

Resolution of the Board of Directors of Fraser Valley Arts



RESOVED BY THE DIRECTORS OF FRASER VALLEY ARTS, a non-profit corporation under the laws of the United States and State of Colorado, as follows:
Fraser Valley Arts Diversity and Inclusion Policy

Fraser Valley Arts is committed to fostering a diverse and inclusive environment that welcomes and celebrates differences in all forms. We believe that diversity and inclusion are essential to our success as an arts organization, and we strive to create a culture that values and respects the unique perspectives and contributions of each individual and celebrates the rich diversity of the Fraser Valley.

Our commitment to diversity and inclusion includes:

1. Embracing diversity in all forms, including but not limited to race, ethnicity, gender identity, sexual orientation, age, religion, nationality, disability, and socio-economic status.
2. Ensuring that all members of our organization, including employees, board members, volunteers, and artists, are treated with respect and dignity and have equal access to opportunities for growth and development.
3. Creating a safe and welcoming environment for everyone who interacts with our organization, including our audiences, partners, and communities.
4. Actively seeking out and valuing diverse perspectives and experiences in our artistic programming, and promoting works that reflect the richness and complexity of our diverse society.
5. Continuously educating ourselves and our stakeholders on issues related to diversity, inclusion, and equity, and striving to eliminate biases and barriers that prevent individuals from fully participating in our organization.
6. In situations where a concern or allegation about a breach of this policy arises, a subset of the Board consisting of three members uninvolved in the situation shall hear and adjudicate it. If necessary, outside independent volunteers will be enlisted to achieve a quorum of 3 uninvolved persons. As such time that FVA has more than three employees, the Board shall revise this policy to be inclusive of the staff.

We recognize that achieving diversity and inclusion is an ongoing journey, and we are committed to listening, learning, and taking action to create a more equitable and inclusive arts community.

This resolution was adopted by the Directors of Fraser Valley Arts via an online vote commencing May 2, 2023 and signed at the regular Board meeting on May 19, 2023.

Signatures:

Officers	Members at Large
Steve Fitzgerald:	DiAnn Butler:
Callie McDermott:	Echo Zoyiopoulos:
Lisa Baird:	Brian Whitman:

CERTIFICATE OF SECRETARY

The undersigned hereby certifies that she is the duly elected and qualified Secretary of Fraser Valley Arts, a non-profit corporation and that the foregoing is a true and correct record of the resolution(s) duly adopted by the Directors of Fraser Valley Arts on _____ day of _____, 2023.

IN WITNESS WHEREOF, I have executed my name as Secretary on ____ day of _____, 2023.

Callie McDermott, Secretary