



United Arts Fund Monthly Network Call

August 25, 2020

3:30 – 4:30 p.m.

Call recording available upon request.

I. Diversity, Equity and Inclusion committees or councils: are you establishing them? Are you participating in them? Who is driving and facilitating the conversations?

Seattle – having discussions in the office about equity and inclusion work. Reinstating bi-weekly meeting to talk about race, equity and inclusion, how it affects staff personally. They are not creating a committee, statement, or manifesto, but will strive to embed it in every situation. Asking how their work is perceived by communities that are not their own. Daily conversations about hiring, meetings, asking the question.

Memphis – 1 staff member selects an article, staff reads for weekly staff meeting and have time aside to discuss. Getting ready to launch conversation for arts sector on arts for racial equity – local philanthropy network is advancing an equity survey to look at local funders to measure grant giving to Black led organizations or BIPOC led organizations. Use that data to inform goal setting for own grantmaking.

Fort Wayne – Have found they need a committee so that actions are intentional so they don't get swept away in general survival. Basing future decisions must be grounded in DEIA, and this is a cultural shift for Arts United. UAFs were founded to be intermediaries to fund member organizations. They are moving beyond that. How do they respond to the broader needs of the community, even if it's not in the interest of the traditional organizations? Committee knows they need to think about internal biases before they go beyond internal board and staff. They do not do programming and so don't have a strong engagement with community members. Have a strong relationship with funders and organizations, many of whom are not diverse.

York, PA – York, PA created confronting racism task force in 2017 that included working groups trying to address racial equity. The Cultural Alliance started a score card for themselves. Took 2 years working with board leadership to break down all the parts. Get comfortable with non-closure and understand that this will be part of work forever. The work is based in open sharing so that others can pick any piece up. ArtsBuild has been a good model. Transformational change vs transactional.

Durham, NC – Started with external work and were intentional about direct programs, and how they operate a facility, and the grant programs. They have not had the layer of training for staff and board that helps everyone understand where their biases are. Intentions, efforts and results are good, but will now go back to planning and training.

Binghamton NY – Have a rural poor, and also a large immigrant population. Have been for 2.5 years working to reach out to those communities to design programs based on what the community needs. Recruit from a wide variety of places for staff, and work with other arts groups who may not be affiliated with the council.

Fort Wayne – Has anyone surveyed funded organizations to find out how many have cultural equity statements, policies or programming? No one has a policy or statement in Fort Wayne, but organizations are doing programming.

ArtsBuild – have been in conversation with organizations. Did a short training to define terms and opened it up and had a conversation about arts and equity. Some were called out by name including ArtsBuild. Hired a consultant – working one on one with organizations and boards. This has been successful. Started a learning lab and have a discussion once per month. Use a work of art to spark the discussion. People come together in a digital space and talk.

II. Recently 204 chambers of commerce signed a letter to Congress in support of arts and culture. Are you working with your local or state chamber of commerce? If so, how? If not, what's a barrier?

Have a great relationship with the chamber, got an in with the state chamber. How is the arts scene - #3 question from a company looking to relocate. Still cant seem to get traction from the chamber.

Binghamton – worked deliberately with chamber around restaurant association. County still not realizing that the economy isn't recovering without the arts. County is funded by hotel/motel tax. Have been deliberately working with the chamber on recovery. Working on rural trail to drive traffic out to the rural area. The farther out from the city, the less arts were appreciated by municipal leaders.

York, PA - Have been pushing hard on economic impact of the arts and COVID. Chamber created portal in York County and they were able to get CARES money to the arts community. Campaign is 18 months, will they have the resources we need in 18 months? County contracted the chamber – they got \$40 million in CARES – so the chamber got put in charge to distributors. Results were by algorithm. Chamber has never a grantmaker and doesn't have the experience in distributing funds.

Fort Wayne – state dollars being filtered through Destination Development corporation (formally tourism) – late in the game, pulled in the Indiana Arts Commission. \$10 million is being distributed to visitors' bureaus or organizations who want to act as a fiscal sponsor. They've never been a funder.

III. Fall retreat: What would be the best use of your time and what do you need right now (in October/November)? Multiple 1-hour webinars or fewer deep-dive intensive sessions? Casual networking or more of a learning/professional development environment?

Please send ideas or requests to jstern@artusa.org

Saved Notes from Chat Box:

- <https://www.culturalyork.org/equity-action-plan-and-history/>
- AFTA: Adding a link here to the Cultural New Deal, that has 5 main areas of action, with details for areas of change. <https://culturalnewdeal.com/>
- These are the consultants we have been working with. They are great! <https://racialequitycha.com/>
- <https://www.cynthiadevese.com/> -- Cynthia DeVese Focuses on schools, but we see a similarity with Arts United (school administration) and our partner organizations (schools); and <https://philanthropy.iupui.edu/people-directory/twyman-michael.html> Michael Twyman, leads a program called InExcelsis that focuses on providing counsel and equity training for corporate and nonprofit leaders.

- These are the racial equity projects we've been working on here at ArtsBuild: <https://artsbuild.com/racial-equity>
- Carla Christopher-Wilson is the artist, Reverend, trainer in York
- ArtsMemphis: We reached out to our chamber and they quickly signed on to the letter. We met with them last week and are hopeful that the arts will be part of a larger community wide resilience plan they have initiated. It was helpful to have a meeting to emphasize importance of keeping arts sector, not just the tourism aspect, top of mind. Will share more when we know more.
- NJ's ArtPride's public value campaign may be of interest: <https://artpridenj.org/publicvalue>