Center facilities are accessible to people with disabilities.