Achieving Equity in the Arts

A BEGINNING DIALOGUE
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Healthy (& EQUITABLE) Arts Ecologies feed...

- Community Wellbeing
- Civic Pride
- Economic Development
- Academic Achievement
- Workforce Development
Barriers to Equity in the Arts

Access
- Physical
- Financial
- Time

Relevance
- Content
- Representation
- Medium

Cultural Capital
- Fine Arts/Folk Art divide
- Representation
Limitations of Typical Strategies

- Food, Flags, Fun
- “For” strategies
- Trust or Change

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New Strategies for Cultural Equity

- Focus on building internal institutional capacity for equitable practices
  - Cultural Competence Learning Institute
  - Museums EMPOWERED
- Focus on workforce development equity
  - Mellon & Ford Foundation initiatives
- Pressure for community engagement from funders
Norms for Brave Spaces

- Listen to Understand
- Engage in Active Participation
- Acknowledge Differences and Similarities
- Speak From Personal Experiences
- Take Risks, Ask Questions
- Honor Confidentiality
- Address Conflict or Tension: Say “Ouch” Then Educate
- Be Open to Joy!
What are we ACTUALLY talking about?

Diversity: what IS (can be counted/quantified)

Inclusion: actions to work across diversity

Equality (sameness) vs. Equity (justice)

Culture: internally defined rules of ANY social group. Is dynamic and evolving.

Cultural Competence: skills, behavior, and knowledge to engage across diversity for maximum effect/productivity. A lifelong learning process based in EMPATHY.
Golden Rule: Treat others as I would like to be treated

Platinum Rule: Treat others as THEY would like to be treated

A metaphor...