

# Boise Arts, Culture & History Anti-Racism Statement, Action Steps & Co-Signatories

Our Coalition of arts, culture and history organizations is committed to dismantling systemic racism in our community. This includes the oppressive impacts of segregation, mass incarceration, and educational, economic and environmental discrimination; all of which are born from slavery. The arts and culture community has perpetuated white supremacy through appropriation and tokenization, such as recruiting Black people for shows, exhibits and performances without integrating them into positions of sustained leadership. Although there has never been a time in America when Black art wasn't a driving cultural force, we have used a white lens to define quality and influence. Our histories have also been written through the white lens, discounting and ignoring facts and stories of Black Americans. We must do better.

We believe Idahoans will benefit from holding each other accountable to create an equitable and inclusive community where Black art and Black history matters.

## Coalition organizations commit to the following:

1. Include members of the Black community in the creation of programming and content. Support the Black community with access to space and resources for independent projects or programs.
2. Prioritize intentional recruitment and hiring practices of Black staff, leadership and board members by investing time and/or resources to expand recruitment outside existing networks.\*
3. Create anti-racist policies within governing and management documents, at board and staff levels.\*
4. Articulate the necessity of cultivating a deeper understanding of the communities that we serve, and incorporate their perspectives, needs, feedback, and priorities into our strategic decisions.
5. Provide time and resources on an annual basis for board and staff to attend ongoing professional, Black-led anti-racism training.\*
6. Commit to the ongoing practice of anti-racism as individuals and organizations by fostering a culture of accountability and receptivity to learning.

By making our commitment to anti-racism visible through our programs and organizational practices, our Coalition aims to inspire audience members and donors to grow with us in creating a community where Black lives truly matter.

\*For smaller organizations, for-profit cultural organizations, or individual artists and historians who cannot complete action steps that require a board or staff, you can satisfy Coalition requirements by:

-Amplifying the anti-racist efforts of other co-signatories and Black-led initiatives, and;

-Actively supporting the efforts of other arts, culture and history organizations in a collaborative spirit by attending Black-led trainings with their staff, sharing resources, and participating in ongoing Coalition anti-racist work.

# Co-Signatories

(as of 6:20pm 9/9/20)

## Organizations (alphabetically):

Afrosonics  
Boise All-Ages Movement Project  
Boise Philharmonic  
Daisy's Madhouse Theatre  
Gem State Developmental Center  
HomeGrown Theatre  
Idaho Botanical Garden  
Idaho Dance Theatre  
KIN  
LED  
Metamorphosis Performing Arts Studio, LLC  
MING Studios  
Opera Idaho  
Pivot Movement  
Preservation Idaho  
Project Flux  
Radio Boise (KRBX 89.9/93.5FM)  
Story Story Night  
Stronger Shines the Light Inside  
Sun Blood Stories  
Surel's Place  
Treefort Music Fest  
The Vervain Collective  
Visual Arts Collective  
Wassmuth Center for Human Rights

## Individual Artist & Historians (alphabetically):

Wendy Blickenstaff Art - visual artist  
Leta Harris Neustaedter - musician, actor, arts educator & social worker  
Laura Kendall - arts executive  
Heidi Kraay - playwright, writer, theater maker & teaching artist  
Catherine Kyle - poet  
Thomas Newby - musician  
Daniel Ojeda - dancer, musician & choreographer  
Dylan Eller, Cody Goin, Daniel Ojeda, Grant Olsen, and Jan Reed of the band Mr.  
Grant Olsen - musicians  
Brett Perry - dancer & farmer  
Jodeen Revere - writer, actor & performer  
John Michael Schert - dancer, producer, educator & social entrepreneur  
Martha Spiva - dancer  
Samantha Silva - writer