

Management and Programming Plan and Budget

Queer Cultural Center

Support cultural equity and access to high quality arts experiences for all

- What are your programmatic and curatorial goals? What is your organization's creative decision making process? How is your constituency engaged in developing programs?
- How does your organization serve a diverse audience? Who is your current audience and how will you assess this?

Support artists & arts organizations

- How does your organization develop staff and artistic leadership that can contribute to the arts ecosystem? What systems are in place to encourage and allow them to do this work?
- In what way does your organization strive to provide livable wages and benefits to your staff?

Play a critical role in strengthening neighborhoods and communities

- How does your organization gather information about community needs? How does your organization decide to create and implement programming that responds to those needs?
- What kinds of artistic collaborations (creative decision making between the Center and one or more external partners with a written agreement outlining goals, roles, and responsibility) will your organization foster with artists, arts organizations, service organizations, non-arts entities, and other community stake holders?

Invest in a vibrant arts community

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Support cultural equity & access to high quality arts experiences for all

- Rooted in cultural equity and programs to reflect the racial, gender, economic, and age diversity in the LGBT community that they serve.
- Promote artistic and economic evolution of Queer art and culture by commissioning and presenting, providing art services in artistic planning, grantwriting, production, and promotion, promoting community wellness

Support cultural equity & access to high quality arts experiences for all

- Month-long National Queer Arts Festival
- Healthy Community program (using the arts to explore LGBT wellness)
- Website that documents the history and development of queer arts in the Bay Area
- Queer Conversations on Culture and the Arts which brings together local and nationally-renowned artists and scholars to talk about a broad range of LGBTQ topics
- Award 20 \$1,000 commissions

Support artists & arts organizations

- This is primarily served through the Creating Queer Community program which offers 15 hours of capacity-building workshops in program planning, grantwriting, and individual solicitation
- FY12-13 leveraged \$1k commissions to \$100k of external sources
- ID'd economic pressures of gentrification and with QCC's relationships in the art scene, help secure affordable rehearsal, production and exhibition spaces, staff that oversees event production logistics and technical staff for professional-quality production values

Play a critical role in strengthening neighborhoods and communities

- Solicits proposals about social justice issues in the Queer arts community and commissions 20 most compelling projects
- Key articulated collaborations include:
 - Collaborate with California College for the Arts on Queer Conversations about Culture and the Arts
 - SF LGBT Community Center and Openhouse (queer senior service provider) for arts programs for senior

Invest in a vibrant arts community

- Model of employing independent contractors with salaries averaging over \$35/hour.
- Low staff turnover with 4 out of 6 current staff having worked for QCC for over 15 years
- Stability in the organization and in the service offered to the queer arts community

- Total amount of money expected to be spent on artist fees and commissions: **\$15,000**
- Total percent of your budget expected to be spent on artist fees and commissions: **40%**