



Equity, Diversity & Inclusion Policy

Art House Dallas believes in a diverse, inclusive, and equitable workplace where employees, volunteers, and leaders feel valued and respected regardless of their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement reaching all areas of the organization, its programs and events, and workspaces. We respect and value diverse life experiences and backgrounds and want to ensure that all voices are valued and heard.

Art House Dallas is both informed and influenced by its origin as an organization rooted in the Christian faith, which recognizes and values the worth and necessity of all vocations, the promotion of people and creation, the grateful enjoyment of life, and an honest acknowledgment of its sorrows. As such, we are committed to ensuring that these values push us toward the promotion of greater diversity and inclusion amongst our community. Our board, staff, and leaders are committed to establishing an intentional plan that promotes diversity, equity, and inclusion.

Art House Dallas is committed to modeling diversity within the arts and creative industry of the nonprofit sector and to maintaining an inclusive environment where equitable treatment for all people is a strived for and normalized reality. To provide informed, authentic leadership for cultural equity, Art House Dallas strives to:

- Establish diversity, inclusion, and equity as integral to our mission for the common good and critical to ensuring the well-being of our staff and the communities we serve.
- Acknowledge and deconstruct inequities within our policies, programs, and/or services.
- Ask questions and explore potential underlying assumptions that interfere with inclusiveness.
- Challenge assumptions about what it takes to be a strong leader at our organization and who is equipped to provide leadership.
- Practice and encourage transparent communication in all interactions, meetings, and situations.
- Commit time and resources to expand diverse leadership within our board, staff, leader, and volunteer roles.
- Lead with respect and tolerance. We expect all employees, leaders, and volunteers to embrace this goal and to express respect and tolerance in interactions and through everyday practices in the workplace.



Metrics/Measurable Next Steps

Art House Dallas is committed to modeling diversity and inclusion for the arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all people.

- Pursue cultural awareness and education throughout our organization by creating 1-2 resources and learning opportunities for our board and leadership.
- Improve our leadership roles and opportunities by creating and supporting programs and policies that foster leadership that reflects cultural diversity. We'll do this by increasing opportunities for BIPOC featured artists by 20% throughout the year.
- Create equitable opportunities for artists and creatives by considering barriers to entry and being intentional to offer opportunities to move forward in their careers and art professions regardless of history or background.
- In order to best serve the community, we'll add optional demographic questions to all ticketed events so that we can gather better data and plan accordingly to serve historically marginalized communities.