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Today’s seminar will begin shortly.
Today’s Seminar

Addressing Diversity, Equity and Inclusion

SAA Programs & Policies
Your Hosts

Eric Giles
Learning Services Manager

Paul Pietsch
Research Manager
Tech Tips

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.
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Tech Tips

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Agenda

• Presentations – CA, PA, WI

• Moderated Discussion
Our Speakers

Jason Jong
California Arts Council

Charon Battles & Dana Payne
Pennsylvania Council on the Arts

Karen Goeschko
Wisconsin Arts Board

NASAA Addressing Diversity, Equity and Inclusion
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

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Arts Program Specialist
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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 PCAF 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
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.
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
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.