



LANE brings together extraordinary leaders from arts & culture organizations to address racial and geographical imbalance in the field together. We see a path toward equity that can only be achieved through more resources and recognition for critical cultural work.

WHY

Why does LANE exist?

Because individual survival and ability to thrive is inextricable from the collective survival and ability to thrive.

Because transformation is different than change and requires a breadth and depth of experimentation.

Because white supremacy is the default dominant culture. Its engagement requires rigorous scrutiny on an individual, interpersonal, institutional and systemic levels.

Because there is no one solution to the challenges in the art and culture sector and to engage in cultural equity and racial justice means building generative spaces that lean into complexity.

Because arts organizations of color and geographically isolated organizations have experiences of systemic historical devaluing, divestment and undercapitalization to a larger degree than other organizations in the sector.

Because arts organizations of color and geographically isolated organizations are engaged in a resource distribution system that does not recognize their full value to the field.

Because addressing systemic oppression involves building transformative alliances locally and trans locally and scaling our actions.

WHAT

What does LANE believe needs to happen?

The development of a collective comprised of groups working in different aspects of the sector aligned in an intention to impact the systems that inhibit equitable access to resources and practices.

The pathways for leaders within arts organizations of color and geographically isolated arts organization to provide the leadership the field needs most in these uncertain times.

The implementation of visionary strategies that engage the current “broken” system while building alternative humane structures that center justice and equity.

The creation of spaces that value authentic experiential knowledge, collective ideation and multiple definitions of leadership.

HOW

How is LANE working towards justice?

LANE supports arts organizations of color and rural arts organizations with consulting to increase access and exposure to tools, resources and ideas.

LANE supports arts organizations of color and rural arts organizations to develop strategies for self determined success and adaptability rooted in their organizational and cultural experience.

LANE supports arts organizations of color and rural arts organizations to convene and expand peer exchange.

LANE supports arts organizations of color and rural organizations with sources of financial capital to enact their ideas with mitigated risk to their overall health.

LANE connects disparate sectors of the field to create a holistic approach to organizational health.

LANE builds strategies that can be scaled to affect white supremacy and systemic racism on individual, organizational, institutional levels.

LANE communicates the leadership and learnings of cohort members.

WHO

Who does LANE work with?

LANE works with individuals, organizations, and institutions committed to building a just world.

LANE works with individuals, organizations, and institutions committed to smaller interactions that impact systems and ideas that dismantle white supremacy and oppressions.

LANE works with individuals, organizations, and institutions that build deep relationships and recognize everyone’s full humanity.

LANE works with individuals, organizations, and institutions with experience in capitalization, organizational development, systems analysis and racial and social justice.

SO WHAT?

Impact (Short & Long)

Cohort organizations will be stronger, healthier, adaptive and anti-fragile.

Cohort members are able to play a significant role in the well being of their local communities.

Cohort members are recognized as leaders in the arts and culture infrastructure, their contributions, strategies and tactics honored and they are resourced accordingly.

LANE demonstrates to the field a multiplicity of approaches to holistic organizational health.

LANE demonstrates the impact merging capitalization and racial justice/equity can have on organizations and the field.

Art & Culture organizations are seen as spaces that are an integral part of changing the conditions of this country.

