

Today's seminar will begin shortly.

Enable Your Audio!



To listen via your computer, enable your audio speakers.



To listen via phone, dial **1-855-797-9485**. Enter the access code **661 729 686** and the pound (#) key. Then follow the system prompts to synchronize your phone line and web I.D., located under the Event Info tab.

Addressing Diversity, Equity and Inclusion

SAA Programs & Policies



Pam Breaux
Chief Executive Officer

Your Hosts

National Assembly of
State Arts Agencies
KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY



Eric Giles
Learning Services
Manager



Paul Pietsch
Research Manager

Tech Tips

Cisco WebEx Event Center

File Edit Share View Communicate Participant Event Help

Quick Start Event Info Demographi...

NASAA Web Seminar

Host: eric giles

Audio connection: US Toll free: +1-855-797-9485
US Toll: +1-415-655-0002

Access code: 664 604 773

Attendee ID: 3775

Event number: 664 604 773

Participants (2)

Speaking:

Panelists: 2

- NASAA Staff (me)
- eric giles (Host)

Attendees: 0 (0 displayed)

Chat

Q&A

All (0)

Send Send Privately...

Connected

If you have joined us today via a telephone, please complete your connection following the system prompts to synchronize your phone line and web identity.

Tech Tips

The screenshot displays the Cisco WebEx Event Center interface for a "NASAA Web Seminar". The main content area on the left lists event details: Host (eric giles), Audio connection (US Toll free: +1-855-797-9485, US Toll: +1-415-655-0002), Access code (664 604 773), Attendee ID (3775), and Event number (664 604 773). The top navigation bar includes tabs for Quick Start, Event Info, and Demographi... The right sidebar contains three main sections: Participants (2), Chat, and Q&A. A large red arrow points from the bottom towards the Chat tab. The bottom status bar shows "Connected" with a green dot.

If you have joined us today via a telephone, please complete your connection following the system prompts to synchronize your phone line and web identity.

Tech Tips

The screenshot shows the Cisco WebEx Event Center interface. The main content area displays a seminar announcement: "Today's seminar will begin shortly." followed by the National Assembly of State Arts Agencies logo. Below this, a large black box contains the text "Enable Your Audio!" in yellow. Underneath, there are two instructions: "To listen via your computer, enable your audio speakers." and "To listen via phone, dial 1-855-797-9485. Enter the access code 666 838 172 and the pound (#) key. Then follow the system prompts to synchronize your phone line and web ID, located under the Event Info tab." A red arrow points from the text "located under the Event Info tab" to the "Event Info" tab in the top navigation bar. The right sidebar shows the "Participants (2)" list, which includes "NASAA Staff (me)" and "eric giles (Host)". Below the participants list is a "Chat" section with a "Send to:" dropdown menu set to "Host" and a "Send" button. At the bottom right, it says "Connected" with a green dot.

Cisco WebEx Event Center

File Edit Share View Communicate Participant Event Help

Quick Start Event Info Demographi...

Today's seminar will begin shortly.

National Assembly of State Arts Agencies
KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

Enable Your Audio!

To listen via your computer, enable your audio speakers.

To listen via phone, dial **1-855-797-9485**. Enter the access code **666 838 172** and the pound (#) key. Then follow the system prompts to synchronize your phone line and web ID, located under the Event Info tab.

Participants (2)

Speaking:

Panelists: 2

NASAA Staff (me)

eric giles (Host)

Attendees: 0 (0 displayed)

Chat

Send to: Host

Select a participant in the Send to menu first, type chat message, and send...

Send

Q&A

Connected

If you have joined us today via a telephone, please complete your connection following the system prompts to synchronize your phone line and web identity.

- **Presentations – CA, PA, WI**
- **Moderated Discussion**



Q&A

Chat

Our Speakers

National Assembly of
State Arts Agencies
KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY



Jason Jong
California Arts Council



**Charon Battles
& Dana Payne**
Pennsylvania Council
on the Arts



Karen Goeschko
Wisconsin Arts Board

California Arts Council

Current Strategies for Advancing Equity

April 6, 2017

Arts Program Specialist: Jason Jong



California Arts Council



Advancing
California
through the
ARTS and
CREATIVITY

Fiscal Year 2016-17

Increased state arts funding and program expansion



15 unique
grant programs

\$15 million
in grants

Up to 1,000
grants to be
awarded

Artists Activating Communities

Program Specialist: Andrea Porras

Availability: Winter 2017

Project support for artist residencies in specifically tailored community settings



Local Impact

Program Specialist: Andrea Porras

Availability: Winter 2017

Project and partnership support for small arts organizations serving underserved communities



Statewide and Regional Networks

Program Specialist: Jaren Bonillo

Availability: Winter 2017

General operating support for arts networks and arts service organizations

Culturally specific, multicultural, discipline-based and multi-discipline statewide and regional arts networks and arts service organizations are eligible to apply.

Cultural Pathways

Program Specialist: Jason Jong

Availability: Fall 2017

General operating and professional development support for small arts groups rooted in communities of color, recent immigrant and refugee communities, and tribal groups



Cultural Pathways

Program Goals:

- Cultural equity
- Sustainability and leadership

Development

Cultural Pathways

Intended Outcomes:

1. Authentic and creative voices will be nurtured.
2. A greater diversity of artists, organizations and communities will be supported.
3. Infrastructure will be strengthened.
4. Significant professional development will enable transformational organizational growth.

Cultural Pathways

Technical Assistance and Professional Development Framework:

Goal to strengthen the capacity of new and emerging arts organizations

Strategic partnership with Alliance for California Traditional Arts, offering the following:

- Technical assistance
- Professional development
- Co-learning opportunities



How is CAC addressing diversity, equity, and inclusion?

Internal:

- Governance practices and policies
- Internal policies
- Ongoing program assessment
- Cultural equity review
- Strategic plan alignment

How is CAC addressing diversity, equity, and inclusion?

External:

- Language support
- Targeted grantmaking
- Outreach and marketing
- Resource and knowledge sharing
- Strategic partnerships

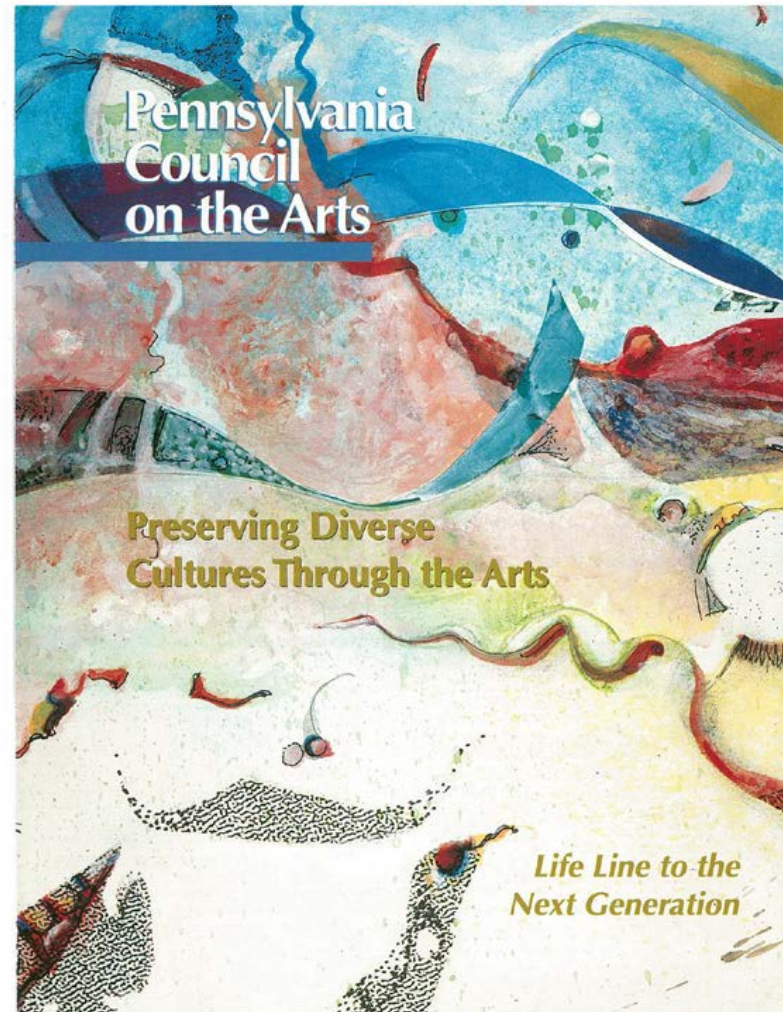
Staff Contacts

Shelly Gilbride, Ph.D.
Programs Officer
shelly.gilbride@arts.ca.gov
(916) 324-0075

Jason Jong
Arts Program Specialist
jason.jong@arts.ca.gov
(916) 322-6338



Preserving Diverse Cultures Through the Arts



Life Line to the Next Generation



Preserving Diverse Cultures Division (formerly Minority Arts Program)

- 1978 Formed ad hoc Steering Committee for Black Performing Arts
- 1979 Minority Arts Program initiative
- 1990 Minority Arts Program responsive funding opportunities
- 1996 Name change to Preserving Diverse Cultures Division

* *Serves the ALNAH Communities (African American, Latino, Asian, Native American and Hispanic)*



Preserving, Presenting & Promoting

1980 - 1990

- Technical assistance program and development publications
- Fellowship in Arts Management Enterprise (FAME)
- Showcase performances in Harrisburg, Philadelphia and Pittsburgh

1990 - 2014

- Strategies for success
- Arts Management Internship Program (AMI)
- Organizational Development Conference
- ALNAH news bulletin
- Technical assistance for ALNAH artists

Arts Management Internship

- Four-phase management training program
- Novice and intermediate arts administrators
- Classroom, laboratory and field experience
- 16 classes, 37 interns



Strategies for Success 1st & 2nd Levels

Basic Level – Up to \$5,000

Program and consultant support (nonmatching)

Handz On!

African American youth arts education programs

Lancaster, PA



Intermediate Level – Up to \$10,000

Capacity building staff, program and consultant support
(matching/nonmatching combination)

Mexican Cultural Center

Mexican culture festivals, workshops, exhibitions
Philadelphia, PA



Strategies for Success – 3rd Level for Arts Organizations Only

Advanced Level – Up to \$15,000 (matching funds)

Program, staff or planning implementation grants

Al Bustan Seeds of Culture

Arab cultural concerts, classes, summer arts camps and arts in education programs

Philadelphia, PA



Challenge Program: Managing a Positive Financial Plan

Two Phases – Planning and implementation to stabilize, diversify and increase the applicant's revenue streams

Asian Arts Initiative



Brandywine Graphic Workshop and Archives



Village of Arts & Humanities



Raices Culturales Latinoamericanas



Preserving Diverse Cultures Through the Arts → Moving Forward



Preserving Diverse Cultures Through the Arts: The Pillars

- I. Our work is experience & time intensive
- II. We work within ALANAH communities
- III. Examine and address outdated organizational models and funder relations
- IV. “Un-hitching” funding from development and technical assistance requirements



Preserving Diverse Cultures Through the Arts: Without Barriers

- I. Technology – access & usage
- II. National & regional conferences



Preserving Diverse Cultures Through the Arts Moving Forward

Voices from The Field

by Howard Sid Lucas

AS I SIT HERE LISTENING TO
THE CHICOPEE WOMEN'S
WRITING PROJECT ... is there hope

HOPE THAT today will be different
who am I kidding
MANY days I HAVE said this
MANY days I HAVE cried
MANY days it CONTINUES

when shall my light shine
is it NOT shining now
how come people always said
"you HAVE what it takes"
well, how long does it take
and WHAT is it THAT I HAVE

SUMMERTIME is AS awful AS it GETS
it flourishes THE SEEDS FROM BARREN
WINTER AND CHANGEABLE spring
THEREFORE, it DOES NOT let you hide
it HAS you walking tall, shoulders back
and showing all your pride

YET still you say, when will the light shine
when you GET off your butt and put down THE wine
So CHICOPEE Women CONTINUE your life
You HAVE shown STRENGTH and OVERCOME strife
I salute you so!
You MAKE ME REMEMBER
Now THE fire's reFlamed with MORE than ONE ember.

Written at the Arts Extension Service (AES)
Summer Program 1997 during his 1997
PCA Arts Management Intern





Elena Greendeer finger-weaving a Ho-Chunk pah-keh
December 18, 2015



Folk arts masters and apprentices showing & performing at the Dane County Airport gallery space



Ko-Thi Dance Company



The African American Children's Theater



Latino Arts Strings Program with President Barack Obama
Milwaukee, 2016



Tessa's Black Entertainment for Youth Company (TBEY)

THE MAXCI ASSESSMENT TOOL™

THE MAXCI ASSESSMENT TOOL™ IS AN ONLINE, CONFIDENTIAL, THIRD PARTY ASSESSMENT FOR NONPROFIT ORGANIZATIONS THAT UTILIZES COMPARATIVE SCORING TO MEASURE THE ORGANIZATION'S STATUS QUO AND ITS GROWTH POTENTIAL.

MaxCI MAXIMIZING COMMUNITY INVESTMENTS INC
It's all about enriching people's lives

The Nonprofit
Edge

ACI Today: Types of Activities Funded

- Artist fees
- Human resources/Staff salaries
- Consultant fees for services related to specific operational or policy issues
- Conference, seminar, or workshop costs
- Strategic planning (could include succession planning)
- Evaluation and assessment costs
- Other infrastructure support

Marketing

Information technology

Financial systems

Fundraising processes

Program design and implementation

**What are you doing to
assess the impact
of your DEI efforts?**

What advice would you give to SAAs who are looking to ramp up their DEI efforts?

If resources were not a barrier, what would you want your SAA to do to support DEI in the arts?

What's on your mind?



Q&A

Chat



Thank you

Thanks for participating!

Questions or comments about this session?
Contact NASAA Learning Services Manager Eric Giles:
eric.giles@nasaa-arts.org

Support from NASAA's member state arts agencies and the National Endowment for the Arts
made this session possible.