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Mariana Moscosco, M.A.  
Arts in Corrections Program Manager

Jason Jong  
Interim Programs Officer

J. Andrea Porras  
Arts Program Specialist
CALIFORNIA ARTS COUNCIL

Equity: Policy, Workforce, Programs, & Planning
Hello!

Jason Jong
he/him/his
Interim Programs Officer

Mariana Moscoso
they/them/theirs
Arts in Corrections Program Manager

Andrea Porras
she/her/hers they/them/theirs
Arts Program Specialist
Overview

- Racial Equity in California State Government
- Workforce
- Grant Programs
  - Approach
  - Highlights
  - Recent changes
- Arts in Corrections
  - Reimagining our future
- Strategic Planning
“Art and music are critical in our work for social justice, as frequently they are the only things that can reach people, that can provide comfort or generate the visceral, raw emotions needed for social change… The arts heal, mobilize, and build community.” – Vu Le, Nonprofit AF
At the California Arts Council, it’s our job to help maintain our state’s unique identity by investing in projects that keep artistic energy thriving for all and make our diverse communities healthy, vibrant, and resilient.
Equity + State Government (1 of 2)

- Government Alliance on Race & Equity
- 19 depts & agencies participating
- Addressing systemic inequities and achieving racial equity in state government
Equity + State Government (2 of 2)

- Racial Equity Action Plan
  - Training
  - Organizational Commitment
  - Workforce
  - Policies
  - Data & Evaluation
Workforce

- Hiring & Recruitment
  - Duty statements
  - Interview questions
- Staff Training
- Culture Shift
  - Book club, affinity groups
- New Position: Equity Manager
- Grant Review: Stipends for panelists
- RFP Review: Returned citizen advisors
Grant Programs

- Arts & Justice
  - Reentry through the Arts
  - JUMP StArts
- Artists in Communities
- Youth Arts Action
- Local Arts Agencies and Arts Service Organizations
Grant Programs

- Emerging Arts Leaders of Color
- Local Impact
- Cultural Pathways
- Arts & Accessibility
Arts in Corrections

- Reimagining our future
- What’s in a name?
- Alternative models
- Unlearning the present and (re)imagining the future
Strategic Framework

- Alignment of planning and equity work
- Equity experience required in RFP for consultant
- Explicit language in public communication:
“This is precisely the time when artists go to work. There is no time for despair, no place for self-pity, no need for silence, no room for fear. We speak, we write, we do language. That’s how civilizations heal.” – Toni Morrison
Thank you!

www.arts.ca.gov
What’s on your mind?
Thank you

Thanks for participating!

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

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