



DEI STATEMENT

Discovery Green Conservancy acknowledges the historical barriers and discrimination faced by underserved and marginalized Houstonians to freely explore curated public green spaces, to engage with inspiring arts, and to access safe, affordable family destinations. Discovery Green was designed to address these needs. Its campus and programs embrace Houston's rich diversity, collaborative nature, and multicultural heritage.

The role of the artist is to express the universal through their specific personal viewpoint and experiences. Likewise, Discovery Green serves to create common meaning and a shared Houston culture through the lens of personal experience. This is how people grow connection with one another, empathy, and new understandings. The Conservancy believes it is only when everyone is invited to participate either as park visitors, artists, staff or board members and vendors, that this process will be successful and Discovery Green's mission will be fulfilled.

Our desire is to empower and engage artists, organizations, business, and community leaders who identify as, or whose works' primary focus is of, Black, Native/Indigenous, People of Color, women, individuals with disabilities, LGBTQIA2S+ persons, and older adults. We define these as our **Communities of Focus**.

This is our commitment, and we believe:

- in the value of diversity and commit to creating spaces where visitors of different ethnicities, genders, cultures, beliefs, class backgrounds, ages, abilities, and orientation experience a sense of belonging.
- in the power of this urban oasis to create an inviting environment where all citizens can enjoy one another's company in a relaxed atmosphere.

- the root of our beloved, culturally relevant programming comes from our community's open spirit, which inspired the founding of this downtown green gem.
- in the values of integrity and inclusivity. These values shape our mission, inspire stewardship, impact leadership recruitment, and inform business decisions.

While the Conservancy has operated with these values since its inception, we are taking this moment to reaffirm our commitment to uphold these values. Furthermore, we will track and report on our progress. Therefore, the Conservancy commits to the following goals:

- Staff and leadership team composition from communities of focus:
FY 21 - Staff – 88%
 Leadership – 100%

Goal: 80%
- Programming/public art budget and artist roster from communities of focus:
FY 21 – 47.4%

Goal: 50%
- Professional services spend with communities of focus:
FY 19 - 87%
FY 20 - 94%
FY 21 - 86%

Goal: 85%
- MWBE vendors spend with communities of focus:
FY 19 - 34%
FY 20 - 28%

FY 21 - 29%

Goal: 40%

- Board of Directors composition from communities of focus:
FY 21 - 80%

Goal: 80%

Funded primarily through private contributions, the Discovery Green Conservancy is a 501 c3 non-profit organization that operates this village green for the public good, in service of the community.