



EQUITY GAP PROJECT

SEPTEMBER 24, 2022

METHODOLOGY

1. OAC document review
2. State arts agency examples
3. NASAA data review
4. Survey of equity audit resources
5. OAC staff interviews
6. NASAA interviews
7. Constituent feedback: interviews
8. Constituent feedback: survey

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Focus

General operating support

Four areas:

- BIPOC
- Rural
- Low-income
- Disability

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What does OAC's work look like?

What can the OAC do to become more equitable?

How are constituents impacted by the OAC?

FINDINGS: STRENGTHS

- Strong commitment to general operating support
- Communicative, supportive, and responsive staff
- Explicit commitments and intentions with regards to DEI
- Strong support to continue prioritizing DEI

FINDINGS: INTERVIEWS

- Inviting feedback from constituents was well received
- Grant award sizes are perceived as small
- Process is perceived to privilege larger and more experienced organizations
- General awareness of OAC is lacking

FINDINGS: SURVEY

- Uncertainty about eligibility criteria
- Feedback on what changes would encourage a GOS application
- Constituent commitment to DEI

FINDINGS: GRANTS DATA

- GOS dollars are concentrated
- Rural organizations are receiving a substantial percentage of GOS grant awards but their share of total grant dollars is small
- Strong diversity of staff among current GOS organizations

RECOMMENDATIONS

- Define directions
- Policy, guidelines, and the application process
- Communications, outreach, and assistance
- Data collection and use
- Overall agency shifts

THANKS!

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NASAA NATIONAL ASSEMBLY of
STATE ARTS AGENCIES

Ohio Arts 
COUNCIL

Arts
M I D W E S T