Diversity, Equity, Inclusion, and Accessibility Work at Munson-Williams

Munson-Williams-Proctor Arts Institute is an artistic hub that serves all of our community without discrimination in any form. We continue to work with that commitment as paramount. At Munson-Williams, we foster equity, celebrate diversity, and actively promote an inclusive environment that opposes systemic racism by building trust and a safe environment through action. Our strength lies in the broad range of people who contribute their time and talents to our organization. We view the arts as an essential means to build diversity of participation, thought, and action. It is our aim that our employees, trustees, interns, and volunteers reflect and embrace these values.

Through our DEIA work, Munson-Williams commits itself to ensure that our organization is an informed, safe, warm, and welcoming place for the community, staff, and students, reflecting the community we serve with passion, understanding, and encouragement.

Community engagement is one of the three goals of the strategic plan MWPAI adopted in August 2019. Strategic initiatives in support of our goals to diversify our audiences, staff and collection are underway. Additional actions and activities in support of underrepresented communities and identities are being planned. We have made strides through Museum educational programs and exhibitions, Performing Arts community outreach, staff DEIA training, School of Art diversity events, and the formation of the Museum’s African American Community Partners Committee and the Munson-Williams staff DEIA committee. In addition to the efforts led by our staff, our students lead the PrattMWP Black Student Union, which thrived in its first two years. We are committed to an ongoing program of actions, first to provide space for, and then to amplify the voices of minority and underrepresented people in our community.

We pledge to you, our community and students, that MWPAI is fiercely committed to diversity, equity, inclusion, and accessibility throughout the organization. Each staff and faculty member must be committed to our organizational goals by incorporating them into daily actions. We must recognize failures and racial biases and take actions to dismantle them. Each of us must be compelled to act accordingly—it is our individual responsibilities and our collective responsibility.

Through exhibitions, performances, programs, and classes we will amplify the voices of BIPOC artists and our BIPOC community. Change is necessary and challenging. Arts organizations are community centers that should set an example and foster community dialog. As an organization, Munson-Williams has the power, the creativity, and the commitment to move the organization forward and to work with our staff, students, and community to initiate meaningful change. We will not stand still.

Sincerely,

Anna T. D’Ambrosio, President and CEO

Steve Hansen, Dean, School of Art