



Strengthening arts, culture,
and creative expression as the
tools to cultivate a better
California for all.

Gavin Newsom, **Governor**
Anne Bown-Crawford, **Executive Director**
1300 I Street, Suite 930, Sacramento, CA 95814
(916) 322-6555 | www.arts.ca.gov

PUBLIC MEETING AGENDA

Thursday, October 21, 2021
10:00 AM – 3:20 PM

Public meeting access will be provided online at
<https://arts.ca.gov/about/council-meetings/>

10:00a - 10:05a	1. Call to Order	L. Gonzáles-Chávez
10:05a - 10:10a	2. Acknowledgment of Tribal Land	A. Bown-Crawford
10:10a - 10:15a	3. Roll Call and Establishment of a Quorum	K. Margolis
10:15a - 10:25a	4. Chair's Report TAB A	L. Gonzáles-Chávez
10:25a - 10:35a	5. Director's Report TAB B	A. Bown-Crawford
10:35a - 10:40a	6. Voting Item: Approval of Minutes from Previous Council Meeting • September 22, 2021 TAB C	L. Gonzáles-Chávez
10:40a - 11:10a	7. Public Comment Two forms of public comment will be offered: - Written comments will be accepted online prior to and during the Council meeting - Live comments will be accepted during this agenda item in the meeting via Zoom or phone. Live public comment may be limited to 2 minutes per person. Access and instructions will be provided at https://arts.ca.gov/about/council-meetings/	K. Margolis
11:10a - 11:15a	Brief Break	
11:15a - 1:10p	8. Voting Item: Allocations Committee recommendations on the 2022 funding structure and projected allocations for each grant program will be discussed and voted on through a facilitated process that will walk through the recommendations and the Decision Support Tool. TAB D	D. Harris K. Gallegos Discussion facilitated by Dr. Tamu Green, CEO, Equity and Wellness Institute

1:10p - 2:10p	Meal Break	
2:10p - 2:25p	9. Committee Updates TAB E <ul style="list-style-type: none"> • Governance: Requests for Nominating Committee Members • Equity: Committee Data Evaluation and Visioning 	J. Moscone K. Gallegos C. Montoya
2:25p - 2:40p	10. Update on California Creative Corps Pilot Program: Implementation Plan TAB F	A. Bown-Crawford
2:40p - 3:10p	11. Public Comment Two forms of public comment will be offered: <ul style="list-style-type: none"> - Written comments will be accepted online prior to and during the Council meeting - Live comments will be accepted during this agenda item in the meeting via Zoom or phone. Live public comment may be limited to 2 minutes per person. Access and instructions will be provided at https://arts.ca.gov/about/council-meetings/	K. Margolis
3:10p - 3:15p	12. Future Agenda Items Roll Call	L. Gonzáles-Chávez K. Margolis
3:15p - 3:20p	13. In Memoriam	K. Gallegos
3:20p	14. Adjournment	L. Gonzáles-Chávez

1. All times indicated and the orders of business are approximate and subject to change.
2. **Any item listed on the Agenda is subject to possible Council action.**
3. A brief mid-meeting break may be taken at the call of the Chair.
4. The CAC retains the right to convene an advisory committee meeting pursuant to Government Code Sec. 11125 (d).
5. Per Executive Order N-29-20, the Council Meeting will be held via teleconference. There will be no physical meeting location in order to comply with public health guidelines. If you need additional reasonable accommodations, please make sure you request no later than October 18, 2021 at 5 pm. Please direct your request to the Public Affairs Specialist, Kimberly Brown, at (916) 322-6413 or kimberly.brown@arts.ca.gov.
6. Public comment instructions will be provided at <https://arts.ca.gov/about/council-meetings/>.
7. Arts and cultural organizations or coalitions that wish to be scheduled on an upcoming agenda must submit a request to info@arts.ca.gov outlining a synopsis of their work and their purpose for inclusion at a Council meeting. All requests will be sent to the Council Chair for consideration, and may or may not be accepted and subsequently scheduled.

TAB A

California Arts Council | Public Meeting | 10/21/2021

This document will be
provided at a later
date prior to the
Council Meeting

TAB B

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Director's Report from Anne Bown-Crawford

October 21, 2021

As mentioned in September's report a central theme for our agency this Fall remains partnerships, collaboration, racial equity, and regionally appropriate grant funding.

Staffing Updates

We are excited to welcome two new staff members to our agency! We have a new Public Affairs Director - Mark DeSio. And Leslie Giovanini joins our Programs team as our newest Program Specialist.

California Cultural Cabinet

Our next meeting will be in January. The focus will be to develop a shared understanding of our purpose through developing strategies around how the state can better support local cultural heritage, and how we can encourage more cultural heritage exploration as folks travel across and into California.

I am pleased that Mark DeSio will be joining me in representing the CAC in this collective.

Special Initiative Updates

Update on California Creative Corps Pilot Program Development

We have worked hard to adjust the timeline to move the work forward while still keeping our prime directive of keeping racial and geographic equity at the center of the work. This type of regionally appropriate work takes time and mindfulness as we bring a diversity of voices into the mix. We launched the [call for applicants](#) this week for our Community Panel who will provide guidance to project development. I am excited to meet soon with the Council committee, Chelo Montoya and Vicki Estrada as the work moves forward.

Creative Youth Development

CYD programs utilize partnerships between community-based organizations, educators, and local artists to fill institutional gaps in opportunities for youth. The CAC currently has five existing CYD category grant programs that are developed and ready for implementation with this requested funding. These grant programs include: • Youth Arts Action • Artists in Schools • Arts Education Exposure • JUMP StArts • Arts Integration Training.

This 3yr funding opportunity is aligned with statewide priorities and the objectives of the CAC Strategic Framework. The CAC has already developed and implemented five grant programs, four of which were not offered in 2021 but will be reinstated with this funding request. The Council will follow a public process to refine and publish new grant cycle(s) for the CYD programs and will consider all current circumstances facing California's young people in the program rollout. Grants will provide economic support to arts organizations, and the artist and cultural workers they employ, in all 58 counties in California. The CAC Racial Equity practices prioritize evaluation and data collection. Program administration will include developing a methodology for gathering evidence that is rigorously utilized throughout the grant implementation, and made available to the public.

Investing in California's young people should be an intentional process that helps build the attributes and skills needed to participate successfully in adolescence and adult life. The CAC's CYD grants approach young people as active agents of their own change, with inherent strengths and skills to be developed and nurtured. These grant programs support the success of our young people while investing in arts organizations who create employment that contributes to the vitality of California's arts workforce.

FAQs campaign

Visit our [one-stop resource](#) to answer the most commonly asked questions throughout the grant season – **now with new updates**. We have posted answers to some of the most frequently asked questions about our current grant offerings on these [FAQ pages](#). Post-application questions have been newly added. This resource will be updated throughout the grant season. We encourage current awardees, and applicants to future grant opportunities, to check back for future updates. If anyone has questions about a grant offering after reviewing the grant guidelines and please check these pages.

“Virtual” Brown Act Meetings Extension to January 31st

As a reminder we anticipate transitioning back to public meetings held in full compliance with the Brown Act on **January 31st, 2022**. We will not have a Council in person meeting until after that date.

Additional Panel to be Convened - Individual Artists

At the beginning of the grant application window we experienced a technical glitch to our grants management system during the electronic intake of the Individual Artist (INA) Fellowship Grant applications. This glitch marked some applications ineligible incorrectly for a day or so. We quickly fixed the issue. In the spirit of fairness, we have identified the small number of applications that were incorrectly marked ineligible because of this glitch, marked them as accepted and will adjudicate them by panel in early November.

These applications will be adjudicated with the same process and the other applications already adjudicated and will be subject to the same review criteria as the original applications. We expect panelist decisions to be completed by the end of the year with Council approval taking place in January 2022.

Annual Report soon to be released

We are pleased that with the addition of Mark DeSio to our PA team that the production of this year's Annual Report is on track and will be finished soon.

TAB C

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DRAFT MINUTES OF PUBLIC MEETING

September 22, 2021

The members of the California Arts Council convened via web conference to discuss and vote on various items as listed in the minutes below. The full audio and video of the meeting can be accessed [here](#).

PRESENT:

Council Members

Lilia Gonzáles-Chávez, Chair
Kathleen Gallegos, Vice Chair
Donn Harris
Vicki Estrada
Jonathan Moscone
Jodie Evans
Consuelo Montoya

Absent: Alex Israel, Stanlee Gatti

Arts Council Staff

Anne Bown-Crawford, Executive Director
Ayanna L. Kiburi, Deputy Director
Kristin Margolis, Director of Legislative Affairs
Kimberly Brown, Public Affairs Specialist
Qiana Moore, Outreach & Events Coordinator
Wendy Moran, Graphic Designer
Katherin Canton, Race and Equity Manager

I. Call to Order

Chair Gonzáles-Chávez called the meeting to order.

II. Acknowledgement of Tribal Land

Executive Director Bown-Crawford respectfully acknowledged the whole of the state of California as the culturally traditional land of Native American tribes and recognized them collectively as stewards of the land.

III. Roll Call and Establishment of a Quorum

Gonzáles-Chávez called for the roll. Seven council members were present at the time of roll call; a quorum was present.

IV. Chair’s Report

González-Chávez delivered an abbreviated version of the [Chair’s report](#).

V. Executive Director’s Report.

Bown-Crawford delivered an abbreviated version of the [Executive Director’s report](#).

VI. Voting Item: Approval of Minutes from Previous Council Meetings.

Chair González-Chávez called for a vote of [July 20, 2021 meeting minutes](#).

Estrada made a motion to approve the minutes. Evans seconded the motion. There was no discussion.

Ayes: González-Chávez, Estrada, Moscone, Gallegos, Evans, Montoya, Harris.

Noes: None.

Estrada called for a vote of [August 25, 2021 meeting minutes](#). Moscone seconded the motion.

Discussion:

Gallegos asked that the “In Memoriam” section be added.

Ayes: González-Chávez, Estrada, Moscone, Gallegos, Evans, Montoya, Harris.

Noes: None.

VII. Committee Updates

Informational only. No action was taken. (An overview of each committee’s memo was provided by designated committee members):

- [Legislative Committee](#)
- [Governance Committee](#)
- [Strategic Framework Committee](#)

VIII. Public Comment

Written public comment was submitted via an online form which opened 10 days prior to the meeting, and closed the morning following the meeting’s end at 10 a. m. Live public comment was also heard during the meeting and can be listened to again [here](#).

Written public comment submissions:

- Phyllis Miller (She/Her/Hers), Veteran artist, Los Angeles County

As a veteran and an artist, I use my art to empower veterans. I notice there are no grant opportunities for veterans who are artisans, where their talent and expertise can be use to serve the veteran community. In 2018, I was ask to speak before the California Budget committee, ,headed by Senator Ben Allen. Nothing on Capital grant support for veterans who artists.

- Therese Verner (She/Her/Hers), Los Angeles County

Is the Organization/Individual a current or former CAC Grantee? Arts and Accessibility

I am an artist and have been receiving your newsletter for years. I guess during the pandemic you stopped sending out newsletters that had grants and job opportunities and artist opportunities. Would you be able to start up that newsletter again?

- Josiah Bruny (He/Him/His), Music Changing Lives, Riverside County

Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief

On behalf of Music Changing Lives and more importantly the communities we serve, we'd like to thank you for your support of our fundraising efforts. Your contribution will help us to continue to #ChangingLivesOneNoteAtATime thank you for your great generosity!

- Eduardo Kintero (He/Him/His), Individual Artist, Imperial County

Hello, I really appreciate your time, I just want to know about the grants, for individual Artists, I never get an answer, if I have to wait for an answer that is fine, just let me know, thank you so much.

- Anonymous

I am a state worker and concerned member of the Arts community. It seems the number of people you have on staff has dropped a lot during COVID but have seen NO job postings to the state site CAjobs. Please star hiring! Also phone numbers have been taken off your site, I find it hard to reach anyone.

- Joel Garcia (He/Him/His), Los Angeles County

Is the Organization/Individual a current or former CAC Grantee? Innovations + Intersections

In reviewing the proposed Legacy Artist Fellows it appears that the selected fellows, fit the same profile of age and or access. There's a significant amount fellows who reside within institutions such as universities. This leads me to believe that panelists were not guided in adjudicating applications and looking past age, as awarding artists based on their longevity was not a criteria for being awarded this grant.

Two of the four criteria for this application are, "Community Engagement: Demonstrates the artist's strong relationships with local and/or regional organizations and initiatives. Social Impact: Demonstrates that the artist's processes and activities generate positive social impact locally, regionally, and/or statewide, addressing themes including but not limited to race, diversity, equity, inclusion, and accessibility."

Artists excelling in those two criteria do so outside of institutions and this final selection indicates that this was overlooked. This needs fixing.

- Anonymous (She/Her/Hers)

Nominating Hannah Moore for continuing her amazing work with the community and her art.

- Anonymous, San Francisco County

PERHAPS HUNDREDS of artists were immediately disqualified because they either missed uploading a document or uploaded the wrong format. The CAC is singularly responsible for this failure, which does not serve the state's hardworking artists or the citizens who rely on their visionary, community-affirming artistry.

It is SIMPLE AND STANDARD to signal to the applicant which documents are mandatory and to reject incorrect formats. Failing to do so is not only inconsistent with other application portals in the state (the San Francisco Arts Commission portal, for instance, will not allow final submission with incorrect formats or missing documents; it repeatedly prompts the applicant to correct these issues), but it is willfully adding an additional barrier to an already arduous process that seems intent on preventing applications from older applicants, those who are less technologically savvy, and those who are unable to afford grant-writing assistance. **YOU MUST CORRECT THIS.**

- Anonymous

Artists disqualified because they either missed uploading a document or uploaded the incorrect format were only notified about their disqualification a few days before this meeting. After waiting nearly 6 months for a decision, these artists receive word from CAC a few days before that they have no hope of receiving a grant.

THIS IS UNPROFESSIONAL, DISRESPECTFUL, AND WHOLLY INCONSISTENT WITH BEST PRACTICES IN ARTS FUNDING AGENCIES ACROSS THE STATE. CAC SHOULD BE ASHAMED.

CAC can immediately correct this by: 1) fixing the portal so that correct formats and mandatory answers are required before final submittal; 2) notifying disqualified applicants as soon as possible as a courtesy so they don't have to wait months only to find themselves disqualified right before the CAC votes on the grant awards.

CAC should also issue an apology to all disqualified candidates and offer them competitive preference in the next funding round.

- Peter Burnett (He/Him/His)

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of

class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- George Deukmejian (He/Him/His), State of California

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-A Concerned State Worker

- Gray Davis (Prefer not to answer)

To Anne Bown-Crawford:

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you IGNORED this?

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

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people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Anonymous (They/Them/Theirs), Alameda County

I am a local government worker, writing to the California Arts Council body out of great concern for my fellow gov employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored and denied this?? Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top.

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- Anonymous (He/Him/His), Sacramento County

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- Alexandra Urbanowski (She/Her/Hers), Silicon Valley Creates, Santa Clara County
Is the Organization/Individual a current or former CAC Grantee? State-Local Partnership

SVCcreates has been the CAC's SLP for Santa Clara County for over 30 years. We thank the CAC for this partnership and for ongoing support that has allowed us to provide grants to over 50 small, cultural diverse arts groups every year. We appreciate and endorse the Program Committee's recommendation which will strengthen the CAC ability to invest in every region of the state through increased funding of the SLPs.

Making the SLPs responsible for re-granting General Operating Support and Impact Project funds will offer an unparalleled opportunity for small organizations to benefit across California.

Organizations who might never have otherwise applied to the state for funds will be served and supported locally. SVCcreates is able to provide hands on technical support and locally informed grant-making and can significantly expand our impact in local BIPOC communities with increased investment from the CAC. Thank you for considering adoption of the Program Committee's recommendations.

- John Downey

I am a state worker, I am concerned for my fellow state employees who work at your department, and that is why I am writing to the California Arts Council. We are aware of serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions over the last year. In an agency that averages 30 employees, this is problematic, especially when you ignore and deny that it is an issue. Please DO NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect and devaluing coming from the top of the agency. Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

I ask that you acknowledge the damage that is being done to the spirit of your department, which is its people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

Thank you,

John Downey

- Lisa Sniderman (She/Her/Hers), Aoede, San Mateo County
Is the Organization/Individual a current or former CAC Grantee? Arts and Accessibility

I am a disabled artist who has benefitted greatly for many years from AAP grant funding, which I used to: 1-create an instrumental score of my original musical (2016); 2-work with a composer to create piano/vocal score (2017); 3-do post production on 40 videos (2018); 4-edit and transcribe 30 video interviews and hire marketing assistant to promote How to Thrive With Chronic Illness virtual summit (2020).

Living with rare chronic illness nearly 13 years, my remaining challenges are continuing to create, connect, be part of community while homebound on limited energy. This grant program provided me crucial funding to implement my artistic projects, and enabled me to feel worth, value, contribution and purpose, despite my illness. Further, without this essential funding 2016-2020, I would have been unable to carry out these projects.

Please reconsider enormous value of this grant funding program (not only monetary) to disabled artists such as myself, and restore AAP funding.

Thank you!

- Anonymous (He/Him/His), Sacramento County

Is the Organization/Individual a current or former CAC Grantee? Creative California Communities

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored and denied this?? Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top.

Your staff are regularly and deliberately kept out of decisions and policies where they are the subject matter experts. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Janis Plotkin (She/Her/Hers), Alameda County

Is the Organization/Individual a current or former CAC Grantee? Arts and Public Media

Direct support to the arts, through their 501c3 organization or directly to artists is the preferred means of distribution. Funding to the artists is what grant making is all about. Creating another step, another organization for disbursements slows down the process and creates another bureaucracy that is not wanted nor needed. Thank you for not going in this direction at this challenging times for artists and arts organizations.

- Anonymous

I am a friend of a state worker, writing to the California Arts Council body out of great concern for my friend and their state employee colleagues who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored and denied this?? Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top.

Your staff are regularly and deliberately kept out of decisions and policies where they are the subject matter experts. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while the Delta variant (and plausibly Mu variant) is still a very real threat to safety. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Goodwin Knight (She/Her/Hers)

ANNE BOWN CRAWFORD:

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored and deny this, on record?

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Signed a VERY concerned state colleague.

- Octavia Lawrence (They/Them/Theirs), Alameda County

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- Friend Richardson (Prefer not to answer), Tulare County

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- C. C. Young (He/Him/His), Human

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Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- James Rolph (They/Them/Theirs), Los Angeles County

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Frank Merriam (He/Him/His)

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. More recently they are being asked to endanger themselves in an office setting while Delta is still a threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top, from the executive(s). I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- William Irwin

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems the CAC has. They are as follows:

- I am concerned that staff is regularly and deliberately kept out of decisions and policy where they are the subject matter experts.
- They are kept from communication with your Council.
- They work out of class with no pay compensation and are overlooked for promotional opportunities.

I ask that you acknowledge the damage that is being done to your agency, which is it's people, and the harm caused to your BIPOC employees in particular by upholding white supremacy and by dismissing the talent you have, while you still have it. It is not enough to externally focus on racial equity without acting on it internally.

- George Perkins

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems the CAC has.

More recently they are being asked to endanger themselves to return to the office setting through a vague memo that is dependent on the whims of supervisors how each staff member's in-person schedule will be put into place, all the while the Delta variant is a very real threat to safety.

I ask that you acknowledge the damage that is being done to your agency, which is it's people, and the harm caused to your BIPOC employees in particular by upholding white supremacy and by dismissing the talent you have, while you still have it. It is not enough to externally focus on racial equity without acting on it internally.

- John McDougal

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- John Bigler

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this?? Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Culbert Olson

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. More recently they are being asked to endanger themselves in an office setting while the pandemic is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Jim Budd (He/Him/His)

I am a state worker writing to the Cal Arts Council body out of great concern for my fellow government employees who work for your department. There are many of us who have been notified of the serious ongoing personnel problems impacting your agency. Although the pandemic has taken a significant toll on our nation's workforce, the turnover in your office is glaring. Close to 20 people have departed your agency over the last year, some departures occurring prior to the wfh orders implemented by Governor Newsom. This is incredibly concerning. I ask that you acknowledge the damage that is being done to the spirit of your department, which is its people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you have it.

- Anonymous (She/Her/Hers), San Francisco County
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief, Local Impact

These activities will significantly delay the distribution of CAC funds at the very time when the majority of the field is financially struggling to recover from COVID.

- Jim Gillett

I am a gov't worker writing to the California Arts Council out of great concern for my fellow state employees who work for your office. Recently, It was brought to my attention the numerous problems impacting your small department. 19 of your employees have chosen to leave there positions since last year. In such a small office, it's upsetting that you have chosen to ignore the issues that lead to so many departures. Please do NOT continue to blame this on COVID; it is fact employees have resigned without there next job. The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is the people, and the harm caused to your employees of color in particular by upholding the biased white power structure and dismissing the talent you have.

- Cruz Naranjo, Sacramento Arts, Culture, and Creative Economy Commission, Sacramento
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief

I am opposed to decentralizing and redirecting funds that are currently spent on artists to a new statewide bureaucracy.

- Bill Stephens

I am a state employee writing to the CA Arts Council in support of my fellow state employees at your department. There are many of us who have become aware of the serious ongoing workplace problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency with an average 30 people, why have you ignored and denied this? Please do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other workplaces. Workers have departed without other jobs to go to. The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. Your staff is regularly and deliberately kept out of decisions that impact their work and wellbeing. At times, working out of class with no pay compensation. It is time you acknowledge the damage that is being done to the spirit of your department, which is its people, and the harm caused to your employees of color in particular by upholding the biased white power structure and dismissing the talent you have.

- Ted Meyer (He/Him/His), Art Your World, Los Angeles County

Is the Organization/Individual a current or former CAC Grantee? Arts Education Exposure

Arts and Accessibility made it possible for me to make my first documentary movie, “King of Dinoland.” During the Covid lockdown, funding for a new camera and other equipment made it possible for me to shoot and edit an award winning film about a soon-to-be homeless outsider artist of color in the Mojave Desert. I followed the subject for more than twelve months, a schedule that allowed time for me to deal with my own health issues.

Because of the CAC funding, I developed new skill sets, including video and audio editing. I then got practical experience in promotion, entering my film in multiple shows and festivals.

2020 was a rough year, between the drop in my personal income due to Covid, and increases in my health insurance premiums. This movie would never have been made without financial assistance. I’m now embarking on a second film project.

If you would like to review the film: <https://vimeo.com/manage/videos/525967405>

Password for the video is “Dinoland. ”

- Anonymous (She/Her/Hers), Santa Clara County

Is the Organization/Individual a current or former CAC Grantee? Local Impact, Professional Development, Youth Arts Action

The new proposal for the grants cycle in 2022 and later calls for diverting millions of taxpayer dollars that are currently awarded to non-profit arts organizations to a network of State and Local Partners. One administrative staff addition in each of these partners to administer the new proposals and the ensuing salary cost will come out of funds that could have potentially benefited 5-8 arts organizations who receive an average of \$15000 per year from CAC. If 75 partners are earmarked for these proposals, that could divert funds from over 100 organizations. This clearly does not benefit the arts in California.

This subgranting will also significantly delay the distribution of CAC funds at the very time when the majority of the field is financially struggling to recover from COVID. Please vote to continue the current practice of CAC funding.

- Nahshon Dion (She/Her/Hers), Writer & Teaching Artist, Los Angeles County
Is the Organization/Individual a current or former CAC Grantee? Arts and Accessibility

Since age 13, after seeing my neighbor and friend Rodney King beaten by LAPD, I've had a front-row seat to social injustice and state terrorism. I've struggled with PTSD and chronic depression for over two decades due to gun violence. Writing allowed me to reinvent my life after a traumatic upbringing and hate crime assault. My literature speaks to discrimination and violence Black and Brown LGBTQ youth face. NADC has soothed my rage and been instrumental in my book's journey providing more ammunition for "Shooting Range." Since 2015, I've received four grants from NADC for projects relating to my memoir, "Shootin' Range." I'm a low-income Black Transgender person who experiences racism and discrimination. Grants create much-needed hope. My recent grant funded a new laptop, creating a book proposal, and an editor's hiring. My 9-year investment has left me with an intellectual asset. Since 2012, I've received over \$180K in various forms and in-kind support towards developing and creating "Shootin' Range," which is now being edited. A publisher at Harper Collins has requested to read it, and several literary agents have expressed interest. "Shootin' Range" expounds on anti-femme, anti-trans, anti-queer, and anti-Black sentiment that I continue to resist. My existence, resilience, and literature show how youth can reach their full potential and shine with dignity when their rainbow is blurred. Please reinstate the NADC grant for those marginalized artists who need it the most.

- George Stoneman

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems the CAC has.

I ask that the CAC stops perpetuating the myth that the personnel issues are due to COVID. Staff have left the CAC extremely upset due to the terrible working conditions and those that have stayed continue to be disrespected, devalued, and treated unfairly from the top. This includes micro aggression from the Executive Director to BIPOC staff without any form of formal apology or commitment to change.

I ask that you acknowledge the damage that is being done to your agency, which is it's people, and the harm caused to your BIPOC employees in particular by upholding white supremacy and by dismissing the talent you have, while you still have it. It is not enough to externally focus on racial equity without acting on it internally.

- Washington Bartlett

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems the CAC has.

I ask that you acknowledge the damage that is being done to your agency, which is it's people, and the harm caused to your BIPOC employees in particular by upholding white supremacy and

by dismissing the talent you have, while you still have it. It is not enough to externally focus on racial equity without acting on it internally.

- Edmund G. Brown

Ms. Bown-Crawford,

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this? This is not normal.

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

“A great leader attracts great people and knows how to hold them together. —Johann Wolfgang Von Goethe”

- Vernelle Edwards (She/Her/Hers), Law Office of Vernelle S. Edwards, Ventura County

Re: INA-21-11119

CAC violated the Americans With Disabilities Act (ADA) and denied my 19 year old autistic daughter Eden a review on merit, allegedly based on failure to attach a resume. Eden timely and successfully submitted her application. If the resume was a requirement, your website should have highlighted it and not allowed the applicant to continue, like LA County Covid relief grant application and others. Instead, you emailed Eden September 18, 2021, informing her that because of a missing resume, her application was ineligible and was never reviewed by panelists. CAC talks about accessibility and equity, but did not practice either in this case.

The ADA prohibits discrimination based on disability. That means Americans with disabilities like Eden, should have an equal opportunity to pursue state funded grants and accommodations must be made to accomplish that goal. Eden successfully completed the Grammy's application and was awarded a full scholarship to attend Grammy Camp. That's because their site would not let her continue until she had entered all required information.

Eden is inconsolable. She keeps asking me: “Mom, why didn't they even listen to my music?” As an African American autistic child, she was bullied in school. Music was & is her voice, comfort, & gift. CAC's summary dismissal of Eden's application deprived Eden of an opportunity to have her music heard & judged on its merits. I am respectfully requesting that you remedy this situation.

- Henry Gage

I am a local state worker writing to the California Arts Council out of great concern for my fellow state workers at your department. There are many of us who have become aware of the serious ongoing workplace problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency with an average 30 people, why have you ignored and denied this? Please do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other workplaces. Workers have departed without other jobs to go to. The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. Your staff is regularly and deliberately kept out of decisions where they are the subject matter experts. They work out of class with no pay compensation. More recently they are being asked to endanger themselves by returning to a fully occupied office while Delta is still a very real threat to safety. I ask that you acknowledge the harm that is being done to the spirit of your department, which is its people, and the harm caused to your employees of color in particular by upholding the white power structure and dismissing the talent you have.

- Jim Brown (He/Him/His), Arts Council Santa Cruz County, Santa Cruz County
Is the Organization/Individual a current or former CAC Grantee? Artists in Schools, Arts Integration Training, Creative California Communities, Organizational Development, Professional Development, State-Local Partnership, Youth Arts Action

We at Arts Council Santa Cruz County appreciate Programs Policy Committee's work and all that has gone into making these recommendations. We understand that these decisions are neither simple nor easy to make. As a longstanding State-Local Partners we are grateful for all we have been able to do in our community with the California Arts Council's investments.

Empowering SLPs to regrant State funds at the local level will be a game-changer. Making SLPs responsible for re-granting General Operating Support and Impact Project funds offers an unparalleled opportunity for small organizations to benefit across California. Organizations that may not have otherwise applied for these funds will be served and supported locally.

Arts Council Santa Cruz County is committed to equity and full potential, and our Grants Program has the capacity and relationships to support small-budget, BIPOC-led, and BIPOC-serving organizations. We offer one-on-one support, professional development, and application processes that reduce barriers and expand access. Our work will identify and meet local community interests and values and reduce barriers to access. These dollars will make it possible for us to direct more resources to organizations that have historically been barred access.

- Pete Wilson (She/Her/Hers)

To Anne Brown Crawford,

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this?!

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of

class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Johnson

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Arnold Schwarzenegger

To Anne,

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this?

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you, Anne, acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

Sincerely,

A Concerned Colleague

- Earl Warren

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Wisa Uemura (She/Her/Hers), San Jose Taiko, Santa Clara County
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief

My name is Wisa Uemura and I'm the Executive Director of San Jose Taiko from San Jose, CA. San Jose Taiko (SJT) teaches, creates, and expands the taiko (Japanese drum) art form. We create innovative performances and comprehensive educational programs, empowering diverse voices and educating across cultures to build a more accepting and engaged world. For much of our 43-year history, we have been supported by the various iterations of our regional arts council through both general operating funds, project-specific grants, and capacity/network building workshops. SVCcreates has been a valued funder and advocate for SJT and the regional arts ecosystem. In more recent years, SVCcreates has become a partner and ally in SJT's pursuit of affordable, long-term rehearsal and office facilities for artists/arts organizations of our area. This issue has become more prevalent with the last decade's severe housing crisis.

I support the proposal to expand the CAC's partnership with SLPs to move more funding decisions to the local level. SLPs have deeper relationships with the regional arts sector and first-hand knowledge of the most critical needs facing their local communities/artists. Given these turbulent times, getting funds into the hands of the community-serving arts organizations - particularly BIPOC led/serving organizations - in a timely and unrestricted fashion will make all the difference in the vitality of the arts sector and the quality of life of California's residents.

- Ronald Reagan (He/Him/His)

Good afternoon Anne Brown Crawford,

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of

some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

Sincerely,

Worried State Worker

- Beverly Jordan (She/Her/Hers), Sierra County Arts Council, Sierra County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Artists in Schools, Arts Education Exposure, California Relief Fund for Artists and Cultural Practitioners, Creative California Communities, Local Impact, Organizational Development, Professional Development, State-Local Partnership

The Sierra County Arts Council would like to thank the Programs Policy Committee for its recommendations and offer general support for them making SLPs responsible for re-granting General Operating Support and Impact Project funds, This new roll for the SLP's will benefit small rural organizations across the state and help us to reach more isolated communities. organizations, and artists, who might never have applied for or received funding from the CAC. Support for SLP operations would be essential for this increased outreach. These new allocations would help organizations like ours to fulfill our mission to bring arts education, Arts programs, and artists support to every corner of the state.

- Grace Leo (She/Her/Hers), Ventura County Chinese American Association, Ventura County
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief

My name is Grace Leo, president of the Ventura County Chinese American Association (VCCAA). Our organization received CARES funds re-granted by the Ventura County Arts Council (VCAC). We are very grateful to receive these funds because they have helped us to further our mission to "Build Cultural Bridges", especially in this time when there is a misguided resentment of the AAPI community. I organized a local event as part of the National Day of Solidarity Against AAPI Hate rally held across the country. We will also use some of the funds to honor the Chinese American veterans who served in WWII, who are receiving the long overdue recognition they deserve, in a regional ceremony where they and/or their families will be receiving their Congressional Gold Medals. It will include some cultural performances including a lion dance.

I have been a strong advocate of the arts, working with local and state officials and other organizations to provide more funding. I know that VCAC is attempting to secure additional relief funds and I support them in this effort. We also support any additional funding that the California Arts Council can offer to its State-Local Partners for re-granting.

- John Weller (He/Him/His)

I am a state worker, writing to the California Arts Council body out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you have. 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, why have you ignored or deny this??

Your staff are regularly and deliberately kept out of decisions and policy where they are the subject matter experts. They are kept from communication with your Council. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety.

Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. I ask that you acknowledge the damage that is being done to the spirit of your department, which is it's people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Ravi Rajan (He/Him/His), CalArts, Los Angeles County

I am speaking in support of Zoe Josephina Moon Kiefreider's application for a California Arts Council Individual Artist Fellowship. Zoe has begun her first year of our MFA program in Photo/Media at CalArts and originally hails from Hawthorne in Los Angeles County. In a homecoming of sorts, Zoe pursued school out-of-state on a Posse Foundation fellowship, an experience that has helped her mature both as an artist and a leader, and now returns to California. She was propelled to engage the topic of genocide and race for her recent body of work, and has chosen to come to CalArts given our historic focus on photography in the space of race and social change. Zoe is at an important inflection point in her development as an artist, and an individual artist fellowship would enable her to develop a new body of work here in California. She also intends to "pay it forward" through her work with CalArts's new incoming Arts Leadership Posse (<https://vimeo.com/536943337>) -- the first Posse focused in the arts, and one that seeks to develop future leaders of color in the arts. Thank you to each of you for your stewardship of the arts in California, and for taking the time to hear this offer of support.

- Anonymous (He/Him/His), Los Angeles County

Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief

STOP! Please do not create an un-needed system of network of State and Local Partners -- this is more bureaucracy and a waste of money that should instead go directly to BIPOC organizations, LGBTQ organizations and the orgs on the GROUND who actually are working directly with communities. PLEASE DO NOT DO THIS! None of us want this! You are not in touch with artist communities and arts orgs in your thinking on this.

- Patricia Lord (She/Her/Hers), Siskiyou County Arts Council, Siskiyou County

I want to thank the California Arts Council for increasing their investment in nonprofit arts and culture organizations in California. Without the support of the California Arts Council, the Siskiyou County Arts Council would not be able to do what we do to bring the arts to our constituents.

I would like to express to the Council how vital your investment in Siskiyou County is. Our county has a large geographic area and low population. We have few local foundations and funding opportunities. With sub-granting funds from the California Arts Council, we will be able to power more of the small-scale arts opportunities that do not fall within funding categories established by local and regional funders. We know we can make huge impacts in our community with the continued support and assistance of the California Arts Council and encourage you to continue and strengthen the relationship between your State Local Partners.

- Deirdre Visser (They/Them/Theirs), ABD Skywatchers, CIIS, San Francisco County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Arts & Cultural Organizations General Operating Relief, Impact Projects

I strongly oppose an effort to add another layer of organizational bureaucracy to the grant-making process. This does NOT advance equity; it's quite the opposite.

- Meuy Lee (She/Her/Hers), Level Up NorCal, Shasta County
Is the Organization/Individual a current or former CAC Grantee? California Relief Fund for Artists and Cultural Practitioners, Local Impact

As a recipient of the Communities of Color CARES grant as distributed by Shasta County Arts Council ("SCAC"), Level Up NorCal is in support of more re-grant funding opportunities for art and cultural groups by and at the local level. Level Up supports the recommendation to invest more in state-local partners and empowering them with re-granting responsibilities for general operating support and impact projects.

The re-grant opportunity provided by the SCAC, allowed us to enhance our Cultural Dance Program aimed towards underserved youth in the Southeast Asian and Latinx communities. Our program began as a way for the youth in our area to connect with their heritage and learn more about their culture. Through free classes, Southeast Asian and Latinx youth learn cultural dances and choreography with opportunities to perform throughout the northstate. No other organization in our region provides the same opportunities as our program.

The impact of this grant on the youth who would have no other similar opportunity to connect with their heritage is unique and deeply felt. The re-grant at the local level allowed for art groups that did not have a non-profit designation, opening the opportunity for wider local level support. Local partners are intimately familiar with the needs of their community and the organizations that serve it, increasing opportunities for smaller organizations like us that might be overlooked in a state with the largest population in the nation.

- David Read (He/Him/His), Yuba Sutter Arts & Culture, Sutter County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Arts & Cultural Organizations General Operating Relief, Arts Integration Training, JUMP StArts, Local Impact, State-Local Partnership, Veterans in the Arts

As the State Local Partner for both Sutter & Yuba counties, we are proud to be celebrating our 40-year collaboration with the CA Arts Council this year. We have come a long way since our founding with humble beginnings in a basement space in City Hall. We now own and operate 2 theaters, 2 art galleries and office space and provide full arts programming and services to our two-county service area of 180,000 people. We very much appreciate the ongoing base administrative support we receive from the state and want to be able to offer more assistance to our local arts organizations.

Thanks to the CARES re-granting program this past year, we were able to provide support for a local multi-cultural dance studio and help sustain them during the pandemic. We offered aid to a struggling youth performing arts group and enabled them to broaden their reach into our communities of color and for socio-economically disadvantaged families. We incubated a youth Mariachi orchestra program in collaboration with our Alliance for Hispanic Advancement with instruments and instruction provided at no cost. We helped a start-up independent art gallery as their fiscal sponsor and now they are offering regular gallery showings for local as well as regional artists in addition to a variety of classes. As one of the top rated SLPs in the state, we are ready to step up and help support these and other established and fledgling groups.

- Victoria Marks (She/Her/Hers), UCLA, Los Angeles County

Artists with disabilities make an essential contribution to progressive cultural change. Artists with disabilities can create “worlds” that make space for experiences of difference, inviting all of us to shift our paradigms about beauty, ways of being, seeing, hearing and doing. Additionally and importantly, funding artists with disabilities contributes to disability culture and community. We know the arts are central to the pursuit of justice and well-being for all of us. Particularly urgent now, is to ensure that living with difference, (be it sensory, mobility, pain, fatigue, social, etc.) is not a state to be apathologized, but to be acknowledged, celebrated, understood, and valued. Much of our cultural funding unknowingly subscribes to ableist ideas. Ableism and white supremacy actually go hand in hand, so as we, as a society think about equity in the arts, it is urgent that individuals with disabilities are supported to develop and present their work.

- Mark Sachau (He/Him/His), Arts Council Santa Cruz County, Santa Cruz County

As a former local board member I know with certainty that the local council is in touch with and out-reaching to the entire Santa Cruz County arts community. No group, far or near, is better prepared to assess need and determine worthy recipients of arts grant monies. It’s the reason the local arts council exists in the first place.

- Marie Acosta (She/Her/Hers), Sacramento County

RE: TAB E: The COVID Crisis continues to decimate the arts in CA and the field remains in crisis. The CAC has over 30 year’s experience in grantmaking to the field. The processes are developed and ready to go. Decentralizing will create an extra layer of bureaucracy. Because of the historic circumstances we are in, the CAC has the opportunity to do more and better than

before. The council needs to get funds to the field now. Decentralizing will result a 2 year wait for funds we lobbied for and less funding to the neediest communities.

By decentralizing, the CAC is discriminating against organizations in rural regions and small cities by eliminating a very important funding source: CAC. In Sacramento, there are only two dedicated and consistent funding sources for the arts, our local arts commission and CAC. With awarded CAC funds we have leveraged NEA funds. CAC funding gets the attention of individual donors and our elected officials. Funding from the CAC is a good housekeeping sign of approval. Withdrawing CAC funding, cuts our funding opportunities by 50%.

Since the CAC can award two-year funding, fund orgs who received a 3 and up in score in all categories. Fund the next 20 fellows from the list. Evaluate the Fellows of Color project.

Fund a category for \$250,000 to 75,000 for \$30,000 general operating. Cut back on CAC staff workload and ours.

- Anonymous (They/Them/Theirs), Los Angeles County

When will those who applied for the CA Individual Artists Fellowships Grants be notified of whether or not they will be receiving a grant?

- Anastacia Powers Cuellar (She/Her/Hers), Brava! for Women in the Arts, San Francisco County

Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Arts & Cultural Organizations General Operating Relief, Creative California Communities, Youth Arts Action

I am writing to let you know I oppose the CAC's proposal to redirect state funding designated for the ARTS to a network of Local partners to administer the funds.

- Karlo Henry (He/Him/His), The Art Hunger, Shasta County

As resident of Shasta County and founder of The Art Hunger (TheArtHunger.com), I want to let the California Arts Council know the importance and impact that the Grant Program has had in our area.

Shasta County is, for the most part, a rural area where arts and culture are not prioritized as a need for the larger community. As a result Artists, Creatives and Makers can face bigger hurdles to get support for their work and projects. These Grant Programs are a lifeline to keep the culture alive.

The support for art and culture projects in our county is not the same as in a big city with many habitants. But still, our area is home to a large number of artists, creatives and makers that are making a big impact in our community in spite of the lack of funds, support and diversity in our area.

With this, I want to fully commend The Shasta County Arts Council for their labor as one of the few options where artists can find support and for their effort to keep arts and culture alive in our area.

At the same time, I want to humbly ask for you to continue supporting them and us in our goal to make this part of the state a vibrant hub for arts and culture.

- Rachele Axel (She/Her/Hers), San Francisco Arts Commission, a CAC SLP, San Francisco County

Is the Organization/Individual a current or former CAC Grantee? Artists in Schools, California Relief Fund for Artists and Cultural Practitioners, State-Local Partnership, Veterans in the Arts

On behalf of the San Francisco Arts Commission (SFAC), a long-time CAC State Local Partner, I want to thank the Programs Policy Committee for their work on behalf of artists and arts nonprofits across the state, and for the thoughtful recommendations presented in today's packet.

The SFAC and our local arts ecosystem has greatly benefited from SLP funds over the years. We acknowledge that we are one of the largest, highest-capacity SLPs in the statewide network, but these dollars have been critical nonetheless.

All of our funds are legislated, bound to specific outcomes and processes. SLP support allows us to address emergent needs and priorities, and remain responsive to the community, especially in these times of great change and economic struggle.

The SFAC supports the proposal to provide SLP the re-granting responsibilities for General Operating Support and Impact Projects. SLPs are your satellite agencies in communities across the state, representing the shared priorities of the CAC.

We have a program called Cultural Ambassadors. It enables us to partner with individuals who are leaders within communities of color, who have longstanding networks that are highly effective at reaching those who may not be seasoned grant applicants. As a result, the number of new grant applicants has grown exponentially. Today's recommendations allow SLPs to serve as the CAC's Cultural Ambassadors, serving those hardest to reach and who may not have received funding before. Thank you.

- Angela, 3rd I South Asian Independent Film, San Francisco County
- Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief, Local Impact

Funding from the California Arts Council has made a significant difference to our nonprofit arts organization for many years through its Local Impact grants. Currently, the Arts & Culture Organization General Operating Support we receive is a lifeline enabling our nearly 20 year organization to stay afloat amidst the challenges COVID has brought.

We are opposed to the CAC proposal to take funds that are currently spent on artists and redirect them to a network of State and Local Partners. This will divert much needed funds toward additional administrative processes of those local partners to implement CAC's grant-making. These activities will significantly delay the distribution of CAC funds at the very time when the majority of the field is financially struggling to recover from COVID.

Please consider what is at stake for thousands of arts organizations. We urge you to reject this proposal.

- Clay River (They/Them/Theirs), Southern Sierra Miwuk Nation (Miwumati Healing Center & American Indian Council of Mariposa County), Mariposa County
Is the Organization/Individual a current or former CAC Grantee? Innovations + Intersections

In the last two years, the American Indian Council of Mariposa/the Southern Sierra Miwuk Nation (SSMN) have become familiar with the CAC, thanks to our relationship with Mariposa County Arts Council Inc. (MCACI). And I want to thank the CACI for your support of the SSMN through the award of an I+I grant we received in partnership with MCACI and for featuring our partnership work in the inaugural edition of CAC's DREAM publication. As was mentioned in both our I+I proposal and the article in DREAM, the SSMN is in the midst of a multi-decade fight for federal recognition and both the I+I grant and the recognition in DREAM provided evidence to the B. I. A. in this effort.

I'd like to encourage the Council to support the decentralization of re-granting responsibilities down to local SLPs. Passing along traditional cultural arts and practices while also forging new contemporary indigenous artistic expression is critically important to the SSMN right now. And thanks to the newly adopted County cultural and creative placemaking policy, we are well positioned to do so in a highly visible platform and impactful way throughout our region. That said, this all requires funding. And for the SSMN, securing support through local organizations with whom we have a relationship, and we know have indigenous leadership at the governance level, and whom we trust to populate review panels in a representative manner is a far more viable option than applying to grants that are awarded from afar.

- Maria Jimenez-Torres (She/Her/Hers), Plaza de la Raza Cultural Center, Los Angeles County

I respectfully request that the Council reconsiders the de-centralization of the CAC grant program and ask that you do not go forward with plans to distribute CAC grants management responsibility to the Statewide Local Partners and Statewide Regional Networks. While I respect the work of the SLPs and SRNs, and the CAC's desire to expeditiously disseminate funds to the field, I do not think funding an additional layer of administration through the SLPs and SRNs is the solution.

What is needed now is more direct organizational support for the field, particularly for small and mid-sized organizations. Organizations like Plaza de la Raza have absorbed the impact of the COVID -19 shutdown and are now having to commit new resources to a new reality that includes specific staff, supplies and new policies. We are also contending with additional costs due to AB5 that has resulted in paying out unemployment to our teaching artists at a record rate of tens of thousands of dollars from previous years due to the pandemic. We need your continued direct support now!

You have a roster of already funded artists organizations, a roster which was doubled after you reviewed your own grant process. Funding them for two years now would bring about immediate relief and still allow you time to prepare for the future.

Time is of the essence for all of us so please look to the most expeditious way of bringing relief to the field.

- David Kipen, LA Times, UCLA, Libros Schmibros, Los Angeles County

What efforts were made to ensure that all the arts -- i. e. , visual art, theater, writing, music -- were equally represented among the panelists and awardees?

- Marko Oli (He/Him/His), Golden Ghosts, Shasta County

To whom it may concern,

We here in far northern California lack many viable means to support our visual and performing arts projects. As a director of the group project Voices of the Golden Ghosts I strongly recommend that The California Arts Council delivers monies to local Arts Councils for them to distribute to the important arts programs in their area of influence. Northern Counties artists, specifically Siskiyou and Shasta have little opportunity for funding opportunities, hence the importance of the CAC to support us. Those monies should be sent for the local Arts Councils to distribute. Especially the general operating funds and funds like the Impact Grant rather than a statewide competition. Our small counties should not have to compete with San Francisco and LA. Case in point we did not receive our Impact grant this year so our project was sunk! The only funding we received was through our local Arts Councils dispersement. Please rethink how funding is dispersed throughout the state and give more control of funds to local agencies.

- Anonymous, San Francisco County

Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Artists in Schools, Arts & Cultural Organizations General Operating Relief, Creative California Communities, Local Impact

I am writing to strongly encourage CAC NOT to alter its grant-making approach and NOT re-direct funds that are currently spent on artists to a new statewide bureaucracy. If adopted, the proposal will distribute millions of taxpayer dollars that are currently awarded to non-profit arts organizations to a network of State and Local Partners who will also take additional administrative funds from CAC's funds as overhead. It will also significantly delay the distribution of CAC funds at the very time when the majority of the field is financially struggling to recover from COVID and need quick turnaround times.

I encourage CAC to return to the funding programs that were in place in 2019, 2020. The funding that we received from CAC those years made it possible to do programs that we have since been forced to twilight because CAC cut these programs in 2021. I would hate to see funding allocated for arts orgs decrease even more due to yet another change that was made without conversations with the community.

Thank you for everything that you do. CAC is an extremely valuable resource for California.

- Gary Blum (He/Him/His), Oxnard Performing Arts Center, Ventura County

Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Local Impact

My name is Gary Blum and I am the Board Chair of the non-profit associated with the Oxnard Performing Arts & Convention Center in Oxnard. Two years ago we were de-funded by the city and an outside live entertainment company was contracted to continue programming the main auditorium. We have struggled to stay afloat and continue to provide vital arts and cultural opportunities for our local community. The Ventura County Arts Council has met with Oxnard's

Mayor on our behalf and presented at several city council meetings to assist us in requesting city funds and making the needed case for our survival. We also received CARES funding from VCAC. We appreciate everything the CA Arts Council does for arts and culture statewide. We offer our complete support for any additional funding of local SLPs because, with greater capacity, we know the Ventura County Arts Council will do even more to help us and other arts and culture organizations like ours that need help.

- René Wellman (She/Her/Hers), The Art Center-Alturas, Modoc County

The Modoc County Arts Council has partnered with us and provided funds in the form of regrants from funds originating from the CAC in the State Local Partners program.

Funding provided to The Art Center by the Modoc County Arts Council in the form of regrants has enabled us to:

- 1) Pay our art instructors, and therefore attract more teachers and students to the arts community.
- 2) Pay for bookkeeping services for The Art Center to help facilitate changes in leadership and scope.
- 3) Turn over the running of KILN radio to the Modoc County Arts Council so The Art Center can focus more on using their facility for art classes and art galleries.
- 4) The Modoc County Arts Council, in a bid to include economically challenged students, is reimbursing The Art Center for supplies made available to all art students for a reduced cost or free.
- 5) The Modoc County Arts Council rents our gallery for art shows, which helps us increase revenue.

In addition to the above tangible support, the Modoc County Arts Council has validated the time and talent of the local artists who are members and teachers at The Art Center of Alturas. A spirit of collaboration has grown-a desire to be an inclusive and safe place for all community members to create. The number of classes being offered and memberships have doubled in the past year. Our partnership with Modoc County Arts Council has made this possible.

- Eddie McAllister (He/Him/His), The Shasta Beloved Community, Shasta County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Arts & Cultural Organizations General Operating Relief, California Relief Fund for Artists and Cultural Practitioners

Greeting from Shasta County!

My name is Eddie McAllister. I am a retired Community Organizer and facilitator of The Shasta Beloved Community. Building relationships is a key component to Community Organizing. The Shasta Arts Council has a relationship with the local Martin Luther King Memorial Center and the annual celebration of the Dr. King's Birthday.

The Beloved Community was invited to apply for the Communities of Color grant, by the Shasta Arts Council. Relationships, trust and a liaison between Community groups, the State and The Shasta Arts Council presented such a much easier request for proposal.

The Shasta Arts Council's role of letting the community know about the CARES program was impacting. The Beloved Community also uses the same acronym CARE. . . with a different

meaning which is Celebration. Awareness. Respect. Equality. To complete important goals of Community principals and a cure for the violence disease. The Shasta Beloved Community highly advocates for the Strategic Framework of a regranting program for local communities to be funded to 2027 to participate in the annual Season of Nonviolence from Jan. 30 to April 4.

“Nonviolence is the Lifestyle of a Courageous People” Dr. Martin King Jr.

- Doranda Martin, The CreArtive Freedom Family, Ventura County
Is the Organization/Individual a current or former CAC Grantee? California Relief Fund for Artists and Cultural Practitioners

I am Doranda Martin, Founder & President of The CreArtive Freedom Family in Oxnard, Ca. We are a creative arts non-profit and were blessed as recipients of the CARES funds re-granted by the Ventura County Arts Council. In a wrecking ball of a time period where too many organizations went under, the CARES grant was a significant life saver to our community serving organization that fought desperately to stay alive. The grant came through in the nick-of-time; in a moment when we had absolutely nothing coming in beyond my limited personal resources. This operations support grant is a true part of why we are still standing today, as well as other invaluable community supporting artistic organizations. Indeed, I fully stand by operating support increases for SLP's; the support that it's recipients receive only translates to greater support and service to the well being of it's community.

- Jonelle Latham (They/Them/Theirs)

I'm calling to make your Council aware of the staffing and programming issues that we are all collectively witnessing to have a serious and negative impact on your organization. Countless members of your staff have chosen to leave as a result of improper and misguided leadership practices, doing harm to your BIPOC staff specifically and by extension your BIPOC funded artists and organizations.

Decisions are being made behind closed doors without the input and expertise of your staff who are the ones working closest with the arts and cultural community, understand their needs and interests and have those best interests at heart.

The lack of new staff being brought in to alleviate the burden of those who remain is felt not only by the staff itself but by the programs and services the people of California depend upon from its state arts agency.

Please do active work to hire more BIPOC staff into leadership roles with real knowledge of equity and justice work!

Thank you for your time.

- Jan Glasband (She/Her/Hers), Simi Valley Cultural Association, Ventura County
Is the Organization/Individual a current or former CAC Grantee? Youth Arts Action

My name is Jan Glasband I'm the co-founder of Spectrum Collaborative in Simi Valley. We offer free workshops that connect adult artist mentors with teens from the LGBTQ+ community. We received CARES funds re-granted by the Ventura County Arts Council who is also assisting us on an Impact Project. Our County provides very limited funding for the arts and some of our cities are particularly uninspired. VCAC is advocating for money and has been so helpful to orgs

like ours as we try to survive COVID and build capacity. I fully support all recommendations for re-granting and an increase in operational dollars to SLPs.

- Matt Carney (He/Him/His), San Diego Ballet, San Diego County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Artists in Schools, Arts Education Exposure, Organizational Development, Youth Arts Action

Writing in support of the Programs Committee recommendation to filter support to local organizations through SLPs and SRNs. SLPs and SRNs are the backbone of the arts and culture sector in California. They have the most immediate reach into the communities that have the greatest access to possible grantees. This recommendation would get the funds in the hands of arts organization from a variety of backgrounds and lighten the load at the CAC.

- David Loret de Mola (They/Them/Theirs), Operation FreeSoul, Sacramento County

I would first like to thank the California Arts Council for even being able to offer this much funding in support of artists across our great state. I hope, over the years, programs like this can be expanded to support even more of us who've worked so hard to support our communities. I would like to say: the 10 year Legacy tier is a bit restrictive - artists like myself who are just over 10 years of helping their arts scene grow and prosper don't fit into the Legacy tier, and do not qualify for any of the previous tiers. I would strongly suggest redefining your age limits and creating a new tier, going forward, for artists 10-to-20 years in, as this time frame is very different from those with 30 or 40 years of experience. To be actually eligible for funding would be not just a life altering opportunity, but would change the way I am able to further serve my spoken word and poetry community in Sacramento than I already have. Thank you for your time, and take care.

- Hannah Moore (She/Her/Hers), Self, Alameda County

Good morning Council! My name is Hannah and last Friday September 17th I had the opening of my first curated art show at East Side Arts Alliance in Oakland CA. My show, 'Spiritual Technologies' brings in the 9th principle of IFA stating that as hard as life gets we have access to spiritual Technologies such as our innate gifts, ritual, initiation etc to support us in our health and well being. I brought together 4 artists whose work is in conversation around this principle. It was a lovely opening! The first show East Side Arts Alliance has had in the space since the pandemic began. It was clear that people needed that community, art and dialogue. I humbly ask that you consider funding me in the individual artist grant so that I can pay the artist, make a donation to East Side Arts Alliance and take this show to Sacramento CA. Thank you!

- Agata Maruszewski (She/Her/Hers), Shasta County Arts Council, Shasta County
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief, Arts and Public Media, Local Impact, Organizational Development, State-Local Partnership, Statewide and Regional Networks, Veterans in the Arts

Dear Council Members, I'm writing to you in support of the Programs Policy Committee recommendations for grant programs and the schedule for the release of those programs in the 2022 grant year. Your State-Local Partner organizations are your "boots on the ground", to borrow a term, in assisting you to reach as many Californians as possible with the grant-

supported programs as well as funds. To us, the ability to re-grant funds via the SLP CARES program and support emerging and established organizations working in the arts and cultural field for the Communities of Color in Shasta County was a great privilege. We had the rare opportunity to pass money along to our constituents in times when fundraising was - and continues to be - very challenging, particularly to those without 501c3 status. The work the funds supported was and continues to enrich the cultural lives of Shasta County, with many of the organizations funded serving vulnerable, minority populations. We also gained a better understanding of the needs existing within county - the total ask amounted to over \$30,000, we were able to fund \$13,000. The Shasta Arts Council and many other SLPs would like to see the recommendation you are considering turn into a permanent feature of California Arts Council's work with their SLP organizations. We are ready. We can do it.

- Hannah Moore (She/Her/Hers), Individual, Alameda County

<https://oaklandvoices.us/2021/09/22/oakland-voices-alumnas-hannah-moores-curation-at-eastside-arts/>

- Anonymous (He/Him/His), Sutter County

Is the Organization/Individual a current or former CAC Grantee? Impact Projects

I have worked with Yuba Sutter Arts and Culture for the last few years. I have greatly enjoyed the process. They are an organization that cares about their community. The CARES funding meant a lot to us, and we owe it all to them.

- Tomas Benitez (He/Him/His), Latino Arts Network, Los Angeles County

Is the Organization/Individual a current or former CAC Grantee? Statewide and Regional Networks

I am against the proposed decentralization of the CAC. You may see it as redistribution of the wealth, but it is no more than a model for trickle-down economics, which never reaches the most in need nor the least enfranchised. I am proud to have worked hard along with a legion of my colleagues in the field to earn the new funds now you have before you, but not to see the CAC abrogate its responsibility and mandate to serve the field, but rather to become a more fortified state wide arts agency and a national leader. The spirit of our collective efforts was to get more money for more artists and arts organizations int more communities throughout the state, and to ascribe to the values of cultural equity and inclusion. De centralization is not the answer.

The field is indeed in crisis. We are struggling to overcome yet additional delays in reopening due to the virus impacting earned revenues and new artmaking, plus additional expenses for health and safety procedures and operations, that will hereafter be part of all of our lives, and due to AB5 , the new and rising expenses of unemployment for artists and others while we are idle. Mid-sized arts organizations are in particular crisis, and we all need the CAC to step up, not step back.

I urge you to at the very least to not vote on this action today until it has been more fully developed, and I thank you for your time

Tomas Benitez, Latino Arts Network

- James Armstead Jr. , J. D. ,Ph. D. ,LL. D. ,D. Litt. ,D. H. L. (hc) Professor (ret) US Naval War College (He/Him/His), Sierra Nevada Mountain Chautauqua and Amador County Arts Council, Amador County

I am Dr. James Armstead Jr. , a retired veteran & academic with 40+ years in cultural awareness programs. I am a Black citizen living in Pioneer CA, a small & remote, unincorporated mountain community that is 97% White. I am a member of the Amador Arts Council program, Rural Advocates for Racial Equity, and a recipient of the CARES ACT Grant from AmadorArts. Grant funds from AmadorArts have allowed me and a team of Black & Indigenous People of Color to establish a new not-for-profit program that will present Chautauqua-style characters to Amador County schools. This new program, Sierra Nevada Mountain Chautauqua, is made possible by hands-on support from Amador Arts and their re-granting program. We make living history presentations that concentrate on Hispanic, Native, Asian, and Black forbearers within the American experience, including James Beckworth, Harriet Tubman, Hiran Quan, Sara Winnemucca, Juan Flacco and Cesar Chavez. This new organization would not be possible without the State-Local Partner, Amador Arts Council and their re-granting funds. We are the only BIPOC-lead, educational & cultural institution in the “Up-Country” region of Amador County. Thank you for sustaining and growing the State Local Partner grant so that Amador Arts Council can continue to uplift rural BIPOC voices and provide BIPOC-led groups with essential funding to focus on representing the contributions, lives, and voices of historically marginalized, rural Black and Indigenous People of Color.

- Richard Falcon (He/Him/His), Teatro Nagual, Sacramento County
Is the Organization/Individual a current or former CAC Grantee? Arts & Cultural Organizations General Operating Relief, Cultural Pathways, Organizational Development

I urge voting No on decentralization of funding. CAC has all that is needed to continue its work. Move forward with funding!

- Anonymous (She/Her/Hers), Alameda County

I attended the opening for Hannah Moore’s “Spiritual Technologies” exhibit this past Friday in Oakland. Californians deserve to witness & EXPERIENCE this exhibit. Please help her share it with the People. We, now more than EVER BEFORE, are in dire need for spiritual technologies. Please consider.

- Amaya Noguera (She/Her/Hers), Alameda County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Arts and Public Media, Arts Education Exposure, Local Impact

Hannah Moore’s Spiritual Technologies exhibit is powerful and beneficial to the entire community. She should definitely receive funding to continue spreading healing through the arts.

- Jose (He/Him/His), Sacramento County

I am opposed to de-centralizing of funding. This will delay funding opportunities since current systems will need to be revamp and new ones recreated. Forget that. What artist or arts organization can afford that? Implement a 2 year funding now.

- Arose Bey-Molina (She/Her/Hers), Alameda County

Would love to see Hannah Moore and her Spiritual Technology program get the funding which allow her to assist persons maximize their spiritual connectivity.

- Anonymous (She/Her/Hers), Skywatchers, San Francisco County
Is the Organization/Individual a current or former CAC Grantee? Impact Projects

I oppose the change CAC is proposing to radically alter its grant-making approach, re-directing funds that are currently spent on artists to a new statewide bureaucracy. If adopted, the proposal will distribute millions of taxpayer dollars that are currently awarded to non-profit arts organizations to a network of State and Local Partners who will also take additional administrative funds from CAC's funds to increase the staff of its local partners. I disagree with this change.

- Joseph Valencia (He/Him/His), Orange County

As a Panelist, I was grateful for staff guidance but did notice inconsistencies across how Panelists generated their scores. I felt the ranking categories were strong yet how Panelists justified which score to give on any particular ranking category was incredibly subjective. This is a major problem since the difference between choosing a 5 or 6 on just a single ranking category could ultimately disqualify an Applicant from being awarded. I would like to suggest the Council consider implementing additional guidance for scoring applicants as well as a final panelist discussion to confirm rankings of top Applicants, keeping in mind these nuances.

- Carl Bradford (He/Him/His), Carl H. Bradford III/Studiob3 Creative, Solano County

My answer is two fold:

First I totally enjoyed being a judge in the CAC grant applications for the state of California. While inside the system doing simple things I realized the systems were flawed . Access issues mainly and at the end forms issues that made it difficult to finish the time spent.

Second I also had a grant for individual artists assistance. I filled out all of the application areas completely, uploaded everything you asked for, and was kicked out on a fatal flaw that said I was not a California resident. If Im correct you cannot ask for assistance if you are not a California residence. So what I am getting from that is (Your system is kicking random applicants out!) *You have to add your address to the application to finish it! So I was kicked out my only reason was I had no address!! Which makes no sense what so ever!

Cristina Mora, Chicano community, Sacramento County

“No” to de-centralization. Implement 2 year funding now through the CAC!

Thanks!

- Miki'ala Catalfano (She/Her/Hers), Native Roots Network, Shasta County
Is the Organization/Individual a current or former CAC Grantee? California Relief Fund for Artists and Cultural Practitioners

Dear Council Members,

As a recipient of re-granted funds from the Communities of Color CARES grant, distributed by Shasta County Arts Council, I'm writing in support of the grant programs and the schedule for the release of those programs in the 2022 grant year.

We are a grassroots organization, and we appreciated the relative ease we experienced applying and receiving support for our arts project. We know that part of our success was due to our past relationship building and involvement with Shasta County Arts Council and the fact that we have mutual respect for the work we do within the arts and Indigenous communities. Through our history together, they knew our track and knew we needed funding for a pressing and important project. We had been watching the city changing amidst rapid gentrification, and the funds we received are allowing us to support and assert a visual presence of Indigenous People - specifically Wintu - in their homeland. This is only possible with financial support.

Please vote in favor of the grant programs and schedule for the release of those programs in the 2022 grant year, to support SLPs in regranting responsibilities.

With deep appreciation,

Miki'ala Catalfano

Native Roots Network

- Joel Garcia (He/Him/His), Meztli Projects, Los Angeles County
Is the Organization/Individual a current or former CAC Grantee? Innovations + Intersections

I am writing in opposition to the "Recommendations for 2022 Grant Programs and Timeline" as there is no way in ensuring equity and oversight via Statewide and Regional Networks as the existing members of that network struggle to meet the needs already, especially when it relates to Folk and Traditional Arts. The Arts Leaders of Color Fellowships which I was a panelist for, already deviated from its intention and further deviation creates more exclusion.

The CA has been great in supporting innovative projects through the Impact Projects grant program, passing this over to State-Local Partners, undermines that progress.

I hope this isn't a recommendation from CAC staff because of its lack of capacity as a result of being understaffed from what sounds like an exodus of staff members.

Don't pass off your responsibility to ensure equity to organizations that not might be ready to do the real equity work.

- Kerry Adams Hapner (She/Her/Hers), City of San Jose Office of Cultural Affairs, Santa Clara County
Is the Organization/Individual a current or former CAC Grantee? Creative California Communities

I am providing comment on behalf of the municipal local art agency leaders in Los Angeles, San Diego, San Jose, Sacramento, Oakland and Long Beach, who jointly sent a letter to the CAC Director and Chair on September 13th.

Because of the critical roles municipal arts agencies play in our communities, while we are pleased to see that your strategic framework includes a goal of decentralizing your grant making and accessing more local control funding models, we are disappointed that in its current funding rubric, the CAC's program guidelines do not include Municipal Local Arts Agencies as partners. In fact, the CAC's eligibility requirements directly place municipal arts agencies in competition with the communities we are committed to serving.

In addition to calling attention to this systemic issue, we have three requests:

1.) Designate and prioritize Municipal Local Arts Agencies to apply to the CA Creative Corp program;
2.) Create a new funding program for designated Municipal Local Arts Agencies to apply for annual funding on a per-capita basis; and
- 3) Please respond to these proposed solutions.

As we collectively strive to increase resources for communities throughout the State, we believe strongly that these inclusionary practices will generate more buy-in, reach more Californians, and leverage even more future funding for the CAC. We look forward to hearing from you.

Thank you for your service,

Kerry Adams Hapner, City of San Jose Director of Cultural Affairs

- Kathryn Carner (She/Her/Hers), The Actors' Gang (Prison Project), Los Angeles County Is the Organization/Individual a current or former CAC Grantee? JUMP StArts, Reentry Through the Arts

We are recipients of TA/AIC contracts and Jump Starts and the former Reentry through the Arts. I am urging the Council to bring back Reentry through the Arts as we have been able to witness firsthand the lasting value this program has for people who have experienced incarceration. For four years, TAGRP has provided arts programming to assist participants with emotional management, verbal communication, collaboration, conflict resolution, and leadership tools that build essential "core/soft" skills used to significantly improve personal development, stronger family relationships, and enhance the achievement of career and academic goals. We know that Reentry provides a critical bridge for people as they transition out of incarceration and that it takes all types of supportive programs to achieve success. The access to Art during the reentry process is an integral part of whole person care. The Actor's Gang Reentry Project not only provides workshops for those who chose to participant but also employs former participants as teaching artists who facilitate classes and program. Over the four years of receiving the RTA Grant over 615 individuals directly benefited from the program and 56 people were compensated through this funding. And lastly, a preliminary study by Walden House/HealthRIGHT 360 shows a 77% employment rate for the actors' gang reentry program participants who have completed the program. Thank you for your time and consideration in bring back this grant.

- Yahaira Quiroz (She/Her/Hers), The Actors' Gang Prison Project, Los Angeles County Is the Organization/Individual a current or former CAC Grantee? Reentry Through the Arts

Hello, and thank you for giving me the opportunity to share. I am a Teaching Artist with The Actors Gang. Since being a part of The Actors Gang, I have been given the opportunity to go back in to different correctional facilities and give other people like myself the platform to be

creative, spontaneous and vulnerable . Most importantly it promotes healing in an environment that is not always very kind. I spent all of my teenage years incarcerated, so being involved in the arts was something that seemed far-fetched and unreal. I am grateful for the fire that has ignited once again, and the opportunity to be a part of so many peoples healing process. There is power and healing in art.

- Rotimi Agbabiaka (all pronouns), San Francisco County

As an artist who relies on grants to create and survive and who works with many organizations that rely on CAC grants to produce, I am very concerned with the thought that so much of our needed funds will be diverted towards administrative fees. Coming out of this disastrous pandemic, we need as much money as possible going directly into the hands of artists and arts organizations. These sorts of diversions and the newly proposed administrative requirements on partner orgs disproportionately disadvantage the small, community-based arts orgs with whom I create. We don't need more barriers to funding. Please do not adopt this proposal to redirect funds to a new statewide bureaucracy. Thank you.

- Shari Godinez (She/Her/Hers), Oakland First Fridays Events, Alameda County
Is the Organization/Individual a current or former CAC Grantee? Artists in Communities, Local Impact

We were extremely grateful for receiving both the Artist in Community and the Local Impact grants. However, due to Covid-19 we were unable to pivot the Artist in Community grant which was specifically for Artismobileus Any Body Can Paint interactive art wall. We requested an extension and communication was extremely difficult by phone (was hung up on after being placed on hold) and extremely slow by email. We were finally told to send back the funds just a few weeks before we are relaunching our event with the artwall. This is extremely disappointing that you would not take the COVID impact into consideration and allow for an extension since we are holding our event on Oct. 1, 2021 after a year and 7 months hold. This is a free community event produced by a nonprofit and the artwall is extremely popular for the community. I hope we can apply again. We spent a lot of staff time on this grant and ended up returning the funds.

- Anonymous

The pressure put on Council by the directors to vote yes by guilting them with repercussions is OUTRAGEOUS. Votes should be brought before the members with plenty of time to properly ask questions and voice concerns. Fix this!!!!!!!!!!!!!!!

- Antonio Duran (He/Him/His), Actors Gang Prison Project, Los Angeles County
Is the Organization/Individual a current or former CAC Grantee? JUMP StArts, Reentry Through the Arts

I am a returned citizen. I served 27 years in the California system, with my last 11 years being at Avenal State Prison. My theater is my peace. Before my release and upon my release I have worked with the Tim Robbins Actors' Gang Prison Theater Worker Project. Their commitment to us, supported in large part by CAC, has really helped enable me to transition positively into society. I commend their efforts and for CAC's vision to support programs like this.

- Tina Padilla Zamora (She/Her/Hers), GRYD, Los Angeles County
Is the Organization/Individual a current or former CAC Grantee? JUMP StArts, Reentry Through the Arts

I am a returned citizen. I served 2 years in the California system. My theater is my peace. Before my release and upon my release I have worked with the Tim Robbins Actors' Gang Prison Theater Worker Project. Their commitment to us, supported in large part by CAC, has really helped enable me to transition positively into society. I commend their efforts and for CAC's vision to support programs like this.

- A. Q. (He/Him/His, They/Them/Theirs), Artist/ Videographer/ Musician/ Caregiver, Alameda County

I am a CA resident writing out of great concern for my fellow state employees who work at your department. There are many of us who are aware of some serious ongoing personnel problems you are facing. I was shocked to learn that 19 of your employees have chosen to leave their positions since last year. In an agency 30 employees on average, that is alarming. Why have you ignored and denied this?? Please - do NOT continue to perpetuate the myth that this is because of COVID or the same situation as other companies. Staff have left without other jobs to go to! The true reason is the continued disrespect, devaluing, and disenfranchising behaviors coming from the top. This needs to be taken seriously, immediately.

Your staff are regularly and deliberately kept out of decisions and policies where they are the subject matter experts. They work out of class with no pay compensation. More recently they are being asked to endanger themselves in an office setting while Delta is still a very real threat to safety. I ask that you acknowledge the damage that is being done to the spirit of your department, which is its people, and the harm caused to your employees of color in particular by upholding your white power structure and dismissing the talent you have, while you still have it.

- Ami Young (She/Her/Hers), San Diego County

First I would like to thank the Council and staff members for the work they are doing for art and artist in California. I spent most of the day today listening to the CAC Zoom meeting. I understand from the discussions there are some growing opportunities concerning the structure of the grant awarding process for the new Individual fellowship grants 2021. I absolutely agree with the one who said 10 years is not Legacy in the art world, I was told when I started painting by a Legacy artist that I wouldn't even be a real artist until I painted for 10 years I have been painting for 15. I hope in the future those numbers become more relevant. I would also ask that the council keep on track and know equity embraces a deeper dig . I did hear questions from individual artist who had submitted and were waiting on the results of those rewards in the established artist category. I myself have submitted and not heard from the council so I would hope in the future the process becomes more transparent for the submitters. Congratulations to all the awardees.

I'm excited to have went through the process of submitting for the Individual artist grant. I grew from the process. Real culture comes from Individual artist that don't always have connections to art organizations. When I submitted I felt like I was partnering one on one with the council. Thank You.

IX. Voting Item: Programs Policy Committee: Recommendations for Grant Programs and the Schedule for the Release of Those Programs in the 2022 Grant Year

A motion was made by Harris to adopt the recommended 2022 programs and timelines and investment partners strategies. Estrada seconded the motion.

Discussion:

Estrada asked how different this is in terms of process compared to years past.

The Chair replied that the most significant difference is asking partners to be directly involved in grantmaking. The CAC will be allocating funds to our partners. Before, all applications came to the CAC.

Estrada noted that the SLPs would therefore have a much stronger role, and that it would require more participation than in the past.

Gallegos said it would be a major move for the Arts Council. We would be handing off two large programs to the SLPs. Before, the CAC has done the planning. She said there needs to be a plan in place before we give the SLPs the money to allocate.

Harris said such a move would complement the Programs Policy Committee. He noted that the SLPs are extensions of us. They are an arm of the CAC. We need administrative help with these funds. He stated that he likes this plan very much. He used the analogy that this approach follows the same governmental model as county departments of education and the State Department of Education.

Moscone noted that it is a big decision and that he has heard a lot of comments about the proposal. He agreed with Gallegos that he doesn't see a clear plan.

Moscone expressed some concerns: 1) Some SLPs are equipped to do this, but training is needed. He doesn't see how using an intermediary would speed the allocation/funding process up versus slowing it down. That is not being articulated in the plan. 2) We would be leaving out the municipal arts agencies, which would have serious consequences. How do we make sure we are not leaving out core agencies that are on the ground serving communities? He wants to be confident with the process.

Estrada asked what could be done to make it better.

Moscone suggested beginning a schematic with the California Creative Corps. He said that would hold the CAC accountable, and would hold the administering agencies accountable. Without an actual plan, he said it is hard to vote on because the proposal lacks specifics.

Montoya thanked the Council and said the proposal gives them something to work with. She is concerned about watering down the pot of funds by dispersing them across so many recipients.

Gallegos said the Council knows that its SLPs are not all equal. The larger ones can handle this, but the other ones cannot. She agreed with Montoya, who cautioned the CAC to slow down.

Vice Chair Gallegos asked for a report from evaluators. She would like to hear from the Equity Committee. She asked for the specifics to know which SLPs can handle it, and which can't. She said the Council saw a survey shared by the Executive Director that talked about equity of all our SLPs in 2020, but cautioned against going forward without that equity component.

Harris said we are about to get \$60 million dollars, and we need administrative support. He noted that we don't usually have operational information up front and that it is the time to invest in our people.

Montoya said the funding report cites that only 50 percent of SLPs had equity statements, and she would like to raise that expectation of 100 percent.

Estrada asked what the consequences would be if the proposal didn't pass.

In response, the Executive Director asked Deputy Director Kiburi to discuss the ramifications of delaying the vote.

Kiburi said the timeline for developing guidelines to open grants is November; thus, this was the meeting for that decision to be made on the structure of programs. If no decision was made today, she said the CAC will not be able to open grants before the end of 2021.

Vice Chair Gallegos noted that the Council could pass part of the motion, not all of it. She said the Council did not have to give funds to SLPs and SRNs now, but rather it could give individual fellowships instead. She said this could be done in separate motions.

Kiburi agreed that it could be done that way.

Harris asked the Vice Chair to elaborate on the idea of individual fellowships being administered by the SLPs.

Gallegos said the SLPs know the local artists, so it would make sense to hand the money to them to spread out to their counties. She suggested to go slowly, perhaps do a pilot program and see how certain SLPs work with certain programs. Give it to a handful, perhaps, and not to the whole.

Chair Gonzales-Chaves said they hadn't forgotten about veterans, and she wanted people to know that. She said veterans could apply under the Impact program.

Moscone asked for an explanation of the difference between an SLP and SRN.

The Chair responded that an SRN is a project identified by either a demographic or discipline and represents more than one area/region and provides a service to that region.

Moscone thanked the chair for the reminder and wanted to be clear, for the record, that the pathway to getting closer and closer to people in communities was via SLPs. He said having them be the regranting mechanism is a powerful move.

Estrada said she was concerned and liked Gallegos' idea of a pilot. However, after hearing the timeline from Deputy Director Kiburi, she wanted to know if they could split the funding and still make the timeline.

Kiburi said they couldn't uncouple structure.

Harris asked for clarification about not being able to uncouple.

Kiburi said everything depends on structure.

Vice Chair Gallegos said we need a plan in place and that we shouldn't be experimenting with the money. She noted that guidelines are in place for previous programs, so the money could go out fast. However, we need to work on guidelines for SLPs. Because so many things are connected to getting the money out, we should take it slow and do a pilot.

Moscone asked Kiburi if she had any other advice. She noted that everything relates to the next thing. If we decide to have the SLPs regrant the money, then it has to be done collaboratively with them.

Chair González-Chávez said some things need to be confirmed. Over time, SLPs and SRN will have a greater say in the guidelines, but for now the guidelines will have to come from the CAC. Partners will process it and adjudicate those grants.

Kiburi cautioned that the guidelines would have to be developed collaboratively between the CAC and the local arts agencies, who know what is best at their level.

The Chair agreed with Deputy Director Kiburi, but reminded everyone of the desire to slow things down, which would come with a pilot. She said the first step is to see if the SRN and/or SLPs could be successful in adjudicating these grants. In their process they will learn what doesn't work for them.

Gallegos suggested the motion be amended to adopt grant programs and timelines to be offered in 2022, then further discuss partnership options at the next business meeting.

Chair González-Chávez said the motion on the table addresses programs and timelines.

Harris asked for an amendment to adopt the programs and timeline for 2022 and to return next month for more discussion and information on program policy recommendations.

Kiburi asked for clarification of the current motions put forth.

Montoya asked that staff that any guidelines developed for SLP to implement programs be adopted as broadly as possible to ensure capacity-building for smaller organizations.

The Chair restated the now-amended motion to adopt the grants programs and timeline for 2022, and for staff to return to the Council in October with recommendations and discussion on the information on partnership strategies.

Ayes: González-Chávez, Gallegos, Estrada, Moscone, Harris, Montoya, Evans.

Noes: None.

The motion passes.

X. Voting Item: Allocations Committee Recommendations for 2021 Individual Artist Fellowship Grant

Harris commended the artists being honored, and recognized previous Council members Steve Oliver and Phoebe Beasley for putting together the plan. He noted that the 2021 Individual Artist Fellowship grant was increased from its original allocation of approximately \$1.3 million to \$2.185 million.

Council member Harris said all Emerging applicants who ranked 5.4 and above were funded. All Established applicants who ranked 5.4 and above were funded, and all Legacy applicants ranked 5.2 and above were funded.

Harris noted that 182 artists were funded in all, broken down as follows: 95 Emerging artists, 66 Established artists, and 21 Legacy artists.

Vice Chair Gallegos noted that we received 701 Emerging tier applications; 1,405 Established tier applications; and 1,002 Legacy tier applications; for a grand total of 3,108 applicants. She said the CAC did its best to fund as many applicants as possible.

Harris made a motion that the CAC fund the recommendations [outlined in Scenario 2](#), which is funding of \$2,185,000 (requiring \$61,500 over the previously approved allocation by Council to be taken from local assistance funds to cover the difference).

Estrada seconded the motion. She asked for a summary of the criteria for the rankings.

Harris explained that the criteria included artist narratives, the personal impact that the process had on the artists, and the level of community engagement and social impact of their work.

Regarding the Legacy tier, 23 applicants were invited for virtual interviews with grant review panelists. The CAC made sure that at least one interviewee came from each geographic region (the top 20 ranking applicants represented only six of nine geographic regions of California). The CAC then identified the top-ranking applicant for each of those three regions that were not represented to be interviewed as well.

Three days of 15-minute interviews were held. Everyone was asked the same three questions during the interviews. As a result, the CAC came up with 21 recommended for Legacy fellowships.

Gallegos commented that all Legacy artists ranked 5.9 and up went into interviews, and then everyone was reevaluated and graded on the interview. The CAC made sure that every geographic region was represented.

Estrada asked that a regional map of grantees be presented to the Council in the future.

Chair Gonzáles-Chávez recommended that a Legacy artist have 20 years or more in the field and a larger portfolio of work.

Montoya pointed out that only 50 percent of the panelists provided feedback on the process, which she said was less than optimal because that feedback will be critical in shaping the next round of guidelines and is needed to refine and really meet the mark.

Harris said people are worried about giving feedback because of ramifications, but they definitely should be giving feedback.

Moscone wanted to know what the concern about feedback is. Harris said sometimes the giver of feedback is a little nervous, worried if it will be misconstrued, or maybe there will be some bad feelings about it, or that they might somehow misrepresent something.

Gallegos said that if we could collect anonymous feedback, we would get a little more honesty.

The Chair said she hopes staff will look into developing guidelines and improving the review process for next time. One thing she'd like to see improved is increasing the number of years for a person to be considered a Legacy artist, and the other is engaging the panel in a more thorough response to the questions that are presented to them.

Deputy Director Kiburi made mention to the Council of a complain given during public comment, and she hoped the person utilized the appeal process available to them. She also reported that the guidelines for the Individual Artists Fellowship would go through a vetting process with the Programs Policy Committee.

A vote was called for the motion fund the individual artists in Scenario 2 (for a total of \$2,185,000, which includes \$61,500 that would need to be taken from the general funds local assistance).

Ayes: Estrada, Gonzáles-Chávez, Gallegos, Moscone, Montoya, Harris.

Noes: None.

The motion passed.

XI. Update on California Creative Corps Pilot Program: Implementation Plan

Executive Director Bown-Crawford provided an overview of the [California Creative Corps Pilot Program Implementation Plan memo](#).

Bown-Crawford added that the implementation of the program will be overseen by the limited-term employee that the CAC hopes to bring on to the staff as soon as possible.

Bown-Crawford said that she hopes that Council will get involved in utilizing their networks to recommend knowledgeable individuals to apply for consideration on the community program development panel. The application survey is slated to be live at the end of October. She encouraged Council members to ask questions regarding the program via email.

Moscone asked about a timeline related to when funds will be distributed beyond the administrating organizations to the field of Creative Corps organizations.

Bown-Crawford reminded Council that the program is a three-year funded opportunity, and that the CAC will be doing action on it for two years to be able to build in planning and assessment on either side of the implementation. She will keep Council apprised as more detail is developed.

Montoya asked about Council's role in the program and if there is a designated group within the Council to participate in the shape of the process, running the Decision Support Tool, etc.

Bown-Crawford thanked Montoya for volunteering to assist in the process.

Gallegos inquired about the role of the Council, asking about the input of the Council, if Council will have the final say for the community panel members. She asked about the Council's approval of the guidelines and administering organizations.

Bown-Crawford responded that CAC staff is still working out the selection process and will keep Council aware of the developments. She clarified that there are panels in two different forms for this program, the initial community panel to help develop guidelines, and the ultimate panelists that will adjudicate the grants given to organizations that will form the Creative Corp organization.

Kiburi told Council that the call for Council members at this point in the process is for recommendations for the community panelists from each of the designated regions to help advise the agency in development of the program plan. Kiburi said that many aspects of the plan have not been developed yet, because the agency sees it as an opportunity for true community engagement.

Bown-Crawford added that there is a reluctance for it to be a top-down process to maintain that community orientation.

Gallegos again reiterated her strong desire to have Council review and final approval of the community panelists.

Bown-Crawford thanked Gallegos for her input.

Montoya followed up asking the Chair to designate a committee to participate in this process along with the CAC staff and offered up the Legislative Committee as a possible choice.

The Chair noted Montoya's interest in serving on a committee to be involved in the Creative Corps development and said she will survey the remaining Council members to determine who might be selected for contribution, noting that staff time and Council members' time may not be in alignment, but if there is interest, they will do their best to make it work.

Montoya asked that the Chair move forward on that assignment without delay.

The Chair replied that she wants to make sure that all Council members, including those not present or no longer present at the meeting, may also be considered.

Legislative Director Margolis expressed her gratitude to CAC staff Mariana Moscoso and Josy Miller for their hard work on the development of the process thus far.

Gallegos expressed concern for the outcome of serving new communities as opposed to underserved communities.

XII. Equity Committee: Recommendations on Race Equity Statement and Criterion Requirements for 2022 Grant Guidelines

Montoya noted that race equity is historically systemic in leading to other inequities. She said local, regional, and national funders are implementing a variety of strategies to address systemic inequities in philanthropy and grant making. The CAC has seen an increase of funders that specifically prioritize race equity as a strict strategy to dismantle and remove barriers of access for other systematically oppressed communities as well. This recommendation is not to exclude those communities, but it is to prioritize one of the root causes of systemic discrimination and prejudice.

Gallegos said the Equity Committee was recommending that the Council vote to change the racial equity criteria and instructions as outlined in the [Equity Committee memo](#).

Estrada seconded the motion.

Discussion:

Harris said it was a great idea to head in this direction. He liked that something would be embedded in the guidelines and in the applications for scoring.

Estrada said she liked the worksheet and commented that it was the kind of support tool that could be used in a lot more decisions that we make at the Council level.

The Chair then called for the vote.

Ayes: Estrada, Gonzáles-Chávez, Gallegos, Moscone, Montoya, Harris.

Noes: None.

The motion passed.

XIII. Discussion-2021 meeting dates

After confirming with staff, the Chair communicated to Council members that the October meeting date has been moved to Thursday, October 21.

XIV. Future agenda items

The Chair called for future agenda items.

Gallegos asked about the panel memo. Bown-Crawford mentioned that the panel document is included as an attachment to her Director's report. She added that a discussion can be agendaized and held at the October Council meeting. The Chair called for the item to be agendaized for October. Bown-Crawford mentioned that a discussion would also be held during a Programs Policy Committee meeting.

Gallegos and Moscone inquired about the future agenda items mentioned at the August Council meeting, which were left out of the August minutes, including: a review of the Council handbook, and an understanding of the timeline for a return to in-person meetings.

XV. In Memoriam / Adjournment

Vice Chair Gallegos acknowledges the loss and honors the lives of three individuals: actor Ed Asner; George Holliday, the videographer of the assault on Rodney King by LAPD officers; and artist Yolanda López.

At 3:54 p.m., the Chair adjourns the meeting.

DRAFT

TAB D

California Arts Council | Public Meeting | 10/21/2021



Memorandum

1300 I Street, Suite 930, Sacramento, CA 95814
T: (916) 322-6555 | F: (916) 322-6575
www.arts.ca.gov

Date: October 21, 2021

To: All Council Members

From: Allocations Committee - Kathleen Gallegos and Donn Harris

Re: Recommendations for 2022 Allocations

The Program Allocations Committee recommends that the CAC approve the 2022 allocations scenario included in the spreadsheet below, totaling \$34,515,128.

Background

The vision of the CAC is “a California where all people flourish with universal access to and participation in the arts.” These funding structure proposals for 2022 are in service of our equity goals as outlined in the CAC’s 2020 strategic framework, *Creative Impact*. Decision-making at the local level leads to more direct service to the field – with an emphasis on reaching all of our diverse communities equitably – and makes for a partnership that strengthens the efforts of all parties. The proposals below are inclusive of extensive public input, beginning in 2019-2020 with the strategic framework that first put the idea of local leadership in writing. The recent proposal involving regrantsing funds allocated to the SLP coalition has been studied by CAC leadership and staff, community groups and arts leaders over the past few months.

Purpose

The purpose of this memo is to recommend, for Council’s approval, allocations to the slate of grant programs to be funded in 2022. Policy decisions regarding these programs, including the program guidelines, will be discussed and voted on at the public Council meeting on December 5.

Considerations

The recommendations below are based on the following aspirational areas identified in the Strategic Framework:

- State-Local Partner Funding
Conduct a review to determine a timeline and process for increasing the amount of funding granted to the SLPs. This timeline should include a detailed process for assessment, capacity building, bolstered support, and compliance checks, as well as a plan for establishing participation by and benefits for all 58 counties.

Actions in recommendations:

- Increase base allocation to State-Local Partners to \$100,000 per year for two years to accomplish the following outcomes, as articulated by the State-Local Partner Coalition:
 - To strengthen the partnership between the California Arts Council and State-Local Partners through greater funding support and regranting, mutually strengthening organizational capacity, statewide reach and local funding for both CAC and SLPs
 - To support mentorship/peer learning, professional development, and capacity building across all SLPs statewide, benefiting local access to resources, tools, technical assistance, and organizational and professional development
 - To increase availability of state arts funds at the local level, increasing funding accessibility and technical assistance to small-budget organizations, BIPOC artists, BIPOC-serving arts organizations, and artists and cultural groups that face barriers to applying at the state level
 - To create a system of accountability of state funding by working with the SLP network and establishing robust systems for data collection and reporting
- The increased base funding will also support SLPs' administration of the Poetry Out Loud program at the county level, as well as outreach and identification of applicants for the CAC's Individual Artist Fellowship program.

- State-Local Partner Capacity Building

Increase technical assistance and training to SLPs that meets the unique needs of each organization, as identified by research and evaluation. Ensure that SLP contracts are written to require adherence to key CAC policies and expectations, clearly outlining the role of the state-county partnership. Develop strategies to align SLP priorities with the priorities of the CAC, while allowing for flexibility and self-determination. Support the development and implementation of local plans that result in consistent quality and equity of service across counties.

Actions in recommendations:

- A portion of the Impact Projects program budget will be allocated to a subset of State-Local Partners to regrant in their communities as a pilot investment strategy. CAC will continue to directly administer the remaining Impact Project funds, in order to ensure equitable access to these grants by organizations in all counties.
- CAC staff will provide technical assistance to this subset of SLPs to support the development of their regranting activities, which will be monitored and evaluated as part of the pilot. These SLPs will also get support from mentor SLPs as part of their base operational funding.

- Geographic Equity

Explore how to best address grantmaking equity for the disparate regions of the state. Utilize data analysis to assess present-day regional disparities among CAC grantees. Seek guidance from existing funding models that address how to identify and give preference to disadvantaged communities.

Actions in recommendations:

- Investing more deeply in our State-Local Partners and Statewide and Regional Networks will increase equitable access to support structures for artists and nonprofit arts organizations in all areas of the state.
- General Operating and Multi-Year Grants
Enable greater autonomy, sustainability and planning capacity for grantees through the reduction of program-specific and single-year grants.

Actions in recommendations:

- The recommendations include significant allocations (26% of the total budget) to General Operating support for the field at large.
- The current recommendations include provisions to begin funding 2-year grant cycles for Statewide and Regional Networks, JUMP StArts, and Reentry Through the Arts beginning in 2023. This will allow Council to encumber the full, two-year grants in each funding year, offsetting the current allocation to the SLPs and Cultural Pathways program.
- Individual Artists
Fund individual artists as a pilot. Requirements for such funding should entail benefits beyond the individual artist, extending to the community at large.

Actions in recommendations:

- Funding for the Individual Artist Fellowship will be maintained at current levels and will continue to be administered directly by CAC, in order to give the agency time to thoroughly evaluate the program pilot. CAC will partner with SLPs to ensure equitable representation and effective grantmaking statewide.
- This funding will also specifically prioritize Indigenous/Native American artists.

Given the ongoing program evaluation, the Committee recommends maintaining current levels of funding to all other programs.

Recommendations

Allocation’s recommendations are included in the table below. Please note the following:

- Current Allocations: These are based on the total allocation during the most recent fiscal year in which the grant program was funded. The one exception is JUMP StArts, which the Committee is recommending being returned to its 2019-20 funding level.
- Folk and Traditional Arts: In the past, these funds have been administered directly by the National Endowment for the Arts (NEA) to an identified partner in each state. As of 2020, the NEA is rolling these funds into the grant to the State Arts Agencies (SAAs) to be administered as the SAA sees fit. Though the designated award amount from the NEA is only \$30,000 this year, the Committee recommends increasing the level of support to \$50,000.

- Multi-year grants: As mentioned above, the Committee recommends allocating 2-year funding to the Statewide and Regional Networks, JUMP StArts, and Reentry Through the Arts programs beginning in 2023, in order to offset the 2-year encumbrance to the State-Local Partners and Cultural Pathways programs.

Grant Name	Current Allocation*	Current No. of Years	Current Maximum Grant Award (per year)	Allocation Scenario	No. of Years	% of Total Allocation	Proposed Maximum Award	Projected # of Grantees (Approx.)
State-Local Partners	\$4,990,487	2	\$45,000	\$10,600,000	2	31%	\$100,000	53
General Operating Relief for Arts and Cultural	\$13,948,818	1	\$30,000	\$9,035,000	1	26%	\$30,000	301
Statewide and Regional Networks	\$2,525,849	1*	\$35,000	\$3,000,000	1	9%	\$50,000	60
Impact Projects	\$4,156,514	1	\$20,000	\$3,000,000	1	9%	Varies by agency	150
JUMP StArts	\$2,565,000	1*	\$50,000	\$2,565,000	1	7%	\$50,000	51
Individual Artist Fellowships	\$2,123,500	1	Varies by tier	\$2,123,500	1	6%	Varies by tier	182
Reentry Through the Arts	\$1,165,628	1*	\$50,000	\$1,165,628	1	3%	\$50,000	28
Cultural Pathways	\$1,161,000	2	\$30,000	\$1,161,000	2	3%	\$30,000	43
Arts Leaders of Color	\$350,000	2	\$350,000	\$1,165,000	2	3%		1
Arts and Accessibility	\$500,000	1	\$500,000	\$500,000	1	1%	TBD	TBD
Technical Assistance for Cultural Pathways	\$150,000	1	\$150,000	\$150,000	2	0%	\$150,000	1
Folk and Traditional Arts	N/A	1	\$50,000	\$50,000	1	0.1%	TBD	TBD
TOTAL:				\$34,515,128				817

* Programs to move to 2-year award beginning in 2023

TAB E

California Arts Council | Public Meeting | 10/21/2021



Memorandum

1300 I Street, Suite 930, Sacramento, CA 95814
T: (916) 322-6555 | F: (916) 322-6575
www.arts.ca.gov

Date: October 21, 2021

To: Council

From: Governance Committee, Alex Israel & Jonathan Moscone

Re: Council Member Handbook

The Governance Committee will ask the Council if they wish to serve on the Nominating Committee. The Nominating Committee shall consist of two Council members appointed annually by the Governance Committee in advance of the December meeting. The Nominating Committee members will gather nominations via a doodle poll. Council shall vote to elect the officers at the December annual meeting, conducting a vote by roll call, so that selections will be part of the public record, as mandated by Bagley-Keene. Officers serve for one-year and shall consist of a Chair, one Vice-Chair and other officers the Council may, from time to time, designate.



Memorandum

1300 I Street, Suite 930, Sacramento, CA 95814
T: (916) 322-6555 | F: (916) 322-6575
www.arts.ca.gov

Date: October 21, 2021

To: Council Members

From: Equity Committee: Kathleen Gallegos and Consuelo Montoya

Re: Committee data evaluation and visioning

The Equity Committee has met three times since the last Council meeting to:

1. Discuss program evaluation data, such as grantee demographics to inform upcoming racial equity outcome priorities and program impacts
2. Envision potential organizational benchmarks for a racial equity/anti-racist continuum
3. Develop SLP expectations regarding Racial Equity
4. Review the Administrators of Color program, while awaiting the program final report.

At this time the committee will continue to review program evaluation data and relevant field practices and policies to advance the CAC and applicants' racial equity goals.

TAB F

California Arts Council | Public Meeting | 10/21/2021



Memorandum

1300 I Street, Suite 930, Sacramento, CA 95814
T: (916) 322-6555 | F: (916) 322-6575
www.arts.ca.gov

Date: October 21st, 2021

To: All Council Members

From: Anne Bown-Crawford, Executive Director

Re: October Update on the California Creative Corps Pilot Program Development

Background

The 2021 State Budget included \$60 million one-time General Fund for the California Arts Council to implement the California Creative Corps Pilot Program, a media, outreach and engagement campaign designed to increase: (1) public health awareness messages to stop the spread of COVID-19; (2) public awareness related to water and energy conservation, and emergency preparedness, relief, and recovery; (3) civic engagement, including election participation; and (4) social justice and community engagement.

The CAC will open competitive grants to provide economic support to artists, ambassadors, and cultural workers and serve all 58 counties in California. These grants will go to local, regional, and statewide arts organizations that demonstrate strong engagement with Black, Indigenous, and People of Color (BIPOC) communities to regrant funds to local arts and social service organizations, and to individual artists. This support will provide as broad a geographic reach as possible, while prioritizing communities that demonstrate the highest levels of need as indicated by the California Healthy Places Index.

The CAC sees this program as an opportunity to build infrastructure for the ways in which artists are engaged in public work so that they can continue to support the realization of these goals - and intersectional public interest goals - beyond the three-year pilot funding timeline.

Update on California Creative Corps Program Development Panel:

Grant guideline development will begin with the convening of a **California Creative Corps Program Development Community Panel ("Panel")**. The Panel will include artists, culture bearers, creative individuals, and/or arts administrators that represent the priority populations to be engaged; representatives from other state departments and agencies engaged in public health activities; individual artists that are already working at the intersection of arts and wellness, the environment, election participation, and social justice; and potential funding partners.

The panel application form was [posted](#) and was distributed to Council. We hope the Council will use their networks to encourage the self-nomination of applicants as described above.

To ground their recommendations for program development, the Panel will utilize the CAC's Strategic Framework, including the Racial Equity Statement and Decision Support Tool. The Panel will be engaged at regular intervals throughout the course of the planning, implementation, and program evaluation process. The CAC's Race Equity manager will collaborate with Race Equity managers from partnering agencies and departments to develop, implement, and supervise training of administering organizations to support the realization of our race equity goals.

Timeline - *timeline has been amended to start the project activity period in April, 2022*

September - October 2021: CAC staff begins recruitment of Panel via a survey shared via social media, etc; Council and staff will be invited to reach out through their networks to encourage self-nominations.

November - December 2021: Community Program Development Panel convenes to draft program guidelines and to discuss marketing and outreach.

January 15, 2022: Program guidelines and applications are released to the field.

January 15 - February 15, 2022: CAC staff markets the funding opportunity and provides technical assistance to potential applicants. Staff recruits panelists to adjudicate applications.

March 1, 2022: Deadline for all applications.

March, 2022: CAC staff screens applications for eligibility. Staff facilitates the panel process, including applicant interviews and/or site visits, and identifies administering organizations.

April 1, 2022: Administering organizations are announced and contracts are awarded.

April 1, 2022 - March 30, 2024: Grant activity period. CAC provides ongoing support to administering organizations, particularly through marketing and media engagement of project activities.

March 30, 2023: Interim progress report due from administering organizations.

April - June 2023: Staff conducts interim program evaluation.

April 30, 2024: Final report due from the administering organizations.

May 1, 2024 - August 31, 2024: Staff conducts full pilot program evaluation.

Program Evaluation, Outcomes, and Metrics

As noted in the timeline above, the CAC has a dedicated window specifically for program evaluation conducted at the conclusion of a 2-year grant activity period. The CAC is in the process of hiring a permanent, full-time researcher to lead this work. We will also be looking to our partners at other state agencies and departments to assist, as necessary, in the development and acquisition of data sets necessary to measure some of the quantitative outcomes listed below.

While the Panel will be engaged in articulating specific, community-based metrics of success, the CAC has already identified the following as measurable outcomes for this program:

Qualitative Outcomes:

- Successful engagement of cross-sector partnerships at the state and municipal levels, and with community-based and grassroots organizations.
- Establishment of ongoing relationships with intergenerational community-recognized leaders to define needs and opportunities, and to develop strategies and infrastructure to respond to them.

Quantitative Outcomes:

- Total number of new communities served (counties and cities not strongly represented in prior CAC grantmaking).
- Total number of administering organizations engaged.
- Total number of artists employed.
- Total number of artists employed who identify as representing systemically marginalized communities (including but not limited to Arab, MENASA (Middle Eastern, North African, South Asian); Asian; Black, African American; California Native American, Indigenous, Tribal; Currently Experiencing Incarceration; Disabled; Elders, Seniors; Latinx, Chicanx; LGBTQIA+; Low Income; Neuro-Divergent; Pacific Islander; People of Color; Rural; Returned Residents, Formerly Incarcerated; Students of Color; Trans and/or Non-Binary People; Immigrants (Documented and/or Undocumented), Refugees, Asylum Seekers, Migrants; Unhoused, Transient; Veterans; or Youth.
- Total number of workforce hours.
- Total number of permanent positions created for artists in state and municipal government departments.
- Shift in attitude and readiness of community members to engage in healthy behaviors related to the COVID-19 pandemic.
- Shift in attitude and readiness of community members to engage in behaviors that support water and energy conservation.
- Shift in attitude and readiness of community members to participate in election activities.
- Shift in attitude and readiness of community members to engage in activities that support social justice outcomes.
- Total number of community listening sessions conducted.
- Total number of community listening sessions conducted in languages other than English.
- Total number of marketing and outreach collateral developed and distributed.
- Total number of marketing and outreach collateral developed and distributed in languages other than English.