

Diversity Statement

The Pennsylvania Academy of the Fine Arts is a pluralistic community, where PAFA community members, whatever their age, color, ethnicity, family or marital status, gender identity or expression, national origin, language, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, or veteran status, should feel valued and respected. The collective sum of the individual differences, lived experiences, heritage, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our faculty, staff, and students invest in their work and learning represents a significant part of not only our culture but our reputation and PAFA's achievement.

PAFA is committed to ensuring that every member of our community can study and work in an environment where they feel a sense of belonging. We have the additional obligation of ensuring that PAFA's stakeholders accurately reflect the diversity of our surrounding community. We are committed to modeling diversity and inclusion for the entire arts, cultural and educational sector, and to maintaining an inclusive environment with equitable treatment for all. Further, to provide informed, authentic leadership for cultural equity, PAFA strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensuring the well-being of our constituents and the communities we serve.
- Practice and encourage transparent communication in all interactions to foster a collaborative campus climate.
- Improve our cultural leadership pipeline by creating and supporting programs, policies, systems, and services that foster leadership that reflect the diversity of American society.

To that end, we will cultivate an environment where all members of the PAFA community feel that they belong and are embraced in a community of artists, educators, intellectuals, thinkers, and achievers.