



Anti Discrimination & Proactive Multiculturalism Policy

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Introduction

The Mancos Creative District is committed to fostering an inclusive and equitable environment where all individuals are respected, valued, and empowered. As a non-profit organization, we recognize the importance of embracing diversity and celebrating multiculturalism in all aspects of our work. Our commitment to anti-discrimination and proactive multiculturalism is integral to achieving our mission of promoting creativity, cultural exchange, and economic and social development through the arts.

Guiding Principles

1. **Equality and Equity:** We believe in promoting equality and equity by addressing systemic barriers and injustices that marginalize individuals based on their race/ethnicity, gender identity and expression, sexual orientation, socioeconomic status, physical, intellectual and sensory abilities, age, religion/belief, nationality/immigration status, language, veteran status, education level, or cultural background.
2. **Inclusivity:** We strive to create an inclusive environment where individuals from all backgrounds feel welcomed, valued, and represented.
3. **Empowerment:** We strive to empower marginalized communities by providing platforms for their voices, stories, and experiences to be heard, validated, and amplified.
4. **Education and Awareness:** We are committed to ongoing education and awareness to deepen our understanding of discrimination, privilege, and cultural diversity, and to actively challenge biases and stereotypes.
5. **Collaboration:** We collaborate with diverse creatives, artists, organizations, and communities to promote cross-cultural dialogue, collaboration, and understanding.

Implementation Strategies

1. **Proactively Inclusive Programming:** All Mancos Creative District projects and events will include specific efforts to curate a diverse range of cultural programming and participation. At the initial proposal and development stage, all projects will specify activities designed to

proactivity integrate multiculturalism and updates will be provided throughout the project. The Mancos Creative District board of directors will evaluate and monitor the quality of these efforts and support ongoing improvement as needed.

2. **Community Outreach:** The Mancos Creative District will actively engage with diverse communities on an ongoing basis to learn and inform organizational planning.
3. **Accessible Spaces:** The Mancos Creative District will take proactive steps to create accessible and inclusive physical and virtual spaces where individuals of all abilities, backgrounds, and identities can participate and engage in our programs and activities. This includes accessibility to our website and all informational materials, as well as events and programmatic offerings in the community.
4. **Cultural Competency Training:** The Mancos Creative District staff and board of directors will review resources and participate in cultural competency training annually to foster greater understanding and appreciation of diverse cultures and perspectives.
5. **Representation and Visibility:** The Mancos Creative District will actively work to ensure diverse representation in our leadership, advisory boards, and decision-making processes to ensure that the voices and experiences of all community members are heard and valued. This includes proactively seeking individuals of diverse cultural backgrounds to serve on the board of directors.
6. **Evaluation and Accountability:** The Mancos Creative District will regularly evaluate our progress towards our goals of proactive multiculturalism and hold ourselves accountable to our commitments through transparent reporting and feedback mechanisms.

Conclusion

By adopting this Anti-Discrimination and Proactive Multiculturalism Policy, Mancos Creative District reaffirms its commitment to creating a more just, equitable, and inclusive society through the work of a rural community and economic development nonprofit and through the transformative power of the arts.

The Mancos Creative District is committed to fostering a community where multiculturalism is not just celebrated, but actively pursued and integrated into every aspect of our work. We believe that by embracing diversity and fostering cross-cultural understanding and collaboration, we can build a stronger, more resilient, and more inclusive community for all. We invite our community to join us on this journey as we celebrate the rich tapestry of cultures that make Mancos a truly special place to live, work, and create.

Additionally, the Mancos Creative District condemns all forms of racism, discrimination, and prejudice. We are committed to opposing discrimination as it may manifest within our community and sector of work, including but not limited to individual acts of bigotry, systemic inequalities, and institutionalized discrimination.