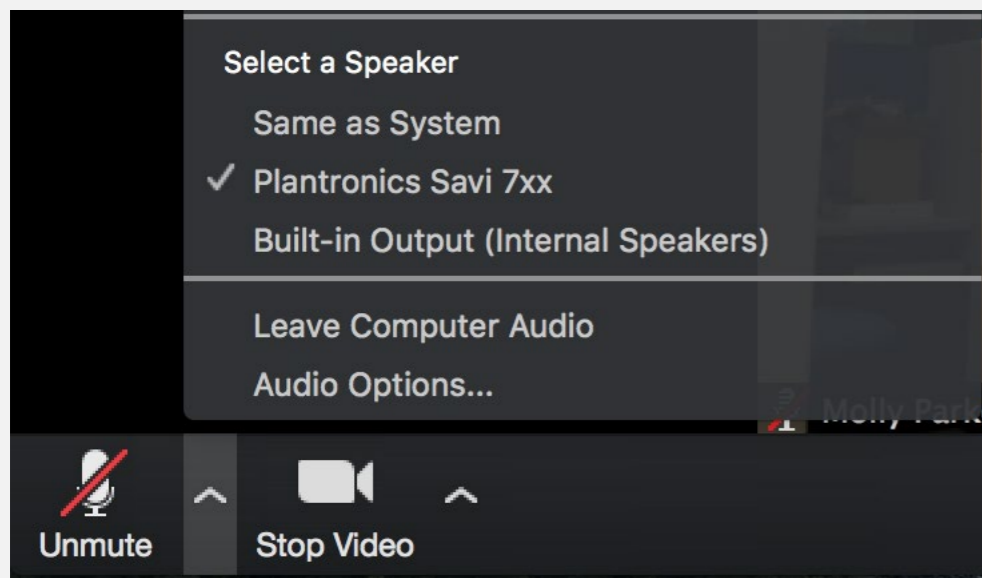
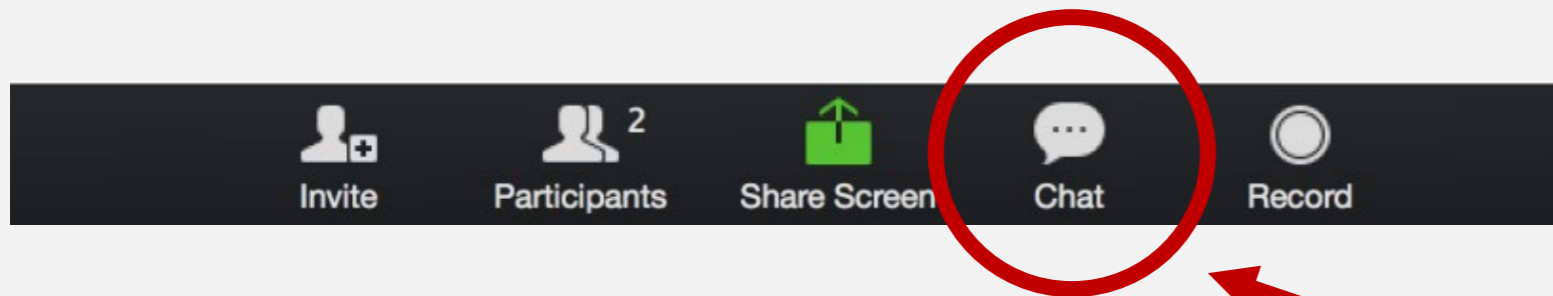


Esta presentación está disponible en español.  
Por favor, envíe un correo electrónico a [jesus.pantel@austintexas.gov](mailto:jesus.pantel@austintexas.gov) para obtener actualizaciones sobre futuros eventos y grabaciones en español.



Check your sound options here.  
**Keep your microphone and video OFF the entire time.**

# Welcome

We ask that everyone mute themselves and keep video off.

**This session will be recorded.**

Please open the chat to see announcements and instructions.

This session and the chat will be monitored.

# BUILDING AN EQUITABLE CULTURAL FUNDING REVIEW PROCESS

Art, Heritage, & Music



# THE JOURNEY TOWARD EQUITY



PREPARED BY MJR

PARTNERS



CITY OF AUSTIN ECONOMIC DEVELOPMENT DEPARTMENT

CULTURAL ARTS DIVISION

HERITAGE TOURISM DIVISION

MUSIC AND ENTERTAINMENT DIVISION

# RACIAL EQUITY



*Racial equity is the condition when race no longer predicts a person's quality of life outcomes in our community. The City recognizes that race is the primary determinant of social equity and therefore we begin the journey toward social equity with this definition.*

*The City of Austin recognizes historical and structural disparities and a need for alleviation of these wrongs by critically transforming its institutions and creating a culture of equity.*

City of Austin Equity Office.



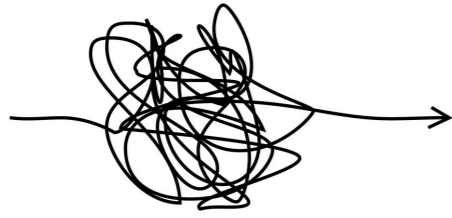


# WHY LOCAL GOVERNMENT FUNDED ARTS AGENCIES MUST CONSIDER DISRUPTION

(SERVICE DELIVERY MODEL)

- LOCAL ARTS AGENCIES ARE BEING CHALLENGED TO CREATE MORE INCLUSIVE AND EQUITABLE FRAMEWORKS FOR DISTRIBUTION OF CULTURAL RESOURCES
- IMPLEMENTATION OF LOCAL AND STATE ARTS POLICIES HAVE ALLOWED A CO-DEPENDENT “ENTITLEMENT” ATTITUDE THAT RESISTS CHANGE
- ARTISTS AND ORGANIZATIONS REPRESENTING CULTURALLY DISTINCT COMMUNITIES HAVE UNMET INFRASTRUCTURE NEEDS
- WHITE CENTERED PRACTICES HAVE BECOME ENTRENCHED IN UNWRITTEN POLICIES
- CULTURAL SUSTAINABILITY REQUIRES INTENTIONAL INVESTMENT

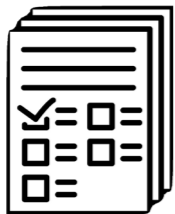
# Alignment of Functions Across Divisions



**Overly Complicated  
Grant Processes**



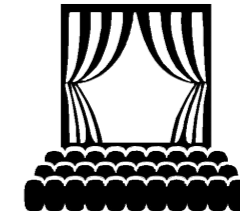
**Cultural Equity and Access**



**Bureaucracy**



**Acknowledging Bias Within  
the Cultural Sector**



**Showcase Austin's  
Multifaceted Creative Sector**



**Create an Understanding of  
Hot Tax Legislation**



**Develop Cultural Institutions  
Representing the Culture of  
People of Color**



**Eliminating Bias Within the  
Cultural Sector**





# WHAT WE HEARD

TRADITIONAL AND WHITE-LED INSTITUTIONS STRUGGLE TO ACCEPT THAT HISTORIC INEQUITIES EXIST IN THE CITY.

A CRITICAL REVIEW OF GRANT MAKING/CONTRACTING SYSTEMS COULD REVEAL EFFICIENCIES AND IDENTIFY EDD'S ZONES OF FLEXIBILITY.

WELL INTENDED INITIATIVES AND NEW GRANT PROGRAMS MAY ACTUALLY CREATE MORE MARGINALIZATION BY "TARGETING" SPECIFIC POPULATION GROUPS.

SPACE FOR PRODUCTION AND PRESENTATION OF VISUAL AND PERFORMING ARTS PROGRAMS IS SCARCE AND EXPENSIVE.

PROTECTING NEIGHBORHOODS WITH DISTINCT CULTURAL AND HISTORIC RESOURCES SHOULD BE A PRIORITY.

# WHAT WE HEARD

AN EQUITY COMMITMENT STATEMENT SHOULD BE DEVELOPED IN ALIGNMENT WITH THE CITY'S GOALS RELATED TO DEI AND MADE HIGHLY VISIBLE TO THE PUBLIC.

ATTENTION IS NEEDED TO BUILD CAPACITY FOR AUSTIN'S CURRENT AND NEXT GENERATION OF LEADERS IN THE ARTS, CULTURE, AND HERITAGE SECTORS.

INTENTIONALLY WORK TO STRENGTHEN CULTURALLY SPECIFIC ORGANIZATIONS TO ACHIEVE INSTITUTIONAL STATUS – i.e. GROWTH OF OPERATING BUDGET, ACCESS TO PERMANENT FACILITIES; AND INCREASED ACCESS TO PRIVATE SECTOR FUNDING.

PROVIDE APPROACHES TO HELP ORGANIZATIONS AND CONTRACTORS DEVELOP ENFORCEABLE ACCOUNTABILITY SYSTEMS.

INVESTIGATE NEW MODELS TO SUPPORT FOR-PROFIT GROUPS.

RECRUIT AND RETAIN BI-LINGUAL STAFF.



# WHAT WE HEARD

Three high-level recommendations are derived from community listening conversations, assessment of current grant making programs and contracts against the City's commitment to achieving racial equity across all departments.

## OBSERVATION

If Austin's racially diverse history is not addressed with intentionality, the generative nature of the creative sector will dramatically decline.

~ Margie J. Reese



**Invest in the creative sector to nurture and protect the artistic expressions of Austin's racially and culturally diverse communities.**

Fund a Leadership in Arts Management Institute to help advance arts administration practices among all city contractors, individual artists and BIPOC led organizations of color. The Austin Leadership Arts Management Institute should present a strategic framework for leveraging the diverse management structures of community-based organizations, invest in citizen leadership (review panels, commissions, advisory groups and emerging leaders); and provide an overview of the principles for effectively implementing strategic knowledge building initiatives.



## CONTINUED

- a. Investigate external partner relationships to design and deliver multi-tiered knowledge building approaches to provide tutorials, coaching sessions, language support, and financial planning to designated cohorts
- b. Provide professional development for EDD staff to lead workshops in Cultural Diversity Action Planning for all contractors across Department Divisions.
- c. Co-create with the city's marketing partner(s) asset/strengths-based messages that describe the cultural resources available to the visiting audience
- d. Identify cohort groups of culturally specific arts partners/contractors, to pilot a suite of arts management sessions. (on a schedule that is in sync with grant program deadlines)

## OBSERVATION

It should be considered a high-level goal for Austin to retain and grow its cultural infrastructure so that its citizens share in the economic and employment benefits of the heritage preservation and creative sectors.

~ Margie J. Reese



**Build upon Austin's existing cultural infrastructure to result in:**

- a. the development of asset-based arts, culture and heritage institutions of color
- b. employment opportunities in the creative sector
- c. an environment that welcomes tourists to take part in Austin's multi-faceted creative industries



## OBSERVATION

Public and private choices have shaped Austin's cultural life, and determined whose culture is made visible in the city's cultural institutions; whose voices count when distributing HOT Tax funding; whose heritage is preserved and protected; and who has access.

A Council adopted cultural policy is necessary and would simply say, "we will be guided by these values, principles, and agreements; they will shape our programs and hold us to our highest intentions."

~ Margie J. Reese

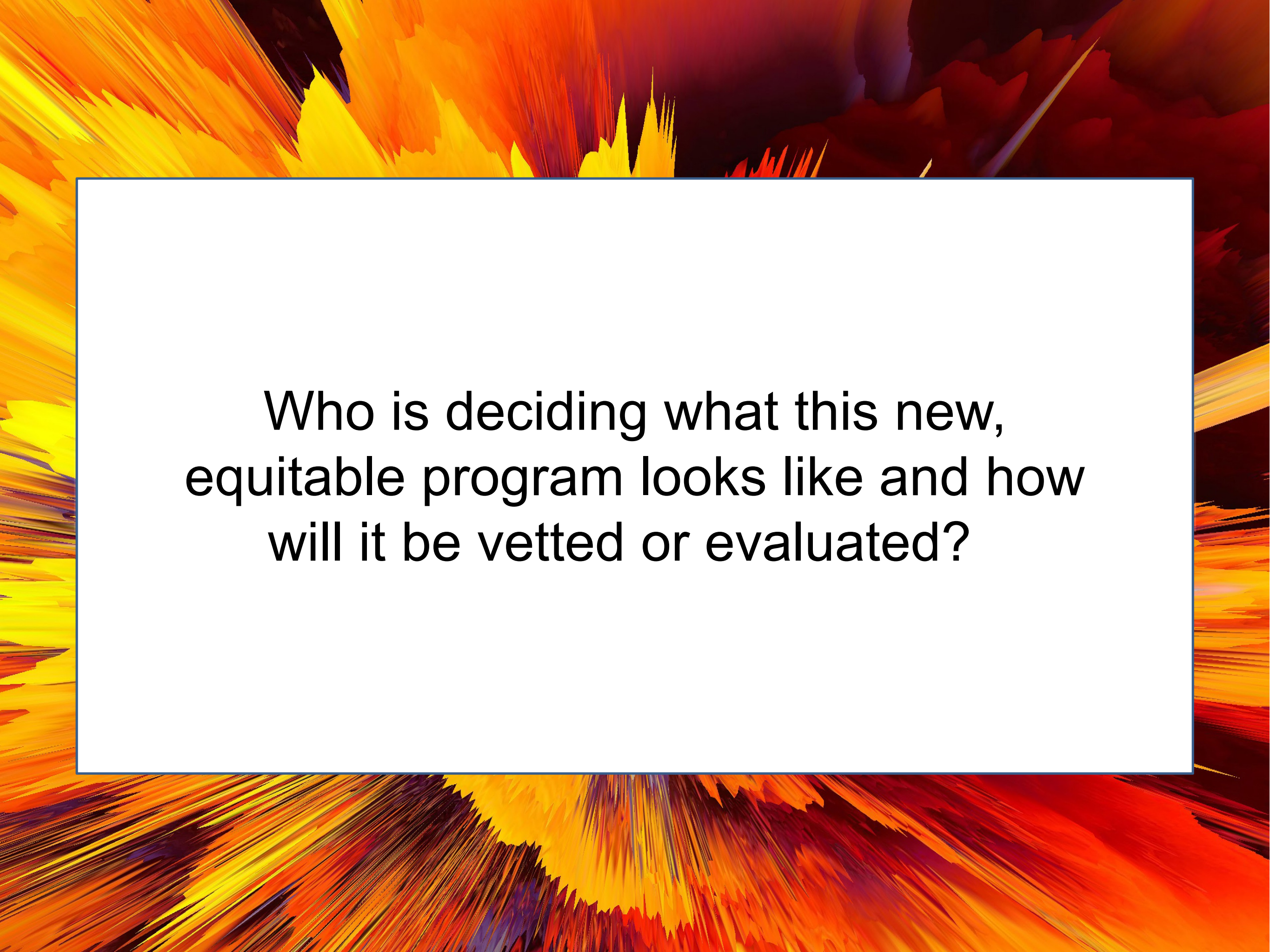
**Operationalize a policy-based plan to redistribute the City's financial resources designated for arts, culture and heritage, with an intentional focus on equity and inclusion. A City Council approved policy would give explicit directions for the distribution of public resources.**





# DISCUSSION





Who is deciding what this new, equitable program looks like and how will it be vetted or evaluated?

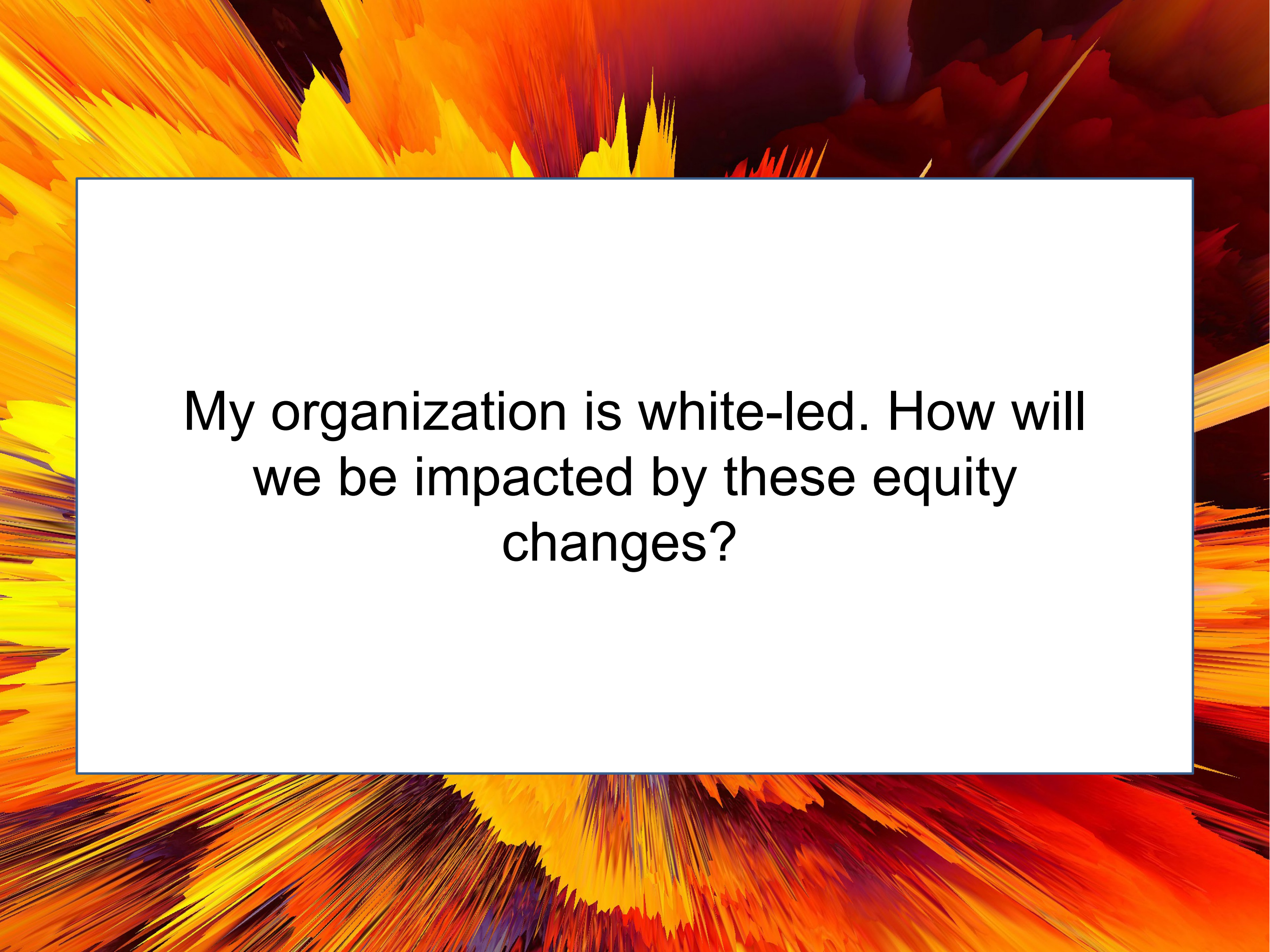




We are a BIPOC organization. Are there specific plans to nurture and protect racially diverse communities?

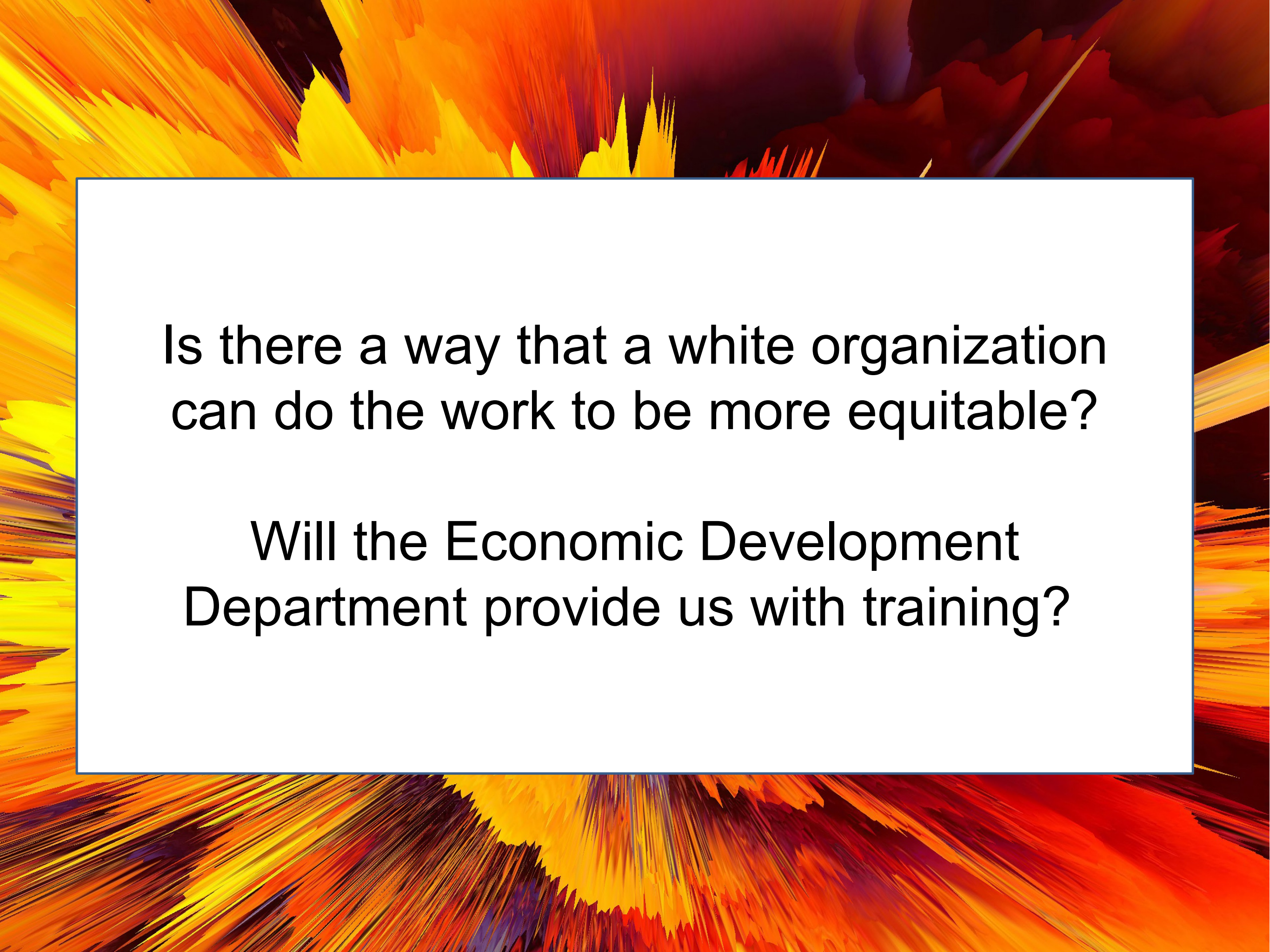
Especially communities that have been historically under-invested in?





**My organization is white-led. How will we be impacted by these equity changes?**

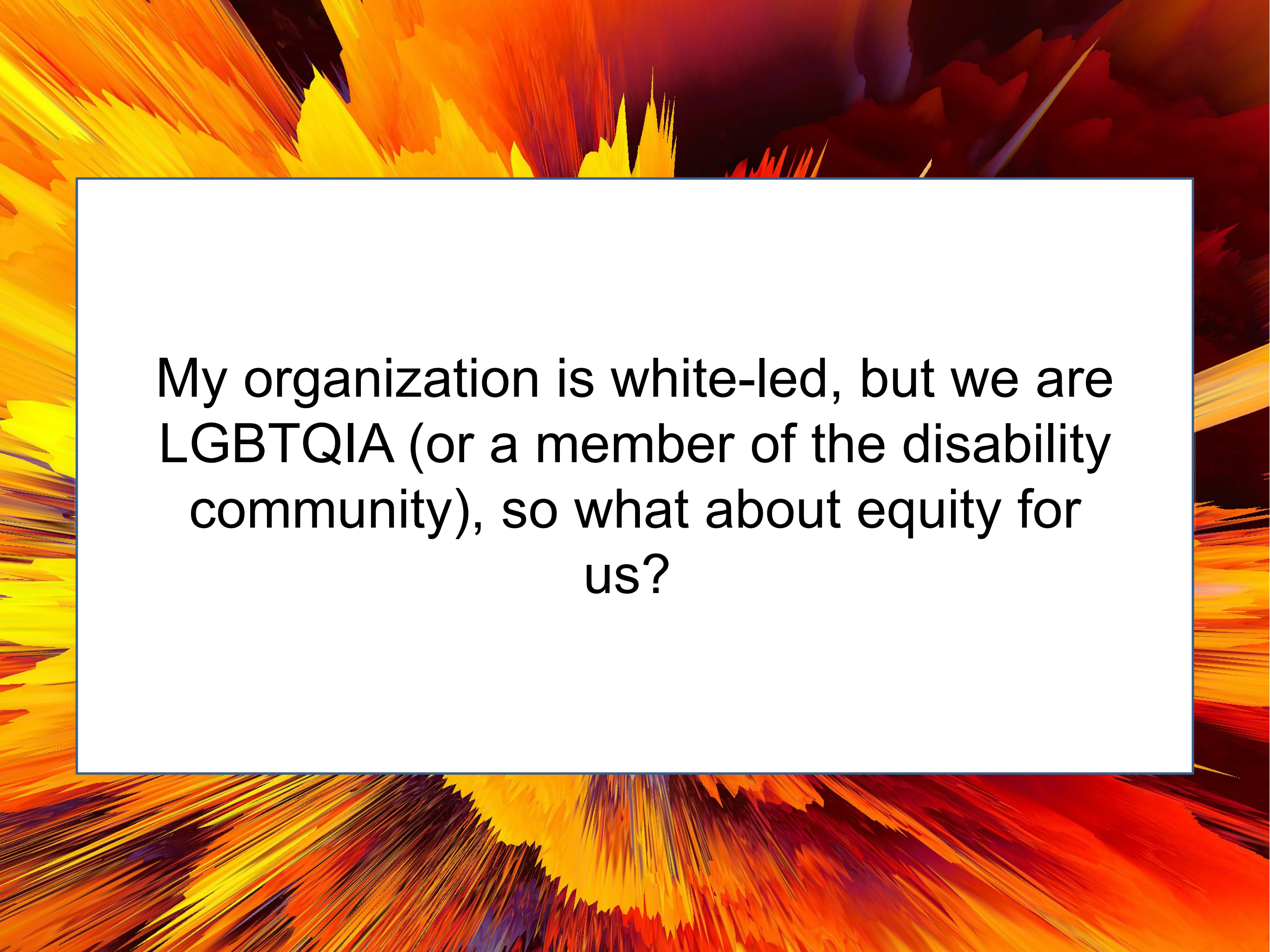




Is there a way that a white organization  
can do the work to be more equitable?


Will the Economic Development  
Department provide us with training?





My organization is white-led, but we are LGBTQIA (or a member of the disability community), so what about equity for us?





Will there be opportunity for comment  
on program drafts before they are  
finalized?

How do I find out about upcoming  
events?



# Timeline & Community Feedback



**More events & opportunities for community feedback.**

Updates & Event Dates will be posted on our website:  
<http://bit.ly/FundingReview>

Eventbrite Registration = email notices about feedback opportunities!

# Connect with us

**Have questions about this presentation?**

Email [Jesús.Pantel@austintexas.gov](mailto:Jesús.Pantel@austintexas.gov) or call (512) 974-9315

Find more information on: <http://bit.ly/FundingReview>

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