Since the Fine Arts Work Center (FAWC) was founded in 1968, it has been dedicated to creating a place where artists and writers can live in fellowship and thrive creatively. To address the concerns raised by past Fellows impacting our whole community, we are mindful that the fact of 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.

**OUR COMMITMENT TO DIVERSITY, BELONGING, EQUITY AND INCLUSION**

**FEBRUARY 2021**

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 Ima Cjudje, 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.

**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 in [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 10% BIPOC.
- The Writing Committee and Visual Committee each have 30% BIPOC representation.
- Ongoing efforts: Advancing our anti-ableism agenda, we have raised the necessary funds to significantly improve accessibility to the Kuniz 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 Wampumag Mashepe 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, 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**

- For 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.

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