



## *McKnight Artist & Culture Bearer Fellowships Community Values Statement*

Welcome to the McKnight Artist & Culture Bearer Fellowships community! The McKnight Foundation and the administering partners for the McKnight Artist & Culture Bearer Fellowships are committed to creating and supporting an artistic community in which all individuals are treated with respect and dignity. The community of the McKnight Artist Fellowships includes people who engage with the fellowships program whether as applicants, fellows, panelists, contractors, collaborators, fellowships administrators, or as staff of the McKnight Foundation and partnering organizations.

As a community, we commit to creating and maintaining relationships that are free of harm, prejudice, and harassment. Community members agree to communicate directly and transparently regarding issues of conduct that could negatively impact the well-being of participating members and organizations.

In the case of an accusation, a legal action, or a conviction, the McKnight Foundation and its fellowships program partners may gather and assess relevant information. If deemed necessary, the McKnight Foundation and its fellowships program partners may take administrative action up to and including the recommendation of participation in reconciliation or restorative justice processes; the disqualification of an application; the termination of a contract; and the recall and/or termination of a fellowship.

This community will be what we make it. Our aim is to collectively create an experience in which all artists and members of the McKnight Artist & Culture Bearer Fellowships community thrive.