

Why Race?

A learning journey to achieve
racial equity for the CAC and
our communities

Thursday October 29, 2020



Access Instructions

CLOSED CAPTIONS

Click the Closed Caption button within your Zoom dashboard. Select Show Subtitle.

QUESTIONS & COMMENTS

Please use the Chat box for introductions and comments and use the Q&A box for questions, including access support.

ACCESS QUESTIONS

Contact Jason Jong, Arts Program Specialist: jason.jong@arts.ca.gov

AUDIO EN ESPAÑOL

Haga clic en el icono del globo terráqueo que dice "Interpretación" dentro de su panel de control de Zoom. Seleccione español.

SPANISH AUDIO

Click the globe icon that reads "Interpretation" within your Zoom dashboard. Select Spanish.

Land and Peoples Acknowledgement*

Huichin, Lisjan Ohlone,
Nisenan, Maidu, Miwok , and
many other Indigenous people
who have stewarded this land.
Black / African Diasporic
communities, Trans and non-
binary communities

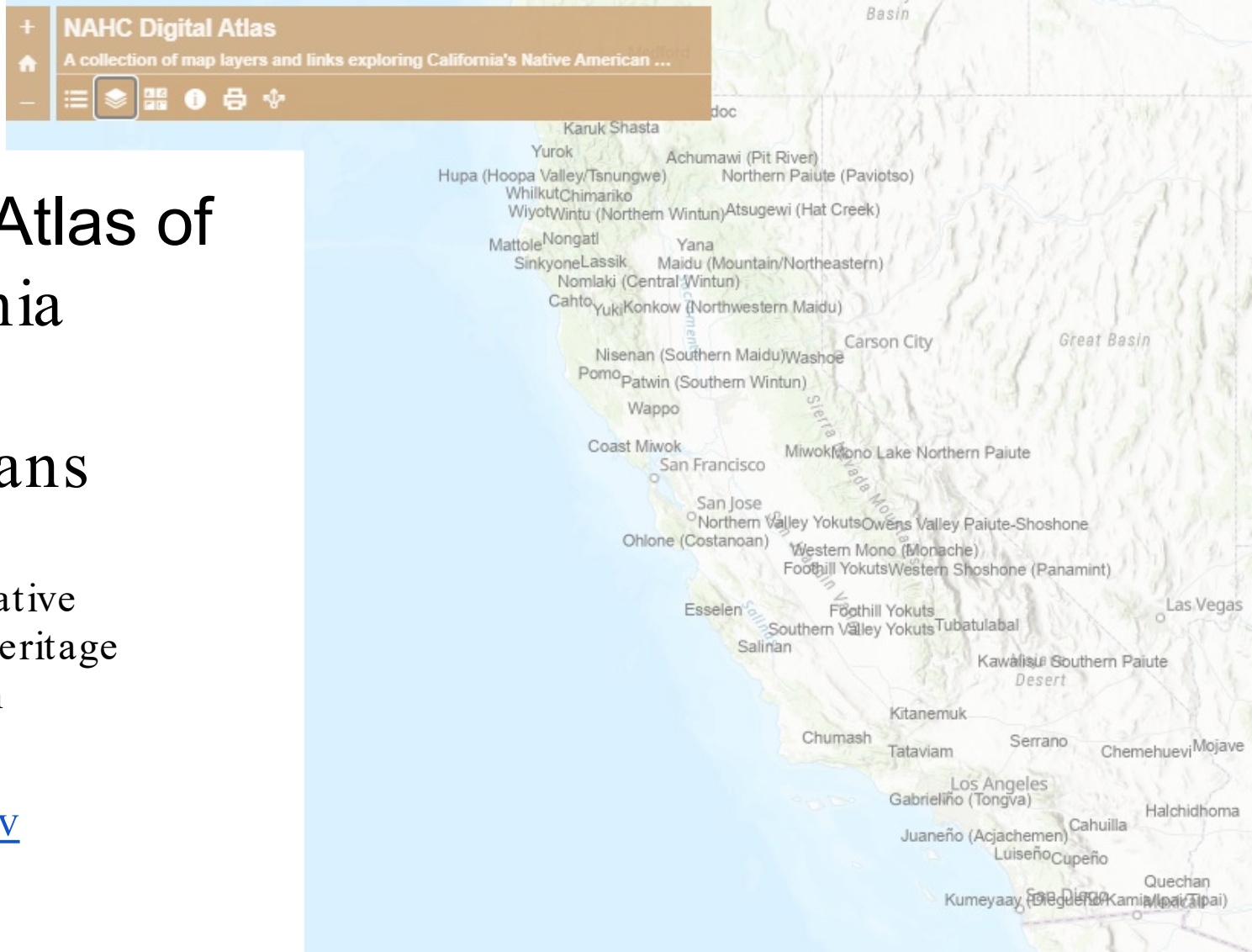
**Thank you for Devi Peacock, Rhiannon
EvansMacFadyen, and many other peers
for this framing / practice*



Digital Atlas of California Native Americans

From the Native American Heritage Commission

nahc.ca.gov





I know the world is bruised and bleeding,
and though it is important not to ignore
its pain, it is also critical to refuse to
succumb to its malevolence. Like failure,
chaos contains information that can
lead to knowledge - even wisdom. Like
art.

— *Toni Morrison* —

AZ QUOTES

INTRODUCTIONS

Name, Pronouns, Native Stewards / Land, Any dedications you want to make,
Organization

Hello!

Katherin Canton

Workshop Facilitator

Race and Equity
Manager

Pronouns:
they/ them/ theirs



AGENDA

- Access Options
- Land and Peoples Acknowledgement
- Introductions
- Intentions | Outcomes | Community Practices
- A Racial Equity Story: CAC & Community Presenters
- Q&A
- Toolbox: your racial equity practices
- What's Next: feedback, technical assistance, etc

Intentions

- Provide a variety of racial equity models
- Show different entry points to this work
- Practice makes practice

Outcomes

- Better understanding of racial equity processes / practices
- Better understanding of why racial equity is the starting point for the CAC
- Use of tools to start developing a racial equity statement and more importantly outline your own process

Try it on: Community Practices

- ▷ Community Accountability
 - Being and staying in relationship with each other, especially when harm is done and/ or a hurt is felt
- ▷ Speak / write from your own experience
- ▷ Self-care
- ▷ Patience with self and each other
- ▷ Our boundaries / Harmful activities include:
 - personal attacks on other community members
 - defamatory remarks or false statements employed against others
 - prejudiced or bigoted comments
 - Bullying or inflammatory remarks to other community members

**Building from the work of: Dreaming Accountability by Mia Mingos, Jennemaree brown, Emergent Strategy: Shaping Change, Changing Worlds*

A Racial Equity Story: CAC

Kathleen Gallegos (she/her/hers), Council Member
Mariana Moscoso (they/them/theirs), Program Manager,
Arts in Corrections



Avenue 50 Studio

A 501(c)(3) Non-Profit Arts Organization
131 North Avenue 50, Highland Park, CA 90042







Equity & Government

- ▷ Alignment of planning and racial equity work
- ▷ Strategic Plan - “diversity, equity, and inclusion”
- ▷ Council starting point - Equity Committee
- ▷ Guidelines/ Policies: How do we direct funds accordingly?
- ▷ Research - How do we put race front and center?
- ▷ Tool: Racial Equity Statement in the 2020 Council adopted Strategic Framework



Developing Racial Equity Practices

- ▷ Government Alliance on Race & Equity (GARE)
 - 19 depts & agencies (CDCR, CalTrans, CDE, etc)
- ▷ Addressing systemic inequities and achieving racial equity in state government
- ▷ Racial Equity Action Plan
- ▷ Posted/Hired first Race & Equity Manager
- ▷ Including Racial Equity Statement requirement in guidelines

Strategic Framework

- ▷ Alignment of planning and racial equity work
- ▷ Explicit language around racial equity priorities
- ▷ Racial equity statement finalized after committee work
- ▷ Decision support tool to intentionally counter bias and to involve community input and data
 - Addresses intersectional inequities



A Racial Equity Story: Community Presenters

Rhiannon Evans MacFadyen (she/her/they/them),
Emerging Arts Professionals San Francisco / Bay Area
Nanette (she/her/hers) and Chad (he/him/his) Hunter, We
Heart Art Academy

ALWAYS BE A LITTLE UNCOMFORTABLE

RHIANNON MACFADYEN

EAP'S EQUITY FRAMEWORK



- REMOVE ASSUMPTIONS
- INCREASE DIVERSITY OF EXPERIENCE
- RE-CENTER MARGINALIZED EXPERIENCE AND VOICES (RACE, ABILITY, GENDER, SEXUALITY, CLASS, AGE, HEALTH STATUS)
- CREATE MODELS FOR SYSTEMIC POWER SHIFT

<http://www.emergingsf.org/mission/equity-framework/>



We Heart Art Academy conference “Making Connections: A New Understanding”
Feb 2020. Photo by Natalie Arrendondo



Q&A

Moderator:
Ayanna Kiburi

Image Credit: Radical
Hearts Print Lab, Poster

Toolbox

Developing your racial equity statement

CAC's Racial Equity Statement

(Jan. 2020)

- ▷ We are committed to ensuring that every policy enacted reflects democratic principles of equity and justice.
- ▷ We understand that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that requires concerted and purposeful action.
- ▷ We believe that bringing together Council, staff and other partners with differing backgrounds and life experiences will enhance our ability to increase opportunities for all arts service organizations to succeed.
- ▷ Policies, programs, and activities will be administered to identify and avoid discrimination and barriers to access, and to avoid disproportionately high and adverse effects on communities of color.
- ▷ [...Complete statement](#)

Free Write – 2 mins each prompt

1. Share a story from the last month when you felt the dynamics of power. // Comparte una historia del mes pasado cuando sentiste la dinámica del poder.



Free Write – 2 mins each prompt

2. Share a story that illustrates your understanding of how systemic racism in the arts works, this should be from your lived experience. If you aren't sure how it works, write about that. // Comparte una historia que ilustre tu entendimiento sobre qué tan sistemático es el racismo en los trabajos artísticos, esto debe ser de una experiencia personal. Si no estás seguro de cómo funciona esto, escribe sobre ello.

Free Write – 2 mins each prompt

3. Finish this phrase: Accountability in my organization is or looks like... // Termina esta frase: La responsabilidad en mi organización es o se parece a...
4. What areas of the organization, have the community asked you to improve on racial equity outcomes / processes? // ¿Qué áreas de la organización te ha pedido tu comunidad que mejores con respecto a resultados/procesos de equidad racial?

Free Write – 2 mins each prompt

5. What would you like your organization's role in racial equity in the field to be? // ¿Cuál te gustaría que fuera el papel de tu organización en la equidad racial en el campo?
6. What questions AND feelings are coming up for you right now? // ¿Qué tipo de preguntas Y sentimientos vienen a ti en este momento?

LET'S SHARE!

a couple reflections in the chat



*Not everything that is faced can be
changed, but nothing can be
changed until it is faced.*

-James Baldwin

WHAT'S NEXT?

- ▷ Complete the Feedback survey at the end of this workshop
- ▷ Complete this exercise with your organization decision makers
- ▷ Draft a plan to honestly engage a few community members in your process
- ▷ Grant programs open before the end of the year
- ▷ Review the racial equity resource library for further tools and examples of racial equity statement, frameworks, and plans
www.arts.ca.gov



THANK YOU