

DESTINY ARTS CENTER RACIAL EQUITY STATEMENT

Created from Destiny Arts Center's revised Theory of Change with edits from our Anti-Racism Youth Taskforce

At Destiny Arts Center, we believe that art is a vital tool for social change and the embodiment of art gives young people who are Black, Indigenous, and People of Color (BIPOC) a vehicle for self and community expression. We deeply, unapologetically believe that ALL Black Lives Matter. At Destiny Arts Center, we are committed to:

- Continuing to create a culture of WELCOME for ALL people, which may involve asking some to step back so that others can step forward
- Actively working to create a culture of LOVE where all of our community members, particularly BIPOC, feel seen, heard, and supported
- Healing, bringing our community members together in safe spaces to share their hearts, their truth, and to collectively celebrate and grieve
- Honoring and upholding the voices of our youth, to creating pathways that help them lead authentically and express themselves fully, and to supporting them as they create change
- Conflict resolution, peace-building and non-violence, while actively fighting against racism that suppresses the voices, beauty and power of our youth, particularly our BIPOC youth
- Being a learning organization, to being reflective, to acknowledging its missteps and errors and continuing to grow through them, and to bringing rigor, self-discipline and excellence into all of its practices, both internal and external
- Centering BIPOC adults in our leadership and artistic staff, and to particularly ensuring that our highly skilled BIPOC artists and leaders play a prominent role in organizational growth and development
- Ensuring equitable salary and benefits for DAC staff and Teaching Artists.
- Prioritizing hiring staff and Teaching Artists of color to reflect and support the populations we serve
- Co-creating a world where gathering communities together and connecting through the arts is looked upon as central to our healing and our collective celebration.