

## Rozsa Foundation Equity & Anti-Racism Statement

Last Updated: June 8, 2021

The Rozsa Foundation is committed to equity, diversity, inclusion, and accessibility. Local, national, and global events in 2020 and 2021 have once again brought focus to the urgent need for equitable and anti-racist systems, policies, and practices. The calls that have emerged have extended to support meaningful conversations around identifying and transforming inequity and systemic racism within the Alberta arts sector.

Over the thirty-year history of the Rozsa Foundation, ways of thinking have evolved and changed. We recognize, however, that systemic racism and racial inequities are still pervasive throughout society and must be addressed.

We aspire to support a diverse, inclusive, and sustainable arts sector that is safe, welcoming, and equitable. Equitable treatment is deserved by all and should not have to be sought by specific communities. As a private foundation working within the sector, we have a responsibility to be part of the solution. We are committed to working toward greater equity for all equity-deserving populations, and we centre racial inequity in that work as it is among the most pervasive and entrenched form of inequity that we are working toward changing.

We commit to listen, learn, and act, shifting from being not racist to being anti-racist. As an organization, we are committed to working to help create an equitable future and to continue to learn as we endeavour to live up to our stated values of equity, diversity, inclusion, and accessibility (EDIA) in all that we do.

This includes looking inwardly at our own organization, wrestling with our discomfort in how we, and the systems we work with and within, perpetuate inequity. It also includes looking externally at the organizations we support, examining how we can work together to strengthen the resolve and practices of the sector to become equitable and anti-racist.

We are sharing our commitments in this area so that we will be accountable to the communities we serve and will report on them periodically, sharing what we have learned and unlearned along the way.

**Commitment 1:** We commit to an ongoing process of learning about inequity and systemic racism, both within the arts sector and in society at large.

- Staff and board members will participate in anti-racism education and other equity-related training on an ongoing basis.
- We will consult with community members as we address all our commitments, ensuring that the voices of equity-deserving communities have been heard.
- We will create our own institutional EDIA plan that guides this work now and ensures that it is sustained into the future, addressing recruitment of board and staff, program

design and evaluation, amplification through communication channels, procurement processes, and the like.

**Commitment 2:** We commit to support the equity-enhancing work of arts organizations through our Granting Program.

- We will invest in long-term systemic change through supporting the development of arts leaders through the Indigenous, Black & People of Colour Arts Leaders Residency Grant.
- We will continue to place a stated priority on grant applications that support equity, diversity, inclusion, accessibility, and decolonization initiatives.

**Commitment 3:** We commit to an equity-centered approach in the design, development, and delivery of our Arts Leadership programs.

- We will engage arts leaders who are racialized, including but not limited to Indigenous, Black and People of Colour, and mixed-race heritage in the design and implementation of arts leadership programs, including as faculty within the programs.
- We will ensure there are pathways in place for equitable access to, and active participation in, our Arts Leadership programs for Indigenous, Black, and racialized individuals.
- We will engage in critical conversations around equity and anti-racism as part of the curriculum within each of our programs.

**Commitment 4:** We commit to working to reduce barriers to supports for equity-deserving organizations.

- We will work with others in the philanthropic sector to advocate for changes to policies that exclude many equity-deserving organizations from receiving charitable dollars.
- We will explore partnership models with other arts funders and equity-deserving arts organizations to support and address identified gaps for racialized arts workers, especially arts administrators and managers.

This is work we are undertaking, while also calling on the arts sector to do the same. This is an ongoing process and there is much work to be done. We will continue to work with others wherever possible to strengthen our aspirations and actions for positive social change.