



**WALLKILL RIVER
CENTER FOR THE ARTS**

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Unleash your inner artist!

**Wallkill River Center for the Arts
(Formerly The Wallkill River School)**

Diversity, Inclusion, and Equal Access Policy Statement

Diversity, inclusion, and equal access are fundamental values at The Wallkill River School of Art ("WRS"), where access to WRS' galleries, classes, opportunities, and experiences are offered without regard to personal characteristics such as race, color, religion, sex, age, national origin, disability, pregnancy, genetic information, military or veteran status, sexual orientation, gender, gender identity or expression, marital and civil partnership/union status, alienage or citizenship status, creed, genetic predisposition or carrier status, unemployment status, familial status, domestic violence, sexual violence or stalking victim status, caregiver status, or other characteristics protected by law.

WRS is committed to a diverse, inclusive, equitable and accessible environment for staff, visitors, artists, and volunteers and endeavors to create a work and artist environment where people of different races, ethnicities, ages, gender identities, sexual orientation, socioeconomic backgrounds, immigration status, and disability status feel not just welcome, but fully included and able to bring their own experiences and aspirations to WRS' work and mission.

WRS believes in the power of art and artists to educate, inspire and shape lives and communities in these ideas of inclusiveness, diversity, and equality.

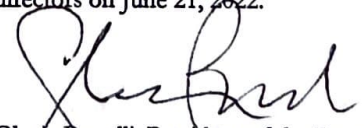
These principles of diversity, inclusion, and equal access apply to WRS' operations, across all categories of individuals. Individuals should be able share in the WRS experience, free from biased or demeaning conduct or statements based on their personal characteristics.

WRS endeavors to increase the racial diversity of its collection, exhibitions, performances, educational programs, audiences, staff, and leadership. In this effort, WRS will re-examine its exhibitions and programs to ensure they continue to address the art and experiences of people of color and historically indigenous people of the Hudson Valley. We will endeavor to review our staff, our organizational structures, and our culture through a lens of equity and will explore opportunities for anti-racism and additional unconscious bias training. We will also consider and pursue new avenues to leverage WRS' opportunities for constructive engagement outside its walls. Our Board of Directors will pursue the goals of adding greater diversity and reviewing its governance.

WRS endeavors to provide reasonable accommodations to members of the public, employees, and others, provided that such accommodation does not constitute an undue hardship on WRS. Individuals who wish to inquire about an accommodation should contact WRS' Executive Director.

Individuals with questions or concerns about this policy should contact WRS' Executive Director and the President of the Board of Directors. WRS strictly prohibits retaliation against anyone who, in good faith, reports a violation of this policy or participates in an investigation into a potential violation of this policy.

The above Diversity, Inclusion and Equal Access policy was unanimously approved by the board of directors on June 21, 2022.


Gloria Bonelli, President of the Board

April 19, 2023