

April 15, 2021

Dear Bray Community,

The Archie Bray Foundation (Bray) recognizes the deficiencies and imbalances of diversity, equity, and belonging within our organization and within the field of ceramic arts. As a result, the Board of Directors, together with the staff, are focused on enacting substantial change to our culture and structures. As we work to re-evaluate all aspects of the Bray, we want to provide a progress report to our community knowing we have a long road ahead with much work to do. Below you will find the steps recently taken at the Bray. We understand that the process of eliminating structural racism and gender inequality is an ongoing long-term commitment that cannot happen overnight.

The Bray Board of Directors and staff are deeply committed to creating an inclusive and equitable community and to amplifying and investing in opportunities for unheard and underrepresented voices in ceramics.

As we slowly emerge from the challenges and transitions of the past year, it is necessary to recognize the great work of the small, hard-working Bray staff. The resilience and creativity demonstrated throughout these long months of change and uncertainty is remarkable. The Bray Board of Directors, in particular, is proud of the collaborative efforts and the progress from those on the ground at the Bray, who are tirelessly creating action and implementing the necessary work.

Thank you to all who have offered their experiences and critical feedback to help Bray staff and leadership make meaningful changes. We are listening and learning, and we appreciate the astute observations from many past residents and supporters. Your suggestions have sparked internal conversations, encouraged growth and reflection, and have helped shape our strategic plan. To strengthen and open up more communication with you, our community, we will begin sharing our progress report every six months via an email newsletter and on the [values page](#) of our website. To contact us with your thoughts, suggestions and comments please feel welcome to email us at [feedback@archiebray.org](mailto:feedback@archiebray.org). Thank you for your involvement and support.

Sincerely,



Sue Tirrell  
Board Chair  
Archie Bray Foundation



Steven Young Lee  
Resident Artist Director  
Archie Bray Foundation

### **Policy Changes focusing on Leadership and Staff**

- Working with a newly established DEI Committee, composed of Bray staff and board, to focus on race and gender equity work to make meaningful change to policies, procedures and programs, 2020-ongoing
- Overhauling staff, resident and board policies, including Code of Conduct, Whistleblower, DEI, and Anti-Discrimination, 2020- ongoing
- Working with outside consultants to ensure that our Codes of Conduct for residents and staff are based on equity, safety and empowerment for all involved, 2020-2021
- Implementing a required Anti-Harassment training program for all staff, board and resident artists, 2021-ongoing
- Implementing weekly DEI discussions and training in staff meetings led by a different staff member each week, 2020-ongoing
- Evaluating board recruiting processes and giving requirements to align with values around diversity and equity, 2021-ongoing
- Hiring consultants to provide diversity and equity workshops for staff, board and residents, 2021-ongoing

### **Programmatic Shifts focusing on Creating Equity in our Community**

- Increasing direct funding for all resident artists, with additional support available for Black, Indigenous, and People of Color (BIPOC), 2021-ongoing
- Reducing barriers by eliminating the application fee for the Residency program, 2021-ongoing
- Securing funding to recruit and invite artists of color to the Residency and Visiting Artist Programs, while providing support for housing and travel costs, 2020-ongoing
- Diversifying selection panel for residency program, 2020-ongoing
- Expanding recruitment efforts for staff openings, including posting job openings on numerous diversity focused job sites, 2021-ongoing
- Hosting high school students at the Bray from the Northern Cheyenne Indian Reservation from Lame Deer, MT. Program will resume post COVID, 2018-ongoing
- Expanding recruitment efforts and outreach to Historically Black Colleges and Universities (HBCU) and tribal college systems to recruit resident artists, 2021-ongoing
- Partnering with Manchester Craftsman Guild Youth & Arts in Pittsburgh, PA to teach online classes to underserved students. After years of planning, and COVID delays, an on-site program is planned to launch tentatively in 2021
- Providing BIPOC scholarships to online studio workshops from the 2020 Bray Benefit Auction, 2020
- Recognizing and honoring the land the Bray sits on with an Indigenous Peoples statement included in all communications and before public events—2020, ongoing

- Researching new funding sources to invest in DEI initiatives, 2020-ongoing
- Sharing community content beyond the Bray in our bi-weekly e-newsletter, 2020-ongoing
- Offering DEI training recommendations and resources through bi-weekly e-newsletter to the greater Bray community, 2020-ongoing

### **Improvements Increasing Accessibility on Bray Campus**

- Improving facilities to adhere to ADA requirements to encourage people of all abilities to feel comfortable and welcome working at and visiting the Bray, 2017-ongoing
- Hired ADA consultant to perform an audit of Bray campus, 2017
- Created signage for ADA accessibility around campus, 2018-ongoing
- Created an action plan to address and prioritize accessibility improvements campus-wide with the guidance of Montana Independent Living (MILP) and an Accessibility Council, 2018
- Added accessibility ramp to Warehouse Gallery, 2018
- Improved accessible parking on campus, 2018
- Installed accessible lift/elevator in Education Center, 2018
- Poured accessibility ramps from Shaner courtyard to sidewalks, 2020
- Renovated Gallery and Education bathrooms with push button door access, accessible sinks and flushing handles, 2020
- Added accessible appliances, 2020-ongoing
- Remodeled Visiting Artist housing to meet ADA requirements, 2020-21
- Leveling North Gallery floor to improve accessibility, 2021-2022
- Installed accessible checkout counter in North Gallery, 2020
- Currently widening all doorways to accommodate wheelchairs, 2021
- Completing push button door access to all public buildings, 2020-2021
- Rebuilding Clay Business entrance for improved accessibility, 2021