

Statement of Beliefs

All people have a right to participate in the arts.

Creating and experiencing art is a rewarding and enriching experience that should be open to everyone. As one of many steps to realize this vision, The Center for Contemporary Art (“The Center”) adopts this Diversity, Equity, Accessibility, and Inclusion (DEAI) statement to ensure that our visitors and staff all feel safe, welcomed, valued, and respected. We envision this statement as the first of many steps on a path forward for the ongoing work that is to come, and we commit ourselves to that work to make this policy a reality at The Center.

We are mindful of our role in shaping the future of The Center as part of an inclusive, open, and tolerant world, and creating a space where all people are welcomed. We recognize that historically, many voices have been left out of the conversation. Systemic racism and other historic patterns of discrimination have led to unequal access to the arts and to unequal representation in art itself. The Center commits itself to working to undo those patterns and to creating a space where everyone’s voice and perspectives are heard and valued. We welcome all members of the community as members, students, exhibitors, visitors, artists, teachers, curators, and employees, and in all aspects of The Center’s work.

The Center’s Equal Employment Opportunity (EEO) policy applies to all policies and procedures relating to recruitment and hiring, placement, promotion, compensation, termination, layoff, leaves of absence, training, employee programs, and all other terms and conditions of Employment. The Center does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military status, or immigration status in any of its activities or operations. We are committed to providing an inclusive and welcoming environment for all members of our staff, guests, and volunteers. The Center complies with all applicable state and local laws governing nondiscrimination employment.

The Center is committed to maintaining a work and visitation environment in which all full- and part-time employees and contractors, volunteers, members, and guests are treated with respect and dignity. Each full- and part-time staff member or contractor, volunteer, and trustee has the right to work in a professional environment that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Each guest and student, whether visiting in person or online, has a right to a safe, healthy, and respectful environment. The Center will not tolerate discrimination and/or harassment in any form of or by all staff members, volunteers, trustees, guests, and students.

Accessibility is essential to participation in The Center's programs and events. The Center recognizes the diversity of our community's abilities and needs, and, when necessary, accommodations will be made to allow the fullest level of participation possible. The Center's accessibility statement, description of services, and information about how to request accommodations are located at <https://ccabedminster.org/about-cca/accessibility-services/> and are considered part of this statement.

BOARD AND STAFF

The Center's Board and Staff are committed to undertaking the personal journey necessary to provide genuine leadership in this space. The Board also commits itself to maintaining and increasing its own diversity over time and ensuring that it reflects and represents the broad array of perspectives and experiences in its community.

The Center commits itself to hiring full-time, part-time, volunteer, and teaching staff from a diverse range of backgrounds. This will help The Center reflect and represent the broad array of perspectives and experiences in our community, making it easier for The Center to be a community anchor.

These commitments will be matched with specific goals and objectives to be incorporated into The Center's Strategic Plan.

Approved by the Board of Trustees 8/12/20

