

ARTTABLE

**Diversity
Equity
Inclusion &
Accessibility**

Action Plan

Introduction

- DIVERSE** Representation of populations that historically and systemically have been—and remain—underrepresented, marginalized, and oppressed
- EQUITABLE** People have equal value and should have the opportunity to participate fully in all aspects of life; Improving equity is to promote justice, impartiality, and fairness within the procedures, processes, and distribution of resources
- INCLUSIVE** Ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making
- ACCESSIBLE** Equitable access to everyone along the continuum of human ability and experience

IN OUR STAFF, LEADERSHIP, PROGRAMMING, & MEMBERSHIP

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Mission & History

*ArtTable is the foremost professional organization **dedicated to advancing the leadership of women in the visual arts**. Through our membership network and community initiatives, we expand opportunities for women from diverse backgrounds and at all stages of their careers, fostering a stronger future for all women in the arts.*

ArtTable is welcoming and respectful of all **Women, including trans women and those who are nonbinary or gender non-conforming**, and anyone who identifies as a woman in a way that is significant to them. Our mission furthers the advancement of anyone identifying as such.

ArtTable was founded in New York City in 1980 to **address the disparity of opportunities** and recognition afforded to professional women in the arts.

Over the next forty years, the organization grew into a **national network providing mutual support, programming, advocacy, and empowerment** to women working in various aspects of the art world.

The fortieth anniversary year—especially as it **coincided with a global pandemic and a national reckoning around racial justice**—offered an **opportunity both to celebrate ArtTable's achievements and to look inward**. ArtTable identified key areas of growth and change and recognized failures and errors.

Re-committing to our founding values

While women of color have been a part of ArtTable since its founding, ArtTable's membership is still predominantly white and middle-aged or older; programming often reflects this demographic. Significant efforts by current and recent staff and leadership to center DEIA in ArtTable include:

- Expansion of the *ArtTable Fellowship*
- Focused effort in diversifying candidates for the *New Leadership Award*
- A new membership level for emerging professionals
- Strategic planning specifically including DEIA initiatives
- Board development initiatives, including DEIA training with our board in an effort to make our board more diverse
- Staff initiatives, including DEIA education and time to share and discuss DEIA issues during weekly staff meetings

Historically, the art world has been plagued by these exclusionary practices and a perpetual lack of access. **It is critical that ArtTable, along with our colleagues in the national arts community, act now to ensure a fair, equitable, and inclusive sector.**

Implementation

STAFF

Foster an equitable and inclusive professional environment for all staff

Create and steward a culture that centers on transparency, accountability, and feedback

Recruit, support, develop, and retain a diverse staff



ACTION ITEMS

Refine recruitment and hiring practices to increase the diversity of the candidate pool

-reviewing job descriptions

-broadening recruitment networks and strategies

Provide annual antiracism, cultural competency, and management education for all staff

Review, strengthen policies and procedures for resolution of staff complaints

-e.g., racism, bias, discrimination, retaliation, and safety

Review the performance appraisal process, promotional criteria, and compensation to ensure compliance with or ideally exceed field-wide best practices

Continue to devote weekly staff time to discussing diversity issues in an open and welcoming manner

Implementation

BOARD AND CHAPTER LEADERSHIP

Diversify the Board of Directors

Expand outreach for diverse leadership throughout our ten chapters

Create and steward a culture that centers on transparency, accountability, and feedback

Ensure board alignment, commitment to DEIA values

Annual review of our DEIA action plan by our board through regular meetings of the Membership & Inclusivity Committee



ACTION ITEMS

Provide annual antiracism and cultural competency education for the board and chapter leaders

Reallocate current funding towards DEIA initiatives

Prioritize seeking new funding to support DEIA initiatives

Set specific board and chapter leadership composition goals

Actively recruit POC/BIPOC women to the board and local chapter Leadership roles

Create a Vice President of Impact Initiatives on our Board of Directors co-chairing the Membership and Inclusivity with the VP of Membership

Engage the Governance & Nominating Committee to prioritize diversity when nominating and electing new board members and officers

Implementation

PROGRAMMING

Provide a welcoming and inclusive experience for all our private and public programs

Increase POC/BIPOC representation, voices, and collaboration in programs

Create or expand programs that amplify diverse voices and promote shared authority

Establish connections with Black/African diaspora, Asian Americans and Pacific Islanders, Indigenous, and Latinx communities



ACTION ITEMS

Allocate resources toward programs and initiatives that reach beyond current constituents

Set and achieve program composition policies and goal mandates

Expand funding for paid Fellowship Program for POC/BIPOC students

Increase Fellowship recruitment of first-gen college students and students at HBCUs

Implement or continue policies for Fellowship host organizations to demonstrate DEIA values

Review website and engaging with ArtTable's digital content from an accessibility standpoint

Review the experience of attending programs both in person and virtually through an accessibility perspective and make changes needed

Create programming partnerships focused on diversity and inclusion

Implementation

MEMBERSHIP

Diversify membership base



ACTION ITEMS

Identify and pursue opportunities to expand outreach for **membership solicitations through strategic partnerships**

Gather data to analyze the diversity of our members

Amplify POC/BIPOC members and DEIA advocate voices in all our communications

Create partnerships with POC/BIPOC organizations

Implementation

COMMUNICATIONS

Effectively and authentically position ArtTable as an equitable, inclusive, and welcoming organization in all institutional communications



ACTION ITEMS

Audit all core institutional language (in partnership with multiple stakeholder groups) to identify potentially problematic language

Develop, use, and maintain institutional style guide around language use, with a particular focus on guidelines regarding historically marginalized communities

Implement regular communication policies around key issues

Communicate institutional definitions of keywords and what they mean for the organization (i.e., who ArtTable means by “women”)

Create a process for inviting and responding to feedback on ArtTable communications

Engage board members, chapter leadership, and staff in communications training

Progress

FALL 2021

Ongoing DEIA education seminars with staff, chapter leaders

Inclusion of Land Acknowledgement on Website and before all programs nationwide

Closed Captioning added to Virtual Programming

Devoted time to DEIA issues in Staff Meetings

Increased funding for Fellowship Program; effectively tripled since 2018

SUMMER 2021

New BIPOC voices added to Board

Diversification of Staff

Grant Received for DEIA initiatives

Partnership with Black Women in Visual Art and SLP Women's Group for The Convening

Venue accessibility information included on every program page

WINTER 2019

Funds allocated for DEIA efforts

Increased funding for fellowship program

SPRING 2020

Land Acknowledgements before virtual programming

SUMMER 2020

Creation of Membership and Inclusivity Committee co-chaired by VP of Impact Initiatives

Governance and Nominating Committee prioritizes diversity in search for new board members

Increased funding for Fellowship Program

Conclusion

Over the past forty-one years, ArtTable has continually adapted our work to meet the changing needs of our members and shifting realities of our field. **At this moment in time, we recognize the imperative to center diversity, equity, inclusion, and access in our work.** We acknowledge that this work can be challenging and we commit ourselves to rising to that challenge, respectfully, sincerely, and transparently.

This presentation outlines our efforts to date and our plans for the future. It is not perfect, nor is it final. Instead, it represents the best efforts of our current team at this moment in time.

ArtTable is committed to revisiting, reevaluating, and expanding this plan throughout the coming months and years.

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Feedback

Building upon previous work, ArtTable continually facilitates national conversations around equity and diversity in the field of visual arts and utilizes its platform to amplify individual member voices and perspectives.

We want to hear from you. Please submit any thoughts, suggestions, or ideas surrounding this action plan at the link below. All submissions are anonymous unless specifically signed.

[DEIA Community Engagement Form](#)

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