

ANNUAL ANTI-RACISM REPORT



In this report, we at *Poetry Northwest* hold ourselves accountable for the goals we set for dismantling racism in 2021. Read about our progress over the last year and our new goals for 2022.

Measuring Progress Toward 2021 Goals & Reaffirming Our Commitment to Goals in 2022

- Since voicing our commitment to diversity in 2020, at least 50% of each issue of our 2021 magazines was comprised of work by artists or writers of color. *In 2022, we will continue to prioritize the publication of poems, prose, and visual art that actively reflects the diversity of our nation with 50% of each issue devoted to writers from historically resilient communities.*
- In 2021, we added three BIPOC senior editorial staff members, through both in-staff promotion and recruitment, and we secured grants to ensure they were financially compensated for their work. Our current staff is over 40% BIPOC, which is tripled from years prior. *In 2022, we will prioritize the recruitment and promotion of BIPOC editorial staff across all areas of our masthead, while maintaining ethical compensation through the procurement of grants written specifically to support this area of our DEI work.*
- One of our biggest accomplishments in 2021 was the successful launch of our fee-free James Welch Prize, which honors and celebrates two Indigenous poets annually. The prize is judged by an Indigenous poet and includes a significant financial award. With a successful Kickstarter campaign, we were also able to raise funds to support the prize for five years. *Each year, we will continue to celebrate the winners with readings, promotion and a feature.*
- In Spring 2022, *Poetry Northwest* will offer its first paid internship specifically for a BIPOC writer who will be participate in all facets of the magazine, including web, cover art and special features. *We will further formalize this through a partnership with the Seattle Writers in the Schools Program in order to increase visibility and opportunity for participation in this distinguished position.*
- Although we were not able to give away complimentary copies of our magazine to attendees of BIPOC summer programs like Cave Canem due to COVID-related cancellations, we issued a call over social media for BIPOC writers to request a free copy. *In 2022, we will continue to offer a free copy of our summer issue to any readers or writers of color who request one.*
- *Poetry Northwest* now has a line item in our budget for a donation each year toward a different organization that supports writers of color. In 2021 our donation went to Kundiman. *This will be an annual tradition.*
- In 2021, we capped our submissions at 300 entries per month. However, we subsequently made the decision to continue to welcome submissions from BIPOC writers each month during our open submission period even after reaching that cap. *In 2022, we will continue this process of prioritizing accessibility of our submission portal for writers of color.*

New Goals for 2022

- This year we will lay the ground work to secure long-term funding for the James Welch Prize so that we will be able to continue to support and compensate winners for many more years to come. By 2023, we will have a viable action plan for achieving that permanent funding.
- Because anti-racism is a continuous process, we commit to hiring an anti-racism training professional in 2022 to offer free annual anti-racism training to our staff, ensuring that everyone in our organization has access to these important tools of learning and action.
- After a two year COVID-related hiatus, we hope to be able to re-institute our practice of providing free copies of our summer issue to organizations that support writers of color through summer retreats and conferences.
- In 2021, we decided to keep our submission portal open for BIPOC writers past our submission cap of 300 entries. In 2022, we will streamline this process on Submittable and advertise this opportunity widely, making it more possible than ever for the work of BIPOC writers to reach our editors and readers.