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## Equity and Inclusion Statement

Diversity, equity, and inclusion are goals of the organization and shape how we assemble a board of directors, attract and appeal to new members, and address the needs of our current membership. Associated Artists of Pittsburgh (AAP) is an artist-run organization with over 600 artist members living within a 150-mile radius of Pittsburgh. Associated Artists represents the full range of visual arts talent, from traditional painting and sculpture to installation and new media. AAP is one of the most esteemed artist-member organizations in the country, having produced a major museum exhibition of members' work almost every year for 111 years.

As an approximately 13-member board, our goal has been to have both community and artist members serve as board members. AAP board members currently consist of men and women in the arts, medical, educational, legal and financial fields. AAP artist board members consist of longer term and newer members from diverse age groups and represent a variety of art media and practices. AAP community board members come from a diversity of arts institutions, organizations, and professional fields. We continue to seek diversity to the AAP board and membership. Our efforts include seeking recommendations, counsel, and advice from the arts and foundation communities, as well as from our Advisory and Emeritus Boards, who also represent a diverse cross section of our communities.

AAP educational outreach programs to community students encompass both urban and suburban community schools. The venues selected for monthly workshops encompass both suburban and city settings; artist member instructors leading the workshops also reflect the diversity of the organization.

In 2021, Associated Artists of Pittsburgh joined the Visual Arts Coalition for Equity (VACE), formally known as the Small Pittsburgh Arts Coalition for Equity. VACE is a group of eight Pittsburgh-based arts organizations who prioritize equity in our field by collectively addressing challenges faced by artists and arts workers. VACE works collaboratively to generate lasting change in the region's art sector. VACE seeks to nurture an arts ecosystem that is accessible, stable, and secure despite race, income, education, or background. VACE's founding organizations are Associated Artists of Pittsburgh, BOOM Concepts, Brew House Association, Bunker Projects, Casey Droege Cultural Productions, Nafasi on Centre, Silver Eye Center for Photography, and Women of Visions.

We recognize the need for further development of the economic, cultural, racial, and ethnic diversity in membership. As we move forward to accomplish our goals in this area, we are taking action to ensure that our outcome matches our intent. We look for meaningful and appropriate partners and collaborators in the community. We have a fund to help members pay dues and other associated fees. We also reach out to emerging and established non-member artists regularly to provide opportunities for participation and membership.

Below is a list of commitments from the organization as part of our equity and inclusion efforts. As we seek to understand the success or failure of these efforts, we will utilize U.S. Census Bureau data to track our progress towards these goals.

The Associated Artists of Pittsburgh affirms its commitment to diversity and inclusiveness. To achieve this, AAP commits to the following plan:

1. AAP will actively seek out artists from diverse backgrounds to encourage submission for AAP membership and participation in AAP events.
  - a. AAP will provide timely access to information regarding screenings for artist membership (1-2 months in advance)
  - b. AAP will provide 2-3 exhibitions annually open to application for non-members artists. When juried in, these artists will become AAP members.
  - c. Whenever possible, membership screening information will be posted on AAP's website and social media channels, artist opportunity listings online, and posters and postcards distributed through the community
  - d. AAP will email the larger community of arts professionals to communicate new member screening information

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# ASSOCIATED ARTISTS OF PITTSBURGH

- e. AAP will host at least one screening annually specifically for membership into the organization juried by external jurors
  - f. Throughout the remainder of the year, AAP will reach out to community members to encourage submission of a diversity of media for consideration
2. AAP will maintain a small fund for our members whenever financial stress prevents participation in the organization and its programming
  3. Jurors for AAP exhibitions have been and will be selected from a diversity of cultural and professional backgrounds
  4. AAP will promote diversity in the appointment of the Advisory Board and Board of Directors. AAP will consider diversity as criteria when seeking new members for the Board of Directors as well as the Advisory Board
  5. AAP will reach out to other organizations to create more fruitful collaborations and reach new communities and larger audiences
  6. AAP will annually review, edit, and adapt this policy to address diversity, inclusion, and access in the arts

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*The official registration and financial information of Associated Artists of Pittsburgh may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1 (800) 732-0999. Registration does not imply endorsement.*