



Los Angeles County Arts Commission ADVANCEMENT GRANT 2019-2020 PANEL REVIEW RESOURCES ON CULTURAL EQUITY AND INCLUSION

In November 2015, a resolution directing the Los Angeles County Arts Commission to conduct “a constructive County-wide conversation about ways to improve diversity in cultural organizations” for all LA County residents was unanimously passed by the Board of Supervisors with a focus on five key target areas: Boards of Directors, Staffing, Audience/Participants, Programming, and Artists/Creators.

Thirteen actionable recommendations to improve cultural equity and inclusion in the arts emerged. These recommendations open the doors to resources and promote tools that can break down barriers of exclusion in a way that fosters and promotes arts and culture – as well as the benefits they provide – for all residents of LA County. The Los Angeles County Cultural Equity and Inclusion Initiative guiding principles are outlined below:

- Every individual participates in creative thinking and expression
- Every individual has the right to engage in arts and culture that celebrate their highest potential
- Our community’s diversity is an asset to our arts and cultural environment and our economy
- Including communities in arts and culture achieves our highest potential

ADVANCEMENT GRANT

As a response to the Arts Commission’s commitment to the Los Angeles County Cultural Equity and Inclusion Initiative, the Arts Ed Collective has made specific updates to the Advancement Grant guidelines to begin addressing issues of equity in arts education across LA County as outlined:

- Creating two Priority Point Areas
- Adding a question for applicants to illustrate how projects address inequities in arts education
- Including the definitions of Quantity, Quality, and Equity of arts education

Priority Point Areas provide increased support to school districts with enrollment of 10,000 or greater, and school districts that have more than 72% of their students who are eligible for free and reduced-price meals, foster youth, or EL students. These priority areas address key findings from the LA County [Arts Ed Profile Report](#).

An additional application question asks applicants to illustrate how their project addresses inequities in arts education through the lenses of the Quantity, Quality, and Equity as defined by the Arts Ed Profile Report. By defining these lenses in the guidelines, applicants will have a common language for how the Arts Ed Collective is measuring increases in arts education.

Criterion	Prior Point Distribution	New Point Distribution
STRATEGIC DIRECTION	35	35
QUALITY OF PROJECT PLAN	30	30
QUALITY OF PROJECT EVALUATION	10	10
PERSONNEL CAPACITY	15	15
FISCAL CAPACITY	10	10
Priority Point Area 1: STUDENT POPULATION		
Enrollment of 10,000 – 19,999		4
Enrollment of 20,000 or greater		8
Priority Point Area 2: UNDUPLICATED PUPIL COUNT		4
TOTAL POSSIBLE POINTS	100	112

DEFINITIONS from CEII

Diversity: The demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on race and ethnicity, LGBTQ populations, people with disabilities and women.

Equity: The promotion of justice, impartiality and fairness within procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

Inclusion: The degree to which diverse individuals are able to participate fully in the decision making processes within an organization or group.

RESOURCES

The resources below are provided as a way to prompt thoughts and initiate reflection on the values of CEI as it pertains to the Los Angeles County Arts Commission's grant programs. We recommend reviewing one or more of the resources in preparation for the grant panel review meeting. *To access these resources, click the title.*

IMPLICIT BIAS AND CULTURAL COMPETENCY

Acknowledging and Managing Implicit Bias is a video presented by Dr. Bryant Marks, Associate Professor at Morehouse College, in which he guides viewers through the foundations of implicit bias, real-world examples, why it exists and its effects (especially on racial minorities), and how it can be measured.

Project Implicit is a nonprofit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control also known as *implicit bias*. The goal of the organization is to educate the public about hidden biases and to provide a "virtual laboratory" for collecting data on the Internet.

CULTURAL EQUITY AND INCLUSION

Los Angeles County Cultural Equity and Inclusion Initiative (CEII) details the 18-month public process, the 13 recommendations approved by the Board of Supervisors, the literature review and the full **CEII report**.

A Place at the Table: Understanding Diversity, Inclusion & Equity

In this video, Judy Seidenstein, Chief Diversity Officer at Duke University School of Medicine, discusses inclusion in the workplace.

State of the Work: Stories from the Movement to Advance Diversity, Equity, and Inclusion is the final report of a five year initiative led by the D5 coalition established to advance philanthropy's diversity, equity, and inclusion. The report presents data on progress toward increased foundation staff and board diversity, and increased funding for diverse populations.

What Are the Paradigm Shifts Necessary for the Arts Sector to Nurture More Sustainable THRIVING Institutions of Color? is a report based on a survey of and focus groups with New York City-based organizations run by or serving African, Latinx, Asian, Arab, and Native American (ALAANA) communities and cultures and describes the challenges faced by these communities, articulates needs, and calls on funders to make changes in supporting true sustainability as a field-wide initiative.

Not Just Money: Equity Issues in Cultural Philanthropy summarizes the main findings of recent research, revisiting the reasons why addressing diversity and equity issues in the cultural sector matters more than ever initially discussed in a 2011 report. Foundational to this is the understanding that arts and culture are essential means by which people make sense of their lives, share their experiences, build bridges across divides, and realize their common humanity.

Real and Not Real: The History of Racialization in the United States is presented by Grantmakers in the Arts in partnership with Race Forward. This presentation provides a historical overview of race and its implications in arts grantmaking for arts funders and arts organizations.

Aesthetic Perspectives is a framework developed by Animating Democracy to enhance understanding and evaluation of Arts for Change—creative work at the intersection of arts and community/civic engagement, community development, and justice. Arts for Change projects often challenge the conventional terms by which creative work is described and assessed.