



## **DATAARTS DIVERSITY STATEMENT ADOPTED ON JULY 1, 2013**

DataArts' mission is to empower the nonprofit arts and cultural sector with high-quality data and resources in order to strengthen its vitality, performance, and public impact. We accomplish this mission in three ways:

- Equipping arts and cultural organizations to collect, learn from, and use data effectively;
- Building critical infrastructure for the sector and are a trusted source of high-quality data that advances cultural initiatives; and
- Creating a national partnership and platform for cultural data, dedicated to collective learning, leadership, and action.

Recognizing that people with a range of creativity, passion, knowledge, abilities, and perspectives are the most important resource fueling our work, achieving diversity and inclusion across DataArts is essential to our business strategy and long-term success. We embrace and encourage our employees' differences in age, color, ability, ethnicity, family or marital status, gender identity or sexual orientation or expression, language, national origin, physical and mental ability, political affiliation, race, faith, socio-economic status, veteran status, and other characteristics that promote the diversity we seek. As responsible employers in a diverse sector, DataArts strives for a staff and board composition that reflects the racial and ethnic picture of those whom we serve.

Having a board of directors with diverse perspectives is also critically important to DataArts. With a broad range of experience, expertise, and perspectives in both its staff and Board, DataArts is in a stronger position to build bridges to potential stakeholders; improve its ability to access resources; and respond to external influences that are changing the environment in which it is working.

DataArts' diversity philosophy governs, but is not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on gender and diversity equity and committed to:

- Respectful communication and cooperation among all employees and with our diverse stakeholders and constituents;
- Teamwork and employee participation, with respect for all groups' and employees' perspectives;
- Advocating for diversity and values of diversity;
- Advancing DataArts commitment to diversity and multiculturalism among its staff and Board and implementing it in its recruitment of both;
- Considering alternative and diverse perspectives from within and outside of the organization;
- Developing knowledge of and relevant relationships with culturally diverse communities with potential target and constituent populations who are stakeholders in our core programs;
- Understanding and articulating needs and concerns from a perspective that includes race, ability, ethnicity, faith (if any), gender, sexual orientation, and other significant aspects of individuals and cultural identity;

- Working collaboratively with tact and sensitivity to dynamics of difference in race, ability, ethnicity, faith (if any), gender, sexual orientation, and other types of cultural differences; and
- Working effectively with individuals and groups with a variety of identities, cultures, backgrounds, and ideologies in a global environment.