

Urban Field Station Artist Residency Program

What do we mean by diversity, inclusion, and equity?

Diversity: Diversity is the presence of difference within a given setting. In this case, the (virtual) residency is the setting, and the differences typically refer to identity like race, gender, ethnicity, religion, nationality, or sexual orientation. A person isn't diverse; they're unique. However, a person can bring diversity to a group. Diversity is about a collective or group.

Inclusion: Inclusion means that people with different identities feel and are valued, leveraged, and welcomed within a given setting (whether that's a team, workplace, or industry).

Equity: Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because both advantages and barriers exist. It's a process that acknowledges underlying structural inequalities and seeks to address the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to our process as organizations partnered in supporting this program to engage and ensure that people with marginalized identities have the opportunity to grow, contribute, and develop.

Our commitment:

At the Urban Field Station, a diverse, inclusive, and equitable Artist Residency program is one where all residents, employees, and volunteers—whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability status—feel valued and respected. We are committed to a non-discriminatory approach and provide equal opportunity for employment and advancement in all of our programs and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are appreciated and heard. We're committed to modeling diversity, equity, and inclusion and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for diversity, inclusion, and equity within the program, as well as the premise of this open call, the Urban Field Station Artist in Residency program strives to:

- See diversity, inclusion, and equity as connected to our goals and critical to ensure the well-being of our staff, partners, and the communities we serve.
- Acknowledge and dismantle any inequities within our systems, programs, and services, and continually update and report our progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support broad-level thinking about how systemic inequities impact our program's work, and how best to address that in a way that is consistent with our goals.
- Help to challenge assumptions about what it takes to be a resident at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our staff, selection panel, and advisers.
- Lead with respect and tolerance. We expect all staff and partners to embrace this notion and to express it in the review process and through everyday practices.

Visit www.thenatureofcities.com/urban-field-station-artist-residency/ for more information on the program.