



# Commission for Arts and Culture

City of San Diego Commission for Arts and Culture

**DEI Task Force**

**AGENDA**

Hyperlink to attend the meeting at its schedule time available [here](#)

**August 16, 2021**

**3:00pm - 4:30pm**

---

3:00 p.m.	I.	Call to Order	Udoka Nwanna
3:01 p.m.	II.	Non-agenda Public Comment	Udoka Nwanna
3:05 p.m.	III.	Welcome   Get Centered	Leah Goodwin
3:15 p.m.	IV.	Recap	Leah Goodwin
3:30 p.m.	V.	Key Elements	Leah Goodwin
4:20 p.m.	VI.	Next Steps	Leah Goodwin
4:30 p.m.	VII.	Adjourn	Udoka Nwanna

*VISION: Expanding our world by celebrating creativity in San Diego*

*PURPOSE: The City of San Diego Commission for Arts and Culture serves in an advisory capacity to the Mayor and City Council on promoting, encouraging and increasing support for the region's artistic and cultural assets, integrating arts and culture into community life and showcasing San Diego as an international tourist destination.*

Meeting will be live and recorded. PUBLIC COMMENT: Any member of the public may address the Commission on any subject in its area of responsibility on any matter not presently pending or previously discussed at the Commission. Pursuant to the provisions California Executive Order 29-20, Commission meetings will be held via teleconference until further notice. In lieu of in-person attendance, members of the public may submit their comments via a public comment [webform](#), or they may join the meeting as a "webinar attendee" at the link provided in the [Commission or Committee meeting website](#). For members of the public wishing to address the Commission under Public Comment via the [webform](#) prior to the meeting, instructions for word limitations and deadlines will be noted on the [webform](#). Pursuant to open meeting laws, no discussion or action, other than a referral, shall be taken by the Committee on any issue brought forth under non-agenda public comment. As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the City Clerk at (619) 533-4000 or <mailto:cityclerk@sandiego.gov>. The City is committed to resolving accessibility requests swiftly in order to maximize accessibility.



---

STATEMENT ON

---

# CULTURAL EQUITY

AMERICANS FOR THE ARTS  
STATEMENT ON CULTURAL EQUITY

To support a full creative life for all, Americans for the Arts commits to championing policies and practices of cultural equity that empower a just, inclusive, equitable nation.

## ■ DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.

## ■ ACKNOWLEDGEMENTS & AFFIRMATIONS

- In the United States, there are systems of power that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.
- Cultural equity is critical to the long-term viability of the arts sector.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- The prominent presence of artists challenges inequities and encourages alternatives.

## ■ MODELING THROUGH ACTION

*To provide informed, authentic leadership for cultural equity, we strive to...*

- **Pursue cultural consciousness throughout our organization** through substantive learning and formal, transparent policies.
- **Acknowledge and dismantle any inequities** within our policies, systems, programs, and services, and report organization progress.
- **Commit time and resources to expand more diverse leadership** within our board, staff, and advisory bodies.

## ■ FUELING FIELD PROGRESS

*To pursue needed systemic change related to equity, we strive to...*

- **Encourage substantive learning to build cultural consciousness** and to proliferate pro-equity policies and practices by all of our constituencies and audiences.
- **Improve the cultural leadership pipeline** by creating and supporting programs and policies that foster leadership that reflects the full breadth of American society.
- **Generate and aggregate quantitative and qualitative research related to equity** to make incremental, measurable progress toward cultural equity more visible.
- **Advocate for public and private-sector policy** that promotes cultural equity.



**This Statement on Cultural Equity** was crafted and unanimously adopted by the Americans for the Arts Board of Directors and staff in April of 2016, and was inspired and informed by the work, commitment, feedback, and insights of more than 150 local, state, and national partners from both inside and outside the arts. It is our hope that this Statement, or some version of it, inspires and informs you as well.

We encourage you to use it, share it, think about it, and adopt or adapt it for your organization and community.

Find out more, including how we and many other inspiring organizations and individuals are taking action toward healthier, more vibrant, more equitable communities, at [www.AmericansForTheArts.org/CulturalEquity](http://www.AmericansForTheArts.org/CulturalEquity).



*At Americans for the Arts, we believe in all the arts for all the people. With more than 50 years of service, we are dedicated to representing and serving local communities, and creating opportunities for every American to have equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.*

*revised October 2016*



## Racial Equity in Arts Funding

### Statement of Purpose and Recommendations for Action

Grantmakers in the Arts recognizes that our society is challenged to overcome a complex web of inequities – racism, sexism, homophobia, classism, and ableism among them. All of these forms of discrimination are powerful drivers of unequal individual and group outcomes. However, it is our belief that ALAANA individuals whose identities intersect with those of other “minority” social statuses often experience compounded mistreatment that is amplified by the interaction of race.

We support the work being undertaken to dismantle the array of social and economic injustices; however, GIA has determined that we must focus our efforts to heighten our effectiveness. We move forward from our assessment that racism is one of the most pressing issues of our time, and that meaningful progress on advancing racial equity will have significant positive impact on challenging other discrimination-based injustices. Therefore, our current priority is working against racism by working toward racial equity in arts funding.

#### Statement of Purpose

Grantmakers in the Arts’ board of directors developed a statement of purpose for their work in racial equity in arts funding with a goal to increase arts funding for ALAANA (African, Latinx, Asian, Arab, and Native American) artists, arts organizations, children, and adults. Originally published in 2015, this statement continues to be updated as GIA builds its knowledge of practical applications to assist institutional funders in achieving this goal.

#### Grantmakers in the Arts affirms that

- All peoples, their cultures, and their art contribute to the meaning and understanding of our humanity and should be honored and celebrated.
- Artists, their art, their process, and the organizations they create and support play a unique role in witnessing, demonstrating, and providing inspiration to resolve societal inequity and injustice.
- Sustained racialized public policies and institutional practices, both conscious and unconscious, have resulted in unequal access to education and resources for African, Latinx, Asian, Arab, and Native American (ALAANA) communities and artists. This systemic unequal access to opportunity has resulted in generations of unjust and inequitable outcomes for ALAANA communities.
- These social inequities continue to be reflected in the funding practices of private philanthropy and governmental funders in the arts. Therefore, in order to more equitably support ALAANA communities, arts organizations, and artists, funders should take explicit actions to structurally change funding behaviors and norms.

## Grantmakers in the Arts believes that

- Recommended solutions of the past, which have focused on diversity rather than structural inequities, have not resulted in nationwide successful outcomes in equitable inclusion and/or grantmaking to ALAANA artists and audiences.
- A historic societal and philanthropic bias for European art forms has undervalued the contributions of ALAANA art forms and artists. Arts funders are encouraged to implement relevant programs and create new structures in which ALAANA communities, artists, and arts organizations benefit as leaders, grantees, and partners.
- Addressing historic injustices is a vital component of achieving equity for ALAANA communities.

**Therefore, the Board of Directors of Grantmakers in the Arts** has made racial equity in arts funding a primary focus of the organization. We have committed financial and human resources to educating funders on institutional racism and the power struggle innate within grantmaking. We are committed to addressing structural inequities and increasing philanthropic and governmental support in the arts for ALAANA artists, arts organizations, children, and adults through the following actions:

- Maintain a Racial Equity board committee to oversee and direct GIA's work in this area.
- Conduct and annually revisit a racial equity audit of the internal policies and external communications of GIA to provide internal guidance.
- Assure that all GIA programs, i.e. arts education, capitalization, support for individual artists, and others are developed using a racial equity lens.
- Assure policies in governance and organizational administration are conducted using a racial equity lens.
- Convene funders nationally/regionally to provide resources and share best practices to create equity for ALAANA organizations and artists.
- Regularly promote racial equity throughout all GIA's communication platforms.
- Advocate research and data collection that accurately represents the demographics served by and serving in arts organizations and foundations.
- Require all Grantmakers in the Arts board and staff members to attend structural racism training.
- Intentionally consider and select members from ALAANA populations for the GIA board of directors and staff.
- Select staff and members for board service whose values include racial equity and social justice.
- Assure that racial equity conversations are integrated into sessions at the annual conference and that specific sessions or preconferences are offered to educate attendees on inequities in funding ALAANA organizations and artists, understanding structural racism, and the grantmaking power structures.
- Assure representation by ALAANA artists, keynote speakers, and panelists at annual conferences and other convenings.
- Maintain a topic area webpage on racial equity in arts funding that includes up-to-date research and information available to funders and the general public.

- Provide support for individual members and collective groups of funders who are seeking to achieve greater racial equity in arts funding in their own communities.
- Collaborate with other national, regional, and local organizations who are also working toward greater racial equity in philanthropy.

## Definitions

Grantmakers in the Arts' definitions are adapted from Change Philanthropy's, RacialEquityTools.org's, and Independent Sector's - which are based on language from the D5 Coalition, the Racial Equity Tools Glossary, and UC Berkeley.

**Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. We recognize that individuals affiliate with multiple identities.

**Inclusion:** The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.

**Racial Equity:** Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. Racial equity is one part of racial justice. Therefore, we also include work that addresses root causes of inequities and not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

**Philanthropic Racial Equity:** Racial equity in philanthropy is the investment of social and financial resources in policies, practices, and actions that produce equitable access, power, and outcomes for African, Latinx, Arab, Asian, Native-American (ALAANA) communities/communities of color.

An **ALAANA organization** is one whose primary intentions, practices, and mission are by, for, and about ALAANA artists, cultures, and communities. (The word "for" refers to the intention of the organization to perpetuate, promote, and present art that is representative of an ALAANA culture and people and/or is given form by ALAANA artists.)

Indicators may include but are not limited to, the presence of some combination of:

- Organizational mission
- Executive, artistic and governance leadership
- Programmatic content
- Artists



## Recommendations for Action

Grantmakers practicing racial equity in arts funding consider root causes and systems to understand historic inequities in funding ALAANA artists and arts organizations. They execute a course correction with explicit intent to structurally change funding behaviors and norms compensating for past neglect and move forward with equal opportunities resulting in better funded and supported ALAANA communities, artists and arts organizations.

**Funders can help strengthen ALAANA organizations by providing the following resources:**

- Networks for learning, sharing and resources
- Connections to learning communities, mentorships, technical assistance, financial and governance power structures
- Money; intentional funding programs that build capacity both artistically and administratively, support artistic growth following capitalization recommendations of general operating support, and fully support of programs and necessary over-head and salary costs
- Visibility
- Power-sharing opportunities working in partnership

**Grantmakers will benefit from the following:**

- Cultural competency training about ALAANA artists and arts organizations within their funding constituency
- Systems analysis of the constituency community, with a historic perspective defining successful outcomes
- Values and evaluation processes that may be unique for developing ALAANA organizations who have been in the past denied access to financial, administrative, and programmatic resources
- Data frameworks based on racial equity and the collection of information on ALAANA organizations and artists that exist and may or may not be apply for funding.
- Prioritizing community accountability with ALAANA stakeholders as partners

**What can be done as an Individual Practitioner?**

Consider how you and your organization can be educated on institutional racism, transformed and changed over time. This should come first.

- Everyone should be educated on historic, systemic racism. Find a training that is right for you. This training, particularly for white people, will give you confidence in a vocabulary, greater understanding as an ally, and a truer understanding of the structures that have had an historic impact on preventing equity.
- Find allies who want to learn with you, read articles/books, and broaden your understanding of the historic context.
- Recognize the difference between diversity, inclusion, and equity.
- Learn about implicit bias and its impacts on your philanthropic and personal practices.

- Seek support from colleagues who are in the process of creating change within their institutions.
- Be committed to a lifelong process of learning and change.
- Be available to your peers as a resource.
- Conduct data analysis (using a racial equity lens) on your own portfolio to identify where dollars are going and opportunities for change.
- Use inclusive and welcoming language in your external communications.
- Seek research and data about racial equity to present to institutional leadership.
- Mine your own institutional history for past efforts and lessons learned.
- Identify resources and allies within your own organization and/or your community.
- Learn the history of local ALAANA communities and become familiar with leaders.
- Seek opportunities to institutionalize your work.

#### **What can be done in your Institution?**

- Establish a racial equity advisory committee or working group of colleagues that will inform programming direction and guide institutional change.
- Regularly promote racial equity throughout all communication platforms.
- Advocate research and data collection that accurately represents the demographics served by and serving in arts organizations and foundations.
- Provide an opportunity for board and staff to attend structural racism training.
- Intentionally consider, select, and support ALAANA candidates for board and staff.
- Intentionally consider, select, and support board and staff who value racial equity.
- Assure that a racial equity lens informs all decision-making, programs, policies and procedures.
- Collaborate with other organizations working toward greater racial equity to provide resources and share best practices to create equity for ALAANA organizations and artists.

## **Resources from GIA**

[Outline of GIA's Work in Equity, 2008–Present](#)

[2016 Web Conference Series: Practices for Advancing Racial Equity in Arts Grantmaking](#)

[Supporting ALAANA Organizations: GIA Racial Equity Forum](#)

[Example of an Organizational Racial Equity Audit RFP](#)

[Racial Equity in Arts Funding Organizational Audit: Executive Summary](#)

## Other Recommended Resources and Readings

*A short sample of excellent writing about oppression of ALAANA people, racism, social justice, and what we can do.*

["Choosing a School for My Daughter in a Segregated City,"](#) Nikole Hannah-Jones

["The Case for Reparations,"](#) Ta-Nehisi Coates

["How 'White People' Were Invented by a Playwright in 1613,"](#) Ed Simon

["Not Just Money: Equity Issues in Cultural Philanthropy,"](#) Helicon Collaborative

["A History: The Construction of Race and Racism,"](#) Western States Center

[Philanthropic Initiative for Racial Equity's resources page](#) is specifically geared toward philanthropy.

[Portal created by Kellogg Foundation.](#) Covers written materials (books, research reports, magazines, articles, etc.)

*Published March 2015*

*Revised April 11, 2019*



**Grantmakers in the Arts**  
Supporting a Creative America

522 Courtlandt Avenue  
First Floor  
Bronx, NY 10451

# Equity Rationale: Why You Need One, and How To Get Started

You might be thinking, “What the heck is a rationale, and what’s in it that’s not already covered by my mission, vision, strategic plan, theory of change, AND logic model?! TMC, isn’t it enough that I use **MOCHA** (<http://www.managementcenter.org/resources/assigning-responsibilities/>)?”

Trust us, it’s worth it.

An equity rationale is a set of reasons for increasing equity and inclusion in your organization or team, both in your internal practices and policies and in the external impact you’re making in the world. It answers the fundamental question: **Why is equity and inclusion critical to achieving your mission?**

Why is a rationale important?

1. **It can shape your team, systems, and work.** A great rationale should function like guardrails in a bowling lane, guiding how you: hire, develop, and retain staff; design processes, policies and procedures; and create roles and goals. You might not get a strike every time, but you’ll avoid the gutter balls.
2. **It gives you shared vocabulary to talk about equity.** Make the implicit explicit by defining foundational concepts and how they connect to your mission, values, and strategies.
3. **It can be an ongoing accountability mechanism.** Name your commitment to embedding equity into your organization at every level, and get clear on the consequences of success or failure.

Your rationale is a tool to spark and facilitate reflection, learning, and actionable commitments to equity and inclusion within your organization. It won’t solve all your equity problems, but it’s one step in a bigger process to build a diverse team of high performers, develop inclusive policies and culture, and get outstanding results.

Looking to create or fine-tune a rationale? We have some tips to get started!

1. **Build a team and don’t rush the process.** Like eating dim sum, wrestling with equity-related questions is best done with others at an unhurried pace. Engage people of different identities and levels within the organization to get diverse perspectives.
2. **Consider both the spiritual and practical components of your rationale.** A “business case” for diversity and inclusion that’s not anchored to a moral argument for equity and justice makes you likely to tokenize people of color and marginalized communities, doing more harm than good. And, when the moral argument isn’t tied to an understanding of how equitable practices concretely drive your organization’s impact, you’ll find yourself talking a good game with little to back it up. For the practical component, there are often two parts—one that’s applicable to most organizations (like “focusing on equity leads to better talent”) and one that’s unique to your mission (like “we won’t succeed at ending youth homelessness unless we understand and meet the needs of queer and trans youth of color”). Deeper transformation happens when you consider the spiritual and (both) practical reasons for equity.

3. Try a **“Worst Case Scenario” exercise**. This will help you identify the practical reasons that are unique to your organization. What if your organization weren’t committed to equity? If everyone were racist (or classist, sexist, homophobic, xenophobic, etc...), what would be the outcomes? How would it affect your understanding of the problem you’re solving for? In what ways would you fail to meet your mission? Once you’ve sufficiently worked yourself into a tizzy from your equity doomsday scenario, build your equity bunker. How can you avoid these pitfalls? What different systems or practices would you need? Who would you need on your team?

**Check out our list of suggested components and examples below.** Note that these are suggestions because there aren’t any hard and fast rules—a rationale can be a standalone document, baked into your mission, vision, values, or other statements (we’ve found this to be true for many organizations that are by and for people of color and indigenous folks), or both!

Suggested Components	Examples
<p><b>Make an explicit commitment.</b></p>	<p><i>[Demos is] committed to maintaining a work environment that recognizes, understands, respects, and encourages the unique contributions of each member of the Demos family.</i> (<b>Demos</b> (<a href="http://www.demos.org/about-demos">http://www.demos.org/about-demos</a>))</p> <p><i>YWCA’s commitment to racial justice and civil rights runs deep. Since the 1800s, Black and Native women have been providing leadership in YWCA’s movement and, because of the leadership of women of color, in 1946 YWCA began working for integration throughout the organization, adopting an “interracial charter”...That work culminated in the creation of YWCA’s One Imperative in 1970: To thrust our collective power towards the elimination of racism, wherever it exists, by any means necessary.</i> (<b>YWCA</b> (<a href="https://www.ywca.org/what-we-do/our-mission-in-action/racial-justice-civil-rights/">https://www.ywca.org/what-we-do/our-mission-in-action/racial-justice-civil-rights/</a>))</p>
<p><b>Trace the connection between systemic oppression and your mission.</b> How have racism and other intersecting oppressions shaped the issues you work on?</p>	<p><i>Unequal access to opportunity along lines of race, class, and other aspects of identity has deep roots in American history, and institutional racism and classism contribute to inequitable access to educational opportunity in our country today. Therefore, understanding race, class, and the intersectional nature of oppression along these and other lines is critical to eliminating educational inequity and creating an education system in which all students can flourish.</i> (<b>Teach For America</b> (<a href="https://teachforamerica.app.box.com/s/kzqghmjdu999jivxd1ap0zqn2844cb80">https://teachforamerica.app.box.com/s/kzqghmjdu999jivxd1ap0zqn2844cb80</a>))</p> <p><i>We particularly acknowledge the pervasive inequalities faced by people of color in this country, across all other aspects of their identity, and consider racism to be the root of the inequity that many in our community inevitably face. Because of this country’s legacy of institutionalized racism, EHTP’s staff and stakeholders must face, honestly and directly, our own racial identities and our own conscious and unconscious biases.</i> (<b>East Harlem Scholars Academies</b> (<a href="http://eastharlemscholars.org/our-school/core-values">http://eastharlemscholars.org/our-school/core-values</a>))</p>
<p><b>Acknowledge your organization’s journey.</b> If your organization has gotten it “wrong” in the past or had to shift its analysis, own it. Has your organization been colorblind or</p>	<p><i>It hurts to share the appalling stories from the magazine’s past. But when we decided to devote our April magazine to the topic of race, we thought we should examine our own history before turning our reportorial gaze to others.</i> (<b>National Geographic</b> (<a href="https://www.nationalgeographic.com/magazine/2018/04/from-the-editor-race-racism-history/">https://www.nationalgeographic.com/magazine/2018/04/from-the-editor-race-racism-history/</a>))</p>

<p>race silent? Have you previously excluded trans or non-binary people from your organization? Did your organization start off working on one issue, and then expand to include others?</p>	<p><i>Our work originally came out of a response to rising anti-Asian violence across the country, including the murder of Vincent Chin in 1982. As we publicized these cases, we developed a deeper analysis of the root causes of violence: that it wasn't just random individuals, but part of the legacy of systemic and institutional racism; that as a result of systemic and institutional racism, immigrants and refugees were kept in poverty and forced to work in poor conditions; that women's work has always remained invisible in and outside of the home; that LGBTQ folks bore the brunt of being marginalized to maintain the silence of others; and that the struggles our communities face in the United States are directly related to US policies abroad. (CAA AV (<a href="http://caaav.org/about-us/history-of-caaav">http://caaav.org/about-us/history-of-caaav</a>))</i></p>
<p><b>Set concrete expectations for advancing equity and inclusion.</b> How will your organization embed equity into your systems and culture? What is at stake if you don't? How will you evaluate whether you're meeting the expectations you've set?</p>	<p><i>We are committed to anti-oppression. This includes reflecting on our own privilege, being open to hearing that we have work to do to address internalized oppressive values or dynamics, redistributing power and leadership away from ourselves when it benefits the collective and the community, participating in ongoing training and learning throughout our lives to address these persistent dynamics, communicating clearly, and supporting other's communication. (Sylvia Rivera Law Project (<a href="https://srlp.org/about/principles/">https://srlp.org/about/principles/</a>))</i></p> <p><i>We are working hard to ensure that all members of our team have a baseline understanding of how to analyze and address bias and structural barriers in our work....We have also worked to identify common "stages" of our consulting projects and to identify considerations and resources at each stage that can help us more deeply and regularly examine disparities, name and assess root causes, and explore whether possible solutions might yield equitable or inequitable outcomes. (FSG (<a href="https://www.fsg.org/diversity-equity-and-inclusion">https://www.fsg.org/diversity-equity-and-inclusion</a>))</i></p>
<p><b>Articulate how equitable practices will help you achieve better results and impact.</b> This one is especially important for organizations for whom social justice isn't already woven into everything you do. How will your external impact be better? Here, consider the two practical components we mentioned in tip #2.</p>	<p><i>Diversity is a strategic goal as well as a just one. Diversity creates better policies. We are a multi-generational community committed to progress, and every year we understand better that progress will not be fast enough, or reach its potential, unless we include the voices of everyone who shares our common values. (EMILY's List (<a href="https://www.emilyslist.org/pages/entry/our-mission">https://www.emilyslist.org/pages/entry/our-mission</a>))</i></p> <p><i>We will be better able to adapt to changing markets, respond to client and partner needs, and develop more effective business practices, which in turn will lead to greater success as a firm. (Arabella Advisors (<a href="https://www.arabellaadvisors.com/company/diversity-equity-inclusion/">https://www.arabellaadvisors.com/company/diversity-equity-inclusion/</a>))</i></p>

\*Here's our full list of examples:

- **Arabella Advisors** (<https://www.arabellaadvisors.com/company/diversity-equity-inclusion/>)
- **CAA AV** (<http://caaav.org/about-us/history-of-caaav>)
- **Color of Change** (<https://www.colorofchange.org/careers/>)
- **Demos** (<http://www.demos.org/about-demos>)

- **East Harlem Scholars Academies** (<http://eastharlemscholars.org/our-school/core-values>)
- **Education Pioneers** (<http://www.educationpioneers.org/who-we-are/our-core-values>)
- **EMILY's List** (<https://www.emilyslist.org/pages/entry/our-mission>)
- **FSG** (<https://www.fsg.org/diversity-equity-and-inclusion>) (and check out their series of blog posts on their process!)
- **National Geographic** (<https://www.nationalgeographic.com/magazine/2018/04/from-the-editor-race-racism-history/>)
- **Race Forward** (<https://www.raceforward.org/about>)
- **Southerners On New Ground** (<http://southernersonnewground.org/about/>)
- **Sylvia Rivera Law Project** (<https://srlp.org/about/principles/>)
- **Teach For America** (<https://teachforamerica.app.box.com/s/kzgqhmjdu999jivxd1ap0zqn2844cb80>)
- **The Wilderness Society** (<https://wilderness.org/our-commitment-diversity-equity-and-inclusion-wilderness-society>)
- **YWCA** (<https://www.ywca.org/what-we-do/our-mission-in-action/racial-justice-civil-rights/>)

1920 L Street NW  
Suite 775  
Washington, DC 20036  
ph 202-559-7475

*Copyright © The Management Center. All rights reserved.  
More information: <http://www.ManagementCenter.org>*

## **Cultural Equity Statement**

The Sacramento Metropolitan Arts Commission believes that all people in Sacramento County have the right to celebrate and engage in meaningful and relevant arts and cultural experiences. Each member of the community should experience arts which reflect and nourish their identity and self-esteem. The Arts Commission is committed to ensuring racial and cultural equity in its outreach, funding, leadership, resource allocation, partnerships, and programs. The Arts Commission believes that equity moves past inclusion and representation; accepting that power has created uneven starting points for some communities and individuals.

The Arts Commission defines **Cultural Equity** as the inclusion and fair representation of multiple diverse populations in outreach and in the allocation of funding, resources (e.g., facilities and fiscal), and programs, providing equitable and fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some communities.

The Arts Commission's definition of **Diversity** includes all the ways in which people differ, including but not limited to, race, ethnicity, gender, socioeconomic status, age, gender identity, sexual orientation, disability, geography, citizenship status, religion, language, physical appearance, and those affiliating with multiple identities. Our definition also includes diversity of thought: ideas, perspectives, and values.

The Arts Commission defines **Access** as giving all individuals and organizations in Sacramento County fair and just pathways to appreciate and be exposed to the arts as well as attain information, financial resources and opportunities to fulfill cultural and artistic expression and development.

The Arts Commission defines **Communities** as municipalities, neighborhoods, social and cultural enclaves, diverse groups, and groups with distinct demographic characteristics residing within Sacramento County.

**The Sacramento Metropolitan Arts Commission commits to ensuring racial and cultural equity in all its policies and practices. To implement the principles of the Cultural Equity statement, the Arts Commission will engage in:**

**Outreach and Engagement.** The Arts Commission will continually practice proactive outreach to multiple diverse communities to support involvement and engagement in Arts Commission opportunities, programs, resources, and partnerships and provide accessibility and inclusivity in all aspects of leadership, partnerships, and programs. The Arts Commission will advocate for equitable resources to support and serve multiple diverse populations specifically.

**Equity and Access.** The Arts Commission acknowledges that inequity is pervasive and historic. Simple diverse representation does not dismantle the unequal nature of voice, resource allocation, and visibility that exist in the arts and cultural ecosystems. Disparities and discrimination are daily occurrences that are entrenched in long standing majority privilege and power inside and outside of the arts; tackling issues surrounding these occurrences requires an understanding of the root causes of disparities within our society. The Arts Commission commits to systemic change that will remove barriers, thus improving access, empowerment and representation in the development and distribution of arts policy and resources to diverse communities and individuals. The Arts Commission acknowledges that there are different methods of communication, and embraces a variety of communication styles that will allow for equitable access.

**Accountability.** The Arts Commission will hold itself accountable by acknowledging that equity does not currently exist in the arts. The Arts Commission will provide transparent and inclusive processes in the selection and allocation of all arts funding, resources and the development of policies and practices. The Arts Commission commits to ongoing evaluation and review of the effectiveness of cultural equity practices and procedures, such as conducting and regularly revisiting a racial and cultural equity audit of the internal policies and external communications of our organization to provide internal guidance. The Arts Commission commits to sharing the results of cultural equity audits publicly.



## **The City of West Hollywood Arts Division and Arts and Cultural Affairs Commission Cultural Equity Statement is as follows:**

“The City of West Hollywood’s Arts Division and Arts and Cultural Affairs Commission believe that all people in the City of West Hollywood have the right to celebrate and engage in meaningful and relevant arts and cultural experiences. Each member of the community should have access to the arts which reflect and nurture individual identities, affirm personal value, and foster belonging in the community. Arts and culture are foundational to quality of life and vibrant and resilient communities. Arts and culture have the power to enhance inclusion, engagement, and diversity, and contribute to positive outcomes across civic life. The right to participate freely in the cultural life of the community is recognized as a basic human right.

“The Division and Commission’s definition of diversity includes all ways in which people differ, including but not limited to, race, ethnicity, gender, socioeconomic status, education, age, gender identity, gender expression, sexual orientation, ability, geography, citizenship status, religion, language, physical appearance, and the intersection of these various identities. (If the City of West Hollywood adopts an official City-wide definition of ‘diversity’ it will supplant the definition included in the Cultural Equity Statement.)

“We commit to ensuring cultural equity in all arts policies and practices. To implement the principles of this statement, the Division and Commission will:

- Advocate for equitable outreach and engagement resources to intentionally support and serve diverse populations.
- Actively seek out opportunities to acknowledge past exclusions and change perceptions by being mindful of ways to encourage participation of artists from groups who have experienced prejudice in the past.
- Reflect on and take action to address and correct any implicit biases that may lead to preferences for one artist or artform over another.
- Provide equity and access through systemic change that will remove barriers, thus improving access, empowerment and representation in the development and distribution of arts policies and resources to diverse communities and individuals.
- Remain accountable through ongoing evaluation and review of the effectiveness of cultural equity practices and procedures and by making public the results of cultural equity audits.

“The Arts Division and Arts and Cultural Affairs Commission commit to using this statement to inform funding, decision-making, leadership, staffing, resource allocation, policies, partnerships, and programs.”

For additional information about the City of West Hollywood’s Cultural Equity Statement, please contact Mike Che, the City of West Hollywood’s Arts Coordinator, at (323) 848-6377 or [mche@weho.org](mailto:mche@weho.org). For people who are Deaf or hard of hearing, please call TTY (323) 848-6496. For up-to-date news and events, follow the City of West Hollywood on social media @WeHoCity and sign up for news updates at [www.weho.org/email](http://www.weho.org/email).

The Arts Council of Indianapolis is committed to working with the arts and cultural community to cultivate a sector that serves, celebrates, and values every resident of Indianapolis. We envision a city where engagement in the arts is not pre-determined by socio-economic status, race, ethnicity, gender, sexual orientation, or disability. We see a robust and successful arts and cultural community as:

- A city where all artists, creative workers, audiences, and students have full access to the robust creative arts resources of our community and in which their varied histories, voices, and life experiences are honored.
- A city where equitable access to arts funding and programs for all arts organizations and artists is expected and delivered.
- A city where such funding and programs unite arts organizations and artists with diverse populations in our community to nurture a community where every resident sees themselves as belonging, learning, and participating in the arts sector.

We believe these closely held tenets will sustain a full creative life for all.

# Racial Equity

## Commitment to Racial Equity

*The Seattle Office of Arts & Culture commits to an anti-racist work practice that centers the creativity and leadership of people of color - those most impacted by structural racism - to move toward systems that benefit us all. We also acknowledge that we are on Indigenous land, the traditional territories of the Coast Salish people.*

We envision a city of people whose success, safety and health are not pre-determined by their race. A city where all artists, performers, writers and creative workers have the freedom, agency and platform to share and amplify their stories, art, cultures and experiences. At the same time, we acknowledge that our actions - both conscious and unconscious, past and present - have benefited some communities while limiting opportunities and outcomes for communities of color. We work toward our vision by addressing and working to eliminate institutional racism in our [programs](#), policies and practices.

In alignment with the City's [Race and Social Justice Initiative](#), we seek new solutions that use arts as a strategy to drive not only our office, but the City as a whole toward racial equity and social justice. We will continue to break barriers and build arts-integrated tools that challenge the status quo, and push us toward the inclusive society we envision. If you have any questions about our commitment, or would like to know more about the work we are doing, please call us at 206.684.7171 or email at [Arts.Culture@Seattle.gov](mailto:Arts.Culture@Seattle.gov).