

FINE ARTS WORK CENTER IN PROVINCETOWN

OUR COMMITMENT TO DIVERSITY, BELONGING, EQUITY AND INCLUSION

FEBRUARY 2021

Since the **Fine Arts Work Center (FAWC)** was founded in 1968, it has been dedicated to creating a place where artists and writers can flourish. In service of that mission, we are determined to examine our culture and practices regarding diversity, inclusion, belonging, access, equity and advocacy. This long-overdue work began last summer, and we will continue to develop long-term efforts toward ensuring that every member of our community feels safe, supported, heard, and valued.

To address this crucial work, last fall the Board of Trustees established the **Diversity, Belonging Inclusion & Equity Trustee Committee (DBIE)**. As our first order of business, we began to work with Dr. Darnisa Amante Jackson of Disruptive Education Equity Project (DEEP) – digdeepforequity.org to identify the immediate and necessary actions to improve our culture.

The Fine Arts Work Center will implement anti-racism and classism training and address issues of gender equity, inclusion, and accessibility. Additionally, the Work Center has consulted Ama Codjoe, a poet, diversity advisor, and former Summer Program student in the creation of a revised Fellowship Agreement, which has been issued and endorsed by our 2021-22 incoming Fellows. That document can be found [here](#).

In our efforts to address the concerns raised by past Fellows impacting our whole community, we are mindful of the fact that this communal effort must include all current and future stakeholders of FAWC. In this spirit, we are currently collecting information from our Fellows, staff, and the board, to ensure all perspectives are considered moving forward. If you would like to share any thoughts, ideas, or concerns regarding this work, please email DBIE@fawc.org to be included in the DBIE committee's progress.

Transparency is an integral part of our work together. Therefore, we will be sending out regular communications to keep everyone updated. Below is a summary of some of the progress made so far and other efforts we will be developing this fiscal year.

CURRENT WORK AND UPDATES

- An earlier memo developed in Fall 2019 regarding FAWC community interactions with the police, neighbors, and other Town entities was reviewed and evaluated by the Executive Director and staff in October 2020, following a meeting with local neighbors. The revision, more specifically outlining communication protocols is [here](#).
- The Governance Committee, along with the Board of Trustees, is committed to further recruiting and retaining BIPOC, people with disabilities and low-income members of our Work Center community. As of the Annual Meeting on October 8, 2020, FAWC's Board of Trustees is comprised of 15% BIPOC. The Writing Committee and Visual Committee each have 30% BIPOC representation.
- In response to a Call to Action from some former Fellows, a new committee of the Board, the Fellows Council, was established in early summer 2020. Comprised of Trustees who are former Fellows, the Council addresses issues of importance to past and current FAWC Fellows. It will share its deliberations and/or recommendations with the Executive Committee. The first task was to develop with staff the initial diversity, equity and inclusion plan. That plan, developed in July 2019, can be found [here](#). An earlier Letter to the Community can be found [here](#).
- We are committed to enacting DBIE best practices at the staff-level to ensure long-term success of this important work. We have engaged a Human Resources consultant to help us review issues of equity within our staff compensation policies and practices. In the coming months, we will begin a thorough review of our staff handbook, updating it to reflect DBIE best practices, in both policy and implementation.

ONGOING EFFORTS

- Advancing our anti-ableism agenda, we have raised the necessary funds to significantly improve accessibility to the Kunitz Common Room, Mullin Courtyard and the Walker Gallery – now all consolidated at the center of the property. We are also installing a new courtyard elevator that meets all ADA accessibility requirements. This work is in process now and will be complete this summer.
- This winter we will create the Anti-Racist Working Group comprised of Fellows, Staff, Board of Trustees, Summer Program faculty, and 24PearlStreet faculty, emphasizing the inclusion of BIPOC voices.
- This winter, the Work Center will engage artists of the Wampanoag Mashpee in the continuing architectural planning for the 24 Pearl Street complex.
- With support from Dr. Jackson and the DEEP team, the DBIE Committee will launch a survey for Fellows, to inform the work to continue gathering information about FAWC's on-site policies, education and marketing materials, etc.
- This Spring, the Fellows Council will review a new multi-day Fellowship Orientation program for implementation October 2021.
- The Fellows Council, working with the Fellowship coordinators and the managing director of the Summer Program and program manager of 24PearlStreet will review 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.
- As we strengthen our governance structure, we will expand our engagement with the broader community of arts and letters as well as the Provincetown community through a diverse, revitalized Board of Advisors and a commitment to greater transparency.
- We plan to work with the town of Provincetown and several other organizations to develop with Dr. Jackson a series of roundtables and a community-wide "Town Hall" meeting on diversity, belonging, inclusion and equity.

We are grateful to our community for keeping us accountable as we advance the Fine Arts Work Center's legacy towards an inclusive, diverse, and equitable institution, where artists and writers live in fellowship and thrive creatively.



FINE ARTS WORK CENTER IN PROVINCETOWN
24 Pearl Street Provincetown, MA 02657 508.487.9960

[FAWC.ORG](http://fawc.org)

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