

Centering Race and Equity at ART+FEMINISM

WIKIMANIA



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We believe in **Brave, Friendly Spaces**

The goal of this session is to create an encouraging space for collective learning. This requires intentional behavior, wherein participants are conscious of and accountable for the effect of their statements and actions on others. We respect our experiences and the experiences of others and recognize that we can't do this work without one another.

We agree to hold each other accountable to foster a Brave, Friendly Space.

Review the whole Brave, Friendly Spaces agreement here: bit.ly/AFBraveSpace



Art+Feminism builds a community of activists that is committed to closing information gaps related to gender, feminism, and the arts, beginning with Wikipedia.

Art+Feminism envisions an internet that reflects diverse global histories of art-making, where communities who have most often been written out of history feel welcome and empowered to participate in writing (and righting) our stories.

We believe in the power of **the arts**. We believe that art is fundamental to flourishing, open societies.

We are a community of **many feminisms**. We believe in their collective power to challenge oppressive structures and create new, liberating ones.

We **create safer and braver spaces** that are caring, equitable, pro-Black, queer and trans-affirming, intentional about accessibility and all-around anti-oppressive. We find **joy in our community**, knowing it will sustain us in our work.

We commit to **knowledge sharing and creation on a global scale**, highlighting voices and stories which are often unheard. We also embrace our own **learning and unlearning** of knowledge so that we may dream of new ways of being and doing, individually and collectively.

Art+Feminism Equity Statement

February 2022

[VIEW THE STATEMENT ON WIKIMEDIA](#)

Translations of this statement are available.

From August to December 2021, we had a community-led co-organizers and staff, to lead the development of activities to prioritize the work of our community, policies and mechanisms. We seek to create a policy that should be implemented and support diverse culture practices. This deeply rooted work continues in 2022. As Art+Feminism is intentional in how we live up to our mission, we serve our community and carry out our work.

What is Art+Feminism's definition of equity?

Anti-Racism Policy

Spanish and Portuguese translations of this policy are forthcoming.

[POLICY ON WIKIMEDIA](#)

The ongoing development of this policy is meant to create space for continued learning and growth as an organization. Any report of racism will be used as a way to integrate new ways of being equitable to prevent and repair racial harm against anyone in our community.

PURPOSE OF POLICY

This anti-racism policy is an important [first] step in bringing Art+Feminism into compliance with the mission, vision, and values by recognizing that race, gender, and



**How do you
define EQUITY?**



**How do you
define RACISM?**

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ART+FEMINISM definition of RACISM

We recognize and define racism as micro and macro acts of harm, power, and violence against Black, Indigenous, and other non-white people across the globe.

As a colonial system, centered in maintaining and protecting whiteness, racism permeates our societies through antagonism, exclusion, and disenfranchisement – acts and processes that reduce quality of life and produce premature death.

Anti-Black racism is racism directed towards Black people, people of African descent, or people with darker skin in all societies, including non-whites ones.

ART+FEMINISM definition of EQUITY

Equity is the ongoing reflection and progressive action to redistribute resources; this redistribution of resources is done so in a way that makes survival within our current social and economic systems more possible for historically oppressed groups of people. Practicing equity means focusing on the experiences, needs, and narratives of these groups.

2022
Snapshot

117
programs

27
languages

1500+
participants



Interpretation
/ Translation

Microfunding

Community Hours
Community
Support Sessions

What is safest for the most vulnerable people who might want to attend your event?

What is safest for staff at venues where you've hosted your events?

What is safest for your community at large?

ART+FEMINISM Community Care Statement

Accessibility needs of your community for virtual events.

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UNRELIABLE GUIDELINES

RELIABLE SOURCES AND
MARGINALIZED COMMUNITIES
IN FRENCH, ENGLISH
AND SPANISH WIKIPEDIAS

Amber Berson
Monika Sengul-Jones
Melissa Tamani

June
2021

Connect with us

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¡Gracias!



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Wendy Red Star, "Ashkaamne (matrilineal inheritance)," 2019.
Art+Feminism Call to Action Art Commission 2019.
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