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Our Statement On

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# Cultural Equity



## 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 HIVE policy; the nurturing of accessible opportunities in our community; and the fair distribution of our programmatic and informational resources.

## Acknowledgements & Affirmations

- In the United States, there are systems of power that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.
- Cultural equity is critical to the growth of our community and our organization.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- The core of the very mission, vision, and values of the HIVE is driven by the desire for cultural equity.

## Modeling Through Action

*To provide informed, authentic leadership for cultural equity, we strive to...*

- Pursue cultural consciousness throughout our organization through learning and development of policies.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services.
- Commit to expanding diversity within our board, staff, volunteers, and membership.

## Fueling Progress

*To pursue needed systemic change related to equity, we strive to...*

- Encourage learning inside and outside the HIVE to build cultural consciousness.
- Pursue experiences within our community that will broaden the cultural horizons of our members as well as those we encounter.
- Advocate for all as we advocate for people with disabilities within our community.

### **OUR MISSION:**

To empower individuals to lead fulfilling, self-determined lives by providing the needed supports to make informed choices, build relationships, experience respect, and make contributions as fully participating citizens.

### **OUR VISION:**

A barrier-free community in which all individuals may live, work, and enjoy access to limitless opportunities.

### **OUR VALUES:**

We operate within the belief that every person has:

- A purpose & has something to contribute
- Deserves to be valued & respected
- The right to the opportunity to share spaces & activities with other people
- The right to develop & grow in relationships with others
- The right to make informed choices for themselves with options to choose from
- The right to a fulfilling life

