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Crossroads Diversity, Equity, and Inclusion Statement

Adopted by the Board 05/10/2023

Mission Statement

The mission of the Crossroads Carnegie Art Center, Inc., a 501©3 non-profit founded in 1963, is to create opportunities for the entire community to be engaged, inspired, and transformed by the arts through participation in classes, workshops, exhibits, mentorships, and partnerships – A welcoming and safe place where ages meet, and the arts speak.

DEI Short:

Crossroads Carnegie Art Center is committed to advancing cultural and economic equity through creative development, participation in classes, workshops, exhibits, mentorship, and partnerships, bringing cultural equality through the arts.

DEI Long Statement:

Diversity: Crossroads is committed, in all aspects of the organization, to optimal diversity in race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective. Through our exhibitions, classes, and events we have shared, and continue to share, insights into the diverse lives and interests of all people.

Equity: With a policy of equal opportunity for all persons, we are committed to actively confronting bias, harassment, and discrimination based on economic status, race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

Inclusion: To ensure that our center is a place where every individual feels a sense of belonging and inclusion, we commit to deliberate efforts to respectfully listen to different perspectives and include those perspectives in our decision making. Everyone benefits by being part of an art center community that includes a large base of diverse individuals.

Baker County Economy: For 60 years, Crossroads has been serving high poverty, geographically remote Baker County, where significant generational poverty abounds. Where our community has been left behind from economic prosperity, access to the arts can be the tool to increase equitable advantages, level the playing field, and lift all out of rural poverty by supporting people with what they need to succeed. Toward this end, the Crossroads Board and Staff will work tirelessly.