

Event Garde Racial Equity Statement

The death of George Floyd while in the custody of police in Minneapolis is but one example of a [long line of Black murder and police brutality](#) in our nation's history. The deaths that have occurred this year do not exist in a vacuum. They are the product of policies, practices and procedures embedded in institutions that support and [advance racist practice](#). In direct response, public health institutions around the country are declaring racism a [public health crisis](#).

Given that these systems are embedded in our society, it is imperative that we work as institutions and not just as individuals to disrupt, dismantle and reimagine the status quo. Predominantly white institutions such as Event Garde bear a particular responsibility to learn, listen, collaborate and act. If we are to imagine and co-create equitable organizations, we must begin by naming and acknowledging racism within our own organizations. We cannot distance ourselves from our responsibility and complacency. We must act in service to a tangible behavioral shift in practice. As with many organizations, Event Garde is grappling with our own relationship and connection with the larger community in pursuit of an equitable future.

To that end, Event Garde is committed to living out our values of diversity, equity and inclusion (DEI) by:

1. Continuing education on anti-racism (e.g., trainings and book studies)
2. Publicly naming and acknowledging racism in its internal and external communications
3. Engaging staff internally to co-create a vision for our organization that [decenters whiteness](#)
4. Collaborating and partnering with anti-racism organizations to stretch and grow together
5. Listening to and following the leadership of Black, Indigenous, People of Color (BIPOC)
6. Sharing the resources and expertise we have in organizational development through strategic and action planning, consensus building, etc., to increase quality DEI practice in institutions
7. Addressing racist behavior from clients and participants, as well as approaching projects and organizations as opportunities to inform and educate

We commit to not being neutral on issues of injustice. We challenge you to name your commitment. If you are interested in learning and growing alongside us on this journey, please reach out. We are better together.