

Fine Arts Work Center

Fine Arts Work Center Code of Conduct

A primary touchstone in our work is that of equity. As a community arts organization, we recognize and call out structural and racial inequities in the nonprofit and arts sector, just as they exist in broader society. We expect all those acting on behalf of The Fine Arts Work Center to act in a manner that maintains and strengthens the public's trust and confidence in our organization.

We recognize that our arts community is made up of individuals from different walks of life, who are all continually learning. Accordingly, we do not expect every individual to be an expert in matters of equity, and we seek to allow for any disagreements or confrontations to become learning opportunities rather than instances of aggression or defensiveness. Particularly as we operate in settings that can be fraught, vulnerable, and expressive, we strive to make our environment one that is inclusive, open, and safe.

As an organization, we commit to the following, and ask that the rest of our community members do the same:

- Give feedback respectfully when challenging someone's ideas or behavior. When your own ideas or behavior are challenged, receive feedback respectfully. Consider providing feedback privately to invite deeper discussion.
- Share your truth and seek understanding of truths that differ from yours. Celebrate and embrace different experiences and perspectives.
- Power shows up in many different ways—be aware of how you might be unconsciously using your privilege and power.
- The things we say or do may have a negative impact on others, despite our intent. Be accountable for the impact of your actions and words.

If anyone in the FAWC community, whether Fellow, student, instructor, staff member, or Board member, does or says something that makes another member of the FAWC community feel uncomfortable or unsafe, we ask that they bring it to our attention immediately.

Please see our designated HR manager who will work with you to fill out an Incident Report, after which next steps can be determined.