



# WomanCraft Gifts

## DEI Statement

### Diversity, Equity and Inclusion at WomanCraft

We strive to make WomanCraft a welcoming space for all shoppers, visitors and artists. WomanCraft has been celebrating creativity since 1973. Originally founded as a “consciousness raising” space for women, it has evolved to welcome all gender identities. By supporting a diverse and talented community of artists, WomanCraft can provide our customer base with access to a wide variety of handmade products and to the gifted artists who create them. This fosters an environment in which artists can thrive and learn from each other. We believe that creativity flourishes in diverse communities, and we seek to honor each individual’s age, ethnicity, race, religion, abilities, sexual orientation, politics, income and the many other differences that make them unique.

### Progress and Action Plan

In 2022, we completed member interviews that indicated we have some work to do in order to establish a shared vision of DEI at WomanCraft. We are taking the following measurable steps to make our co-operative stronger, more diverse, equitable and inclusive:

1. In 2022, we re-framed our Board Meetings as open, inclusive Monthly Meetings to promote transparent governance and increase member participation.
2. Adopt a DEI statement and action plan in 2023.
3. Include the DEI policy and action plan in new member training and continue to engage the WomanCraft community in discussions about DEI.
4. Develop a robust, fair and inclusive process for facilitating conversations and mediating conflicts.
5. Expand our membership structure to reduce barriers that may prevent some artists from applying or joining while privileging other artists. For example, we will explore ways to make WomanCraft more accessible for working people, students, younger artists and emerging artists.
6. Develop a recruitment strategy that reaches a more diverse pool of potential members.
7. Launch a series of community building activities such as open houses for prospective members and featuring guest artists.



Approved by the membership on 6/11/2023