

# INCLUSIVE PRACTICES POLICY

*Approved by the MAAE Executive Committee 9.17.23*

As part of the work in the field of diversity, equity and inclusion, the Missouri Alliance for Arts Education publicly voices the desire to engage in inclusive practices and acknowledge the often overlooked contributions of historically marginalized groups. These groups may include, but are not limited to the BIPOC and LGBTQIA+ community

## Definitions:

- **BIPOC** is an acronym which refers to Black, Indigenous, and People of Color
- **People of Color** is a term to refer to a person whose skin pigmentation is darker than what is considered characteristic of people typically defined as “white.”
- **LGBTQIA+** is an acronym which refers to Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersexual, Asexual or other terms to describe a person’s sexual or romantic identity

## Statement of Inclusive Practice

To help all Missourians benefit from our programming, the Missouri Alliance for Arts Education leadership consistently engages in reflective practice and seeks feedback from constituent groups to ensure that all participants are welcomed, and all voices are heard.

## Land Acknowledgment

The Missouri Alliance for Arts Education wishes to acknowledge that its programs take place in the state of Missouri, the ancestral territory of many indigenous people. These groups include the people of the Oto, Ioway, Missouri, Illini, Quapaw, Chickasaw, Kickapoo and Osage. We pay respect to all indigenous people - past, present and future and their continuing presence. To learn more about other places access <https://native-land.ca/>

## Labor Acknowledgment

The Missouri Alliance for Arts Education draws attention to the Black, Indigenous, and People of Color (BIPOC) of our nation. Contributions from

the BIPOC community to American culture are often overlooked, ignored, or exploited. We honor those people who were stolen from their homes, placed in bondage, forced into labor, labeled sub-human, numbered as property and enslaved. We acknowledge that members of oppressed groups have always been fully human. We acknowledge and honor the BIPOC community's continuing presence, for the still-unpaid labor, ideas and contributions.

The following message will be posted on the MAAE website:

**Land and Labor Acknowledgment**

The Missouri Alliance for Arts Education wishes to offer our respect to all members of the BIPOC community - past, present and future. We acknowledge the boundaries of the state of Missouri encompass the traditional lands of the Chickasaw, Kickapoo, Osage and other indigenous groups. We honor the BIPOC community's continuing presence, still-unpaid labor, ideas and contributions.

A verbal land and labor acknowledgement during presentations is encouraged.