Cygnus Creative Arts Centre

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**Officers**

**Cygnus Board Diversity, Inclusion and Equity Policy**

Cygnus Creative Arts Centre is committed to a diverse, inclusive, and equitable environment where all staff, volunteers, parents, guardians, students and board members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, religion, socioeconomic status, or any other bias.

Cygnus is nondiscriminatory and provides equal opportunities for employment, volunteering, and advancement in all areas throughout our organization, programs, activities and performances. Diverse life experiences and heritages enhances and strengthens the culture of our organization and supports our mission statement and goals for arts education and artistic achievement. We ensure all voices are respected, heard and value is given to all points of view. Cygnus embraces diversity, inclusion and maintains a fair and equitable treatment for everyone in the arts sector.

***Cygnus provides informed, authentic leadership for diversity, inclusion, and equity by:***

• Recognize diversity, equity and inclusion as connected to our mission and critical to ensure the well-being of our organization and the arts communities we serve.

• Acknowledge and dismantle any inequities within our policies, systems, programs, and services.

• Advocate for and support thinking at the board-level about how systemic inequities influences our organization’s work, and how best to address it in a way that is consistent with our mission.

• Challenge assumptions about what it takes to be a strong leader in our organization, as well as who is well positioned to provide that leadership.

• Practice and encourage transparent communication in all interactions.

• Lead with respect and tolerance. We expect all our employees to embrace these values and to express them in workplace interactions and through everyday practices.

• Pursue cultural competency throughout our organization by creating substantive learning opportunities.

• Pool resources and expand offerings for underrepresented artists by connecting with other arts organizations committed to diversity, equity and inclusion efforts.

• Develop and present workshops on diversity, equity and inclusion to provide information and resources internally, to the community, and to the arts sector.

• Develop a system to be intentional and conscious of bias during the hiring, promotion, or evaluation process.

• Advocate for public and private sector policies that promote diversity, equity and inclusion.

**Definitions:**

***Diversity*** refers to race, gender, age, ethnicity, culture, etc. It relates to the issues that make people different from one another, meaning it is not who people are—it is the perspectives they offer.

***Inclusion*** is welcoming all peoples to feel valued and to engage in all activities, classes, discussions and to give credence to their questions, opinions and concerns.

***Equity*** means making sure that everyone has access to the same opportunities despite any barriers or advantages. Everyone is afforded the same opportunities to participate and engage in all programs and activities regardless of who they are, or where they came from.

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*Vice President*

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