**NAC Inclusivity Statement**

The Nebraska Arts Council (NAC) believes that the arts are central to the well-being of our state and thrive because of the diverse contributions of every Nebraskan. It is crucial to support and invest in diverse people, organizations, and communities, fostering their uniqueness and assuring the long-term viability and prosperity of our state. It is on the shoulders of every Nebraskan to practice the principals of Diversity, Equity, Inclusion, and Access (DEIA) in their communities.

**NAC Commitment to DEIA**

In keeping with our Inclusivity Statement, the NAC is working in the following ways to ensure that everyone has equal access to the arts in Nebraska:

• Ensure Access and Inclusion and Advance Diversity and Equity – are two pillars in NAC’s six-pillar strategic plan. Our agencies goals, in terms of what we need to do, the results we want and how we will monitor and evaluate our progress are outlined in the strategic plan.

• Grant review panelists are compensated for their time-commitment.

• NAC has established recruitment goals for BIPOC (Black, Indigenous and People of Color) representation on grant review panels, artist residency and performing artist rosters.

• Mentoring program has been established for BIPOC artists to ensure success as a residency or touring artist.

• A Micro Grants program, which provides start-up grants for organizations with small budgets and artists is in place. While it is not restricted to BIPOC organizations and artists, the flexible application procedures and no matching requirements has removed a barrier for use that historically kept BIPOC organizations and artists from participating in NAC programs.

• Project Grants and Mini Grants require pro-active outreach to, and engagement of, underserved audiences. Ten percent, or more, of their application score is based upon their efforts.

• Grant applicants are required to attest that they do not discriminate in their NAC-funded programs.

• Accessibility grants to ensure inclusion of persons with disabilities have been expanded to include financial support for physical space improvements.

• Two NAC staff members are obtaining a Diversity, Equity, and Inclusion Certificate from Cornell University.

• All NAC staff participates in workshops and courses to better understand issues of DEIA.

• Staff engages in mediation efforts with area arts organizations and interested parties.

• DEIA concepts and practices are incorporated in all NAC conferences, workshops, outreach, and communications.

**DEIA Compliance for NAC Grantees**

The Nebraska Arts Council ensures that all NAC funded grants and programs are non-discriminatory and equally accessible. By submitting an application to the NAC, all applicants certify that they will not discriminate:

* On the grounds of race, color, or national origin (including limited English proficiency), in accordance with [Title VI of the Civil Rights Act of 1964, as amended (42 U.S.C. 2000d et seq](http://www.usdoj.gov/crt/grants_statutes/titlevi.txt).).
* On the basis of age, in accordance with [Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.)](https://www.dol.gov/agencies/oasam/regulatory/statutes/age-discrimination-act).
* On the basis of sex, in any education program or activity, in accordance with [Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.).](https://www.epa.gov/ocr/title-ix-education-amendments-act-1972)
* On the basis of physical or mental disability in accordance with [Section 504 of the Rehabilitation Act of 1973 and the 1990 Americans with Disabilities Act](https://www.govinfo.gov/content/pkg/CFR-2010-title45-vol3/pdf/CFR-2010-title45-vol3-part1151.pdf).

Applicants must also comply with all National Endowment for the Arts terms and assurances including, but not limited to, those protecting free speech, religious liberty, public welfare, the environment and prohibiting discrimination.

**NAC Accessibility Checklist**

The Accessibility Checklist is a part of every online NAC grant application. Each item in the checklist should be considered carefully as it relates to the accessibility of the project. While it is not a comprehensive list, it can help identify ways to improve services to patrons with disabilities in accordance with Section 504. The costs of hiring sign language interpreters, producing large-print materials, and providing a variety of other accommodations for persons with disabilities can be subsidized with NAC grant funds.

**Resources**

**Diversity, Equity, and Inclusion Resources**

For resources visit the [National Assembly of State Arts Agency’s](https://nasaa-arts.org/nasaa_research/diversity-equity-and-inclusion/) website (link).

More resources tbd

**Accessibility Resources**

The U.S. Department of Justice provides free ADA materials online (www.ada.org). Order printed materials by calling the ADA Information Line at 800-514-0301 (voice) or 800-514-0383 (TDD). Additional information about accessibility resources and services visit the [NAC Website](http://www.artscouncil.nebraska.gov/accessibility-information.html) (link):

* Accessibility Glossary (PDF)
* Guidance for Writing and Speaking about People with Disabilities and Older Adults (PDF)
* How to Plan and Promote an Accessible Event (PDF)
* Resources for Accessibility Services (PDF)
* Creating Your Accessibility Plan (PDF with link to a NEA workbooks)

**ADA Access Plan**

The NAC encourages all organizations to have an ADA Access Plan. To assist grant recipients in evaluating the current state of accessibility of their programs and activities, the National Endowment for the Arts provides a [Self-Evaluation Workbook](https://www.arts.gov/open-government/civil-rights-office/section-504-self-evaluation-workbook). Ideally, your organization’s ADA Access Plan should include the following:

1. A policy statement regarding accessibility and a brief description of how the policy was developed
2. The ways in which facilities, programs and services are currently accessible to persons with disabilities
3. Accessibility goals yet to be addressed
4. A timeline and budget of action steps to accomplish the organization’s accessibility goals

 For more information, see [Creating Your Accessibility Plan](https://www.artscouncil.nebraska.gov/file_download/4f9760fa-7fc8-45bf-b737-22b19e5fdb85).

**About the ADA**

The Americans with Disabilities Act (ADA) requires that persons with disabilities have access to public programs for services on an equal basis with the rest of the general public. Furthermore, federal law mandates that any program or service that receives federal or state funding must be accessible to persons with disabilities. The NAC is committed to ensuring that the programs and services we fund are accessible to persons with disabilities, including those with visual, hearing, mobility and learning impairments.

**Contact Us!**

**Have questions about outreach, services or resources?**

Please contact Robin Richards, NAC’s 504 Coordinator (Arts Accessibility Specialist):

(402) 595 3934

robin.richards@nebraska.gov

**Have questions about NAC’s Accessibility Grant programs?**

Please contact Linda Hilliar, NAC Program Coordinator:

(402) 595 3940

linda.hilliar@nebraska.gov