

Arts Impact Endowment: Racial Equity Initiative



Background & Context

To further support the City's commitment to racial equity, an initial investment of \$225,000 was set aside from the Arts Impact Endowment in FY18-19 to support **Grants for the Arts (GFTA)** and the **San Francisco Arts Commission (SFAC)** to further equity within the broader arts ecosystem.

Jointly administered by GFTA and SFAC proposals were developed by staff of both agencies and workshopped through the SFAC's Racial Equity Working Group.



Pathways to Equity

The Racial Equity Initiative addresses the systemic barriers that create inequities and aims to deepen racial equity work within the broader San Francisco arts ecosystem.

1 - Representation

Positioning artists as creative problem solvers to create work that clarifies an argument, galvanizes communities, and inspires alternate realities.

2 - Access

Providing a launch pad for diverse talent to contribute to the arts sector.

3 - Power

Investing in the change management needed to reflect principles of equity in leadership, organizational culture shifts, policies and people.



Proposal #1

Artists and Communities in Power

This partnership grant harnesses the power of the arts to address racial justice issues in our communities.

An intermediary would administer approx. five (5) two-year grants of \$20,000/year supporting partnerships between civic-minded cultural workers and movement-building organizations that integrate an arts-based strategy to their work.

Cohort Learning & Support

- Support grantees in cross-sector arts-based movement building
- Foster a learning community amongst cultural workers
- Participants exchange ideas and wisdom, problem-solve amongst peers, and share resources.



Proposal #1

Artists and Communities in Power

This partnership grant harnesses the power of the arts to address racial justice issues in our communities.

Objectives & Outcomes

- Cultivates cultural workers who see their work as part of something larger.
- Supports the integration of an arts-based organizing strategy.
- Manifests racially equitable policy changes.

Examples of Impact

- Student-led street theater action raises awareness on transit inequity.
- Video profiles of incarcerated youth of color humanized their stories and raised awareness on justice issues.

Total Cost

- \$225,000



Proposal #2

Arts Equity Fellows

Provides a pipeline of diverse talent into the arts and culture sector. Fellows are matched with arts organizations deeply rooted in historically marginalized communities for personal and sector wide impact.

An intermediary would administer approx. (3) grants of \$68,000 over 9 months to support deep professional development for a cohort of arts equity fellows.

Cohort Learning and Support

- Participate in tangible, meaningful professional development
- Build and deepen skills
- Mentorship and peer networks
- Onsite training
- Lifelong connections



Proposal #2

Arts Equity Fellows

Provides a pipeline of diverse talent into the arts and culture sector. Fellows are matched with arts organizations deeply rooted in historically marginalized communities for personal and sector wide impact.

Objectives and Outcomes

- Launch pad for early-mid career professionals.
- Addresses the lack of diversity in arts and culture organizations.
- Transformative opportunities for individuals that otherwise may not have access to professional networks.

Host Organizations

- Share their knowledge and expertise to cultivate future arts leaders.
- Build capacity
- Amplify their racial equity commitment by investing in diverse talent.

Total Cost

- \$225,000



Proposal #3

Re-Imagining Leadership

The Re-Imagining Leadership initiative will address racial and generational gaps in leadership and will support organizations to facilitate and maintain cross-racial leadership transitions.

An Intermediary would administer the grantmaking of approx. \$40,000 to five (5) organizations and over eighteen-months provide cohort learning and development focused on:

Org Cohort Learning & Development

- Organizational assessment
- Change management
- Culture shifts
- Building authentic relationships
- Racial equity work plan + evaluation toolkit



Proposal #3

Re-Imagining Leadership

The Re-Imagining Leadership initiative will address racial and generational gaps in leadership and will support organizations to facilitate and maintain cross-racial leadership transitions.

Issues Facing Nonprofit Executives of Color

- Higher rates of common challenges than white EDs
- Smaller organizational budgets
- More challenges in their relationships with board of directors when the boards are predominately white
- Taking steps to make their organizations more equitable, inclusive, and diverse

Outcomes

- Develop organizational structures that support leaders of color
- Longevity in leadership positions
- Healthier work environments

Total Cost

- \$225,000

Additional Considerations & Next Steps

Additional Considerations:

- Convening Arts Funders
- Professional Development
- Individual Artists working in Civic Practice
- Board and Staff Development

Next Steps:

- Recommendations presented to the Commission and the City Administrator to levy feedback on the direction of Racial Equity Initiative.
- After incorporating the feedback of the Commission and the City Administrator, SFAC will administer the program.

Rubric Overview

	Artists and Communities in Power	Arts Equity Fellows	Re-Imagining Leadership
Eligibility	Artist/arts organization in partnership with a community-based organization	Early-Mid-career cultural workers, artists and professionals	Arts organizations already focused on deep equity work (leaders of color)
Objective/Outcomes	Integration of an arts-based strategy to shift policy change	Creating a pipeline of diverse talent into the sector	Developing organizational structures that center and support leaders of color
Cohort Learning / Intermediary	SFAC Grantmaking Intermediary for Cohort Learning	Culturally competent, racial equity focused Intermediary for administering program and peer learning	Culturally specific Intermediary for administering program and peer learning
Cost	(5) organizations \$20,000 grants 24 months \$25,000 intermediary \$225,000	(3) fellows \$68,000 each (includes health and transportation subsidy) 9 months \$20,000 intermediary \$225,000	(5) organizations \$40,000 grants 18 months \$25,000 intermediary \$225,000