LA County Department of Arts and Culture
ORGANIZATIONAL GRANT PROGRAM
2021-2022 PANEL REVIEW
RESOURCES ON CULTURAL EQUITY AND INCLUSION

In November 2015, a resolution directing the Los Angeles County Department of Arts and Culture 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 through the arts and culture achieves our highest potential, by promoting mutual respect and understanding.

CEII + OGP

As of 2018, all applicants to the OGP Program are required to submit board-adopted statements, policies or plans that outline their commitment to diversity, equity, inclusion and access as part of their applications. To assist applicants with preparing for this new requirement, the Department of Arts and Culture offered a number of free workshops designed to help applicants either clarify and begin outlining the organization's relationship to cultural equity and inclusion, or to deepen the policies already in place.

In light of the new CEII recommendations a redistribution of points assigned to review criteria has been implemented. The maximum point total for Artistic Quality (Criterion 1) has been changed from 40 to 35 and the Awareness of/Response to Community Need (Criterion 5) from 20 to 25.

Criterion	Prior Point Distribution	New Point Distribution
Artistic Quality of Organization	40	35
Organizational Readiness/Management Capacity	15	15
Quality of Project Plan	20	20
Quality of Project Evaluation	5	5
Community Need/Audience	20	25

The application now includes additional questions to allow applicants to address how the values of cultural equity and inclusion are integrated and reflected in their work.

DEFINITIONS

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 Department of Arts and Culture's grant programs. We recommend reviewing one of 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.