

**BIPOC**

What about the speakers today resonates with you, your work, or your community?

The possibilities

Some need to be reminded that there isn't an end, but a continual journey.

Community engagement

Balancing doing more good work with sustainable work

Using visuals to capture moments

Bridging the gap between "talking the talk" and "walking the walk" when it comes to DEI

Connecting with youth

Leadership and staff makeup matters!

**YOUTH!** ☆

Actively engage youth in the agency's work

supporting Native Teaching artists!

**Humility and leadership**

Empathy and sensitivity

His to my m a t h s

flowing through the open cracks

**Silent  
Journaling**

What about the speakers today resonates with you, your work, or your community?

shhhhhh...

Hearing colleagues  
talk about what  
they're proud of is  
really energizing.

And  
seeing  
images of  
the work.

**It takes  
time- lots  
of time**

Flowing- being like  
water/ knowing  
when to move and  
when to hold

Insisting on  
humanness -  
allowing things to  
be complicated,  
imperfect & slower.



**Rural Perspectives**

What about the speakers today resonates with you, your work, or your community?

Youth empowerment and voice...urban/rural youth connection.

Clearly defining what we mean by the terms diversity, equity, access and inclusion

Youth Leadership & career pathways in the arts!

Elevating Youth Voices!

new program? or, fix old program?

creative sector career opportunities

DEI "tactics" as applied to grant programs

Embedding Youth Voice into spaces, and intentionally creating programs to support learning about the arts sector

In terms of DEI: Lots to celebrate; lots more left unaccomplished.

DEI work: The misconception that rural areas are "all white" persists and is problematic.

We are all persevering despite challenging times!

Examining grantmaking practice to be more equitable.

Do not take DEIA for granted.

**Random A**

What about the speakers today resonates with you, your work, or your community?

**youth leadership & holding grantees accountable to designing genuine leadership opportunities for young people.**

**Leading where we can, with what we do - supporting TAs with equity PD, interweaving equity into our work in all layers.**



**Thanks for adding the joy!**

**Leadership pipelines - thanks Chad!**

**Love youth leadership in the arts!**

**holding a convening on just the young leadership development efforts would be very useful**

**The accountability of having a public facing document that tracks the progress your org has (or hasn't) made in DEIA work.**

**This is hard work!**

**Random B**

What about the speakers today resonates with you, your work, or your community?