



Diversity, Equity, and Inclusion Statement

As the largest state-wide literary arts organization in Maine, the MWPA is committed to building a more equitable and inclusive community which recognizes and celebrates diverse voices from every corner of our state.

We believe:

- A multiplicity of voices, styles, backgrounds, and points of views are essential to thriving arts and literary communities.
- In the past and in the present, underrepresented voices have not had equitable access to writing and publishing opportunities.
- Writers, publishers, and arts organizations have the ability and responsibility to identify inequities and offset them through educational programming, faculty selection, student recruitment, and scholarships.
- It is essential to our growth as individual writers and as a literary community that we surround ourselves with diverse voices as well as create communities that are inclusive, respectful, and welcoming.
- MWPA is in a unique position to foster further diversity, equity, and inclusion among the state of Maine's arts communities, which are also a cornerstone of the Maine economy.

We understand:

- The movement toward equity and justice is ongoing and requires self-reflection, dialogue, openness to feedback, accountability, and action.
- We cannot wait for a perfect plan to begin to make progress.
- Inequities in current policies and programs may not be immediately visible or identifiable.
- An underrepresented person or group may not wish to be included in MWPA's efforts immediately, or at all.
- MWPA's efforts need to be substantive, public, transparent, and regularly evaluated and refined/improved.

We seek

- To foster environments that celebrate and promote diverse voices.
- To ensure equitable access to writing and publishing opportunities within the state to all our voices.
- To create new opportunities for underrepresented writers to flourish.
- To reflect the manifold nature of Maine's literary communities in our roster of staff, workshop instructors and students, supporters, members, and board of directors, as well as the materials we put out in the world.



We **honor** the diverse forms and genres in which written work can be rendered and published. We strive to support the broadest possible range of that work from all populations within the state of Maine.

In crafting this statement, the MWPA drew on the work of [Americans for the Arts](#), [the Tin House Workshop](#), the [Nonprofit Association of Oregon](#), and the [United Way](#).