KC Clay Guild, Inc. Diversity, Equity and Inclusion Statement

The KC Clay Guild, Inc. (KCCG) believes that a diverse, equitable and inclusive organization enhances the experiences of all those who participate in KCCG’s activities, as well as promotes by example that belief to the community at large. At KCCG, a diverse, inclusive, and equitable studio is one where all those involved in the studio’s activities, whether volunteers, members, teachers or employees, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel both valued and respected.

As a result of this belief, KCCG is committed to a nondiscriminatory approach to provide equal opportunity for participation in KCCG activities and to promote the inclusion of diverse input of ideas and considerations into the KCCG operational and policy decisions. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

KCCG is committed to becoming a diverse, equitable and inclusive organization that will provide a model for the entire non-profit sector of our arts community. We will maintain an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, KCCG strives to:

* See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our members, volunteers, staff and the arts communities we serve.
* Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report our organization’s progress.
* Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
* Advocate for and support board-level thinking about how systemic inequities impact our organization’s work, and how best to address that in a way that is consistent with our mission.
* Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
* Practice and encourage transparent communication in all interactions.
* Commit time and resources to expand and diversify leadership within our board, members, volunteers and staff.
* Lead with respect and tolerance. We expect all associated with KCCG to embrace this notion and to express it in studio interactions and through everyday practices.

KCCG adopts the following action items to help promote diversity, equity and inclusion in our workplace:

* Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
* Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership and reflect the diversity of American society.
* Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
* Advocate for public and private-sector policies that promote diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.