



Equity Statement

The mission of Carnegie Picture Lab is to nourish creativity by supporting and enhancing art education for elementary school children in the Walla Walla Valley. But our purpose is to create future leaders in our youth – engaged, visionary thinkers and doers who will contribute their unique gifts to the creative evolution of our world community. We believe in the powerful role children and art play in building more just, equitable and inclusive communities. We are dedicated to developing high quality, creative and innovative educational arts programming. As an organization, we are committed to continual improvement and are dedicated to justice, equality and diversity as we impact the lives of children through art.

We are committed to:

- Removing barriers of privilege by making art available to every child in the schools with which we partner.
- Creating safe and nurturing learning environments where children can express themselves and grow.
- Designing curriculum that teaches about diverse artists and art history.
- Valuing each child's expressive perspective and potential.

We enact this by:

- Expanding our programming to rural communities.
- Requiring volunteer training to support quality instruction and positive engagement with students.
- Developing strategic policy guidelines to ensure a diverse range of artists in school curriculum.
- Including exercises and activities that develop essential 21st century skills: critical thinking, creativity, collaboration and communication.
- Continually assessing our programs based on internal and external evaluations and feedback from stakeholders.
- Creating collaborative community partnerships.

We will take action by:

- Re-imagining school curriculum delivery, allowing for:
 - Bilingual instruction using a digital platform.
 - Greater diversity in the instructors delivering the lessons.
- Restructuring the curriculum, allowing for:
 - Teaching methods built on exploration, observation, reflection and engagement of art and persistent development of craft.
 - Grade level-specific instruction.
 - Introduction of larger concepts supported by a variety of artistic perspectives.
 - Use of bilingual art journals.
- Continuing efforts to identify and recruit board members and volunteers that reflect our community.