



ANTI-RACISM STATEMENT

Groundswell Arts explicitly affirms our identity as an anti-racist community arts education organisation. We condemn racism, discrimination, inequity, and bigotry in all forms. We commit to hold ourselves to a standard of behaviour that elevates and celebrates all cultures and identities in a respectful, inclusive, and equitable manner.

We strive to create and nurture a community that celebrates and honours artists and participants of all races, religions, sexual orientations, gender identities, ages, and socio-economic classes. We commit to create a safe space in which to explore the arts, express one's voice and celebrate what is special in each individual within our community.

We stand firmly against all racist acts and will act in solidarity with people of the Global Majority - Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as ethnic minorities.

As an organisation we are committed to re-imagining an equitable future for everyone and to learning what we need to learn as we endeavour to centre our commitment to equity, diversity, inclusion, and accessibility in all that we do. We recognise that racism is systemic and prevalent in our society. We know that this can be also caused by unconscious or unintentional bias. We recognise that positive change comes with awareness, introspection, action and self-critique. We understand and embrace our responsibility as a privileged community in dismantling systems of oppression. We are fully committed to addressing and correcting our own practices, and unconscious biases that perpetuate white supremacy.

We are committed to consistently work to identify and dismantle racism and inequity; and recognise that this work requires a sustained systematic approach to educate ourselves and our community while examining organisational structures, policy, practice, and attitudes for intended and unintended outcomes.

We are committed to addressing the global consciousness about the rights of Global Majority meaningfully in our programming activities. We are looking for resources to further diversify our staff. We will hold anti-oppression and anti-racist training for our current staff.

We aspire to foster creative arts education that is safe and welcoming for all, regardless of race, ancestry, place of origin, colour, ethnic origin, language, citizenship, creed, religion, gender identity, sexual orientation, age, marital status, physical, or mental abilities.

We believe that this is an ongoing practice that needs a collaboration among communities, organisations and institutions working for equity to strengthen our actions and shared aspirations for social change. We are committed to ongoing transparency and accountability and look forward to updating you on our ongoing progress.