

New Hampshire State Council on the Arts Statement on Diversity, Equity, Inclusion, Access



The New Hampshire State Council on the Arts commits to championing policies and practices that are inclusive, accessible, equitable, and that celebrate our diversity. We recognize that artists, arts organizations, audiences, and cultural stakeholders may face practical barriers due to systemic unequal power, privilege, and access related to race, ethnicity, geographic location, socio-economic, language, ability, age, religion, gender identity, sexual orientation, and immigration status.

The New Hampshire [Law against Discrimination](#) states, “that practices of discrimination because of age, sex, gender identity, race, creed, color, marital status, familial status, physical or mental disability or national origin are a matter of state concern, that such discrimination not only threatens the rights and proper privileges of its inhabitants but menaces the institutions and foundation of a free democratic state and threatens the peace, order, health, safety and general welfare of the state and its inhabitants.”

Diversity is a vital asset that strengthens our neighborhoods, local economies, and creative ecosystems. As we work toward our [strategic goals](#) for arts advancement in New Hampshire, we will prioritize our commitment to equity, inclusion, and access.

We commit to:

- Systematically review, acknowledge, and revise our policies, systems, grantmaking, programs, and services for increased access and equity.
- Support and fully engage diverse members of our communities in arts policy, practice, and decision making.
- Invest time and resources in training around cultural equity, implicit bias, and expanding diverse leadership.
- Expand dialogue and evaluations on excellence and artistic merit in terms relevant to community cultural context beyond Western traditions.
- Recognizing our role as a collaborative partner in the regional cultural ecosystem.

All Americans deserve to benefit from public investments in the arts. New Hampshire is enriched by access to and participation in a diverse spectrum of arts, artists and cultural experiences. As an agency we acknowledge that working toward increased equity involves ongoing and continuous learning. We embrace this responsibility in service to the public.

Diversity encompasses all the dimensions of human identity and difference recognizing that individuals affiliate with multiple identities.

Equity strives to identify and eliminate barriers to full participation. This is achieved through implementation of policies and practices without bias, thereby allowing all people to realize fair and just engagement, treatment, benefits, and opportunities.

Inclusion actively and effectively engages diverse individuals, communities, and perspectives to ensure participation, representation, and belonging for all.

Access creates environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.