

# Cracked Walnut Diversity, Inclusion, and Equity Charter

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Our mission is to create new bridges among writers, writing communities and audiences through diverse and inclusive literary events and services

## What diversity, inclusion, and equity mean to us

- **Diversity** is the presence of difference within a given setting. It encompasses the differences in culture, gender, sexual orientation, sexual expression, regional nuances, ethnicity, economic background, religious beliefs, diversity of thought, skills, marital status, family composition, education, experience, generational diversity, and abilities.
- **Inclusion** is about people with different identities being valued, leveraged, and welcomed. It's the act of bringing people together in spite of our differences. In the wise words of longtime DEI educator [Verna Myers](#): "Diversity is being asked to the party. Inclusion is being asked to dance."
- **Equity** is a value and a continual process that acknowledges life advantages and barriers. Equity seeks to ensure that everyone has access to the same opportunities by addressing advantages and barriers.

## Our commitments to diversity, inclusion, and equity

- Support diverse voices, especially ones that don't normally get heard.
- Foster diverse audiences
- Bring diversity and inclusion to the community and to ourselves
- Form a diverse board of leadership within Cracked Walnut
- Foster sensitivity and awareness of diversity and inclusion

## What we're doing to live up to our commitments

- Welcoming diversity in our audiences.
- Inviting diversity in our readers who perform at our events
- Forming relationships with other organizations that advocate and champion diversity
- Bringing poetry to schools
- Bringing poetry to senior citizens
- Publishing writing that uplifts our diversity and inclusion principals
- Maintaining a list best practices

## How we hold ourselves accountable for this charter

- Making our diversity and inclusion charter available to the public
- Reviewing the charter and group activities on an ongoing basis to ensure our actions match our vision
- Seeking feedback from others on the charter and how we are living up to our commitments
- Continually asking ourselves:
  - How diverse are we as an organization? (Including board and personnel)
  - How diverse is Cracked Walnut as an arts community? (include readers, members and audience).

- How diverse is the greater creative writing community? (the state of diversity in MN poetry as a whole)
- How can we contribute to increasing diversity, inclusion, and equity?