

Diversity, Equity, and Inclusion at Mudflat

Survey Feedback & Action Items

The DEI Survey was designed by the Mudflat DEI Committee over the winter of 2021 with the goal of determining the status of diversity and equity at Mudflat and to better inform DEI action plans for the future. It consisted of nine questions as well as requesting demographic information. We heard that we are a welcoming community but there are ways we can be even stronger and that overall there is a lack of representation across the Mudflat community. Our overarching focus is to increase diversity at Mudflat at all levels — faculty, staff, board, student body, and visiting artists.

Below is a brief summary of what we heard from the Mudflat community. The DEI Committee divided the feedback between Board Committees and the Mudflat Administration and paired them with our planned action items to achieve these goals outlined in the feedback. If you would like to send the DEI more feedback based on these documents please email the DEI Chair, [Sarah Chapman](#)

FEEDBACK FROM THE COMMUNITY	ACTION ITEMS AND COMMITMENTS
Board Marketing/Development Committee DEI Initiatives	
<p>Mudflat’s demographics are not representative of the larger Somerville community and there is a need to more actively welcome BIPOC participation into Mudflat studio life.</p>	<p>Mudflat’s fundraising focus throughout 2022 will be on Diversity, Equity, and Inclusion Initiatives. Through this fundraising focus, Mudflat will investigate setting up Fellowships and Artist Grants specifically for BIPOC artists</p>
<p>Studio accessibility needs to be continually assessed along with evolving guidelines.</p>	<p>Mudflat is investigating MCC's UP program and commits to maintaining a consistently barrier-free facility and following accessibility best practices</p>
Board Nominating Committee DEI Initiatives	
<p>The Mudflat board lacks diversity, and there is a need to bring in perspectives from the wider Somerville community</p>	<p>The Nominating Committee is expanding recruitment for Board members, with the goal of bringing on board members from the broader Somerville community and increasing BIPOC membership.</p>
<p>Barriers to board participation can inhibit participation and a desire to join.</p>	<p>Clarify Board requirements around annual giving. The Mudflat board has historically required all board members to make a monetary donation annually. The donation amount could be of any size (no minimum) and has always been kept confidential. In lieu of an individual monetary donation, annual giving can now be done in the form of an in-kind donation or individual fundraising.</p>

Board: DEI Committee DEI Initiatives

Biases exist in studio life in the form of racial biases, which often take shape as microaggressions; a lack of understanding regarding hidden disabilities; gender and sexuality biases; and class biases that highlight financial privilege differences.

To address implicit bias across all studio life, Mudflat will implement DEI training for the faculty, staff, and board; codifying DEI initiatives and classroom engagement codes of conduct in the student handbook; posting signage throughout the studio that reflects DEI policies and initiatives, and publicizing and affirming the studio's openness to affinity groups coming together at Mudflat.

Administration: Outreach & Community Engagement DEI Initiatives

There is a need for strengthened partners with community members, and increased awareness around Mudflat's outreach initiatives.

Mudflat is exploring the idea of a call to BIPOC artists to participate in outreach programming and/or a fellowship project at Mudflat. All community outreach initiatives will be broadly publicized and posted to the website continually at mudflat.org/outreach

Administration (Programming, Registration, & Staffing) DEI Initiatives

Mudflat classes are not accessible to all work schedules.

Mudflat will be looking into diversifying class and workshop schedules and expanding weekend and evening options.

Financial aid options are not always visible to the students who could benefit from them.

Mudflat will actively promote scholarships in the newsletter and has added all financial aid offerings to the class registration page. We will also review our financial aid programs and incorporate a designated focus in one or all of the funds to address BIPOC needs and make outreach efforts to ensure these opportunities are communicated to a wide audience.

There is a lack of representation across faculty, staff, and guest artists.

Mudflat commits to increasing diversity in its recruitment practices and when planning annual programming, by actively seeking out BIPOC artists to participate in workshops and guest lectures.

Barriers to participation in the Artist in Residency program can inhibit artists from applying.

Mudflat has recently added a housing stipend to the Artist in Residency Program and will review the housing and materials stipend on a 5-year basis.