

CIC Equity Statement

Adopted July 2020 by the CIC Board of Directors

Churches Improving Communities is an organization founded upon the Christian principles of love, care and compassion for all God's people. God's commandment is to love others without any judgement. It is our love as Christians that calls us to action and to be the light and the difference in our world.

The CIC acknowledges structures of power and oppression that have been embedded in our society since its founding. We recognize our responsibility in our communities to take action that nurtures change.

The CIC Board pledges to develop and sustain board leadership, to support its organizations and their diverse staff and consumers, that ensures inclusivity and that the board composition is reflective of those it serves through its programs. We also pledge to include those who have been historically under-represented based on race, ethnicity, gender, gender identity, sexual orientation, citizenship status, socioeconomic status, age or disability.

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.

Data Source: AmericansForTheArts.org webpage

<https://www.americansforthearts.org/about-americans-for-the-arts/cultural-equity>