



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](http://www.arts.ca.gov)

**Tuesday, June 22, 2021**  
**10:00 AM - 4:20 PM**

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

5" 10:00 - 10:05	Call to Order	L. Gonzáles-Chávez
5" 10:05 - 10:10	Acknowledgment of Tribal Land	A. Bown-Crawford
5" 10:10 - 10:15	Roll Call and Establishment of a Quorum	K. Margolis
15" w/5" Q&A 10:15 - 10:35	Chair's Report ( <b>TAB A</b> )	L. Gonzáles-Chávez
25" 10:55 - 11:20	Public Comment <i>Two forms of public comment will be offered:</i> <ul style="list-style-type: none"> <li>- <i>Written comments will be accepted online prior to and during the Council meeting</i></li> <li>- <i>Live comment 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.</i></li> </ul> <i>Access and instructions will be provided at</i> <a href="https://arts.ca.gov/about/council-meetings">https://arts.ca.gov/about/council-meetings</a>	A. Bown-Crawford
60" 11:20 - 12:20	Racial Equity Training ( <b>TAB B</b> ) <i>Council will be provided training on definitions of white supremacy culture, some anti-racism practices, and how systems thinking (using the Iceberg Model) can be a tool toward achieving the CAC racial equity action plan.</i>	K. Canton, CAC Race Equity Manager

60" 12:20 - 1:20	<b>BREAK</b>	
20" w/10" Q&A 1:20 - 1:50	Committee Updates:  a. Programs Policy Committee ( <b>TAB C</b> ) b. Allocations Committee ( <b>TAB D</b> ) c. Equity Committee ( <b>TAB E</b> ) d. Legislative Committee ( <b>TAB F</b> )	L. Gonzales-Chavez
15" 1:50 - 2:05	Governance Committee Discussion ( <b>TAB G</b> ) <i>General discussion on how in-person meetings, public comment and the general Council meeting structure can be maximized. .</i>	J. Moscone A. Israel
45" 2:05 - 2:50	Program Data Presentation ( <b>TAB H</b> ) <i>Staff presentation demographic and other identifier composition of the boards and staffs of grantee organizations from the last three funding cycles (FY2017-2019).</i>	M. Moscoso J. Miller
60" 2:50 - 3:50	Preparation for 2022 Grant Season Planning ( <b>TAB I</b> ) <i>The CAC Chair will provide background and framework for a special two grant cycle season in 2022.</i>	L. González-Chávez K. Gallegos
15" 3:50 - 4:05	2nd Public Comment Public Comment <i>Two forms of public comment will be offered:</i> - <i>Written comments will be accepted online prior to and during the Council meeting</i> - <i>Live comment will be accepted during this agenda item in the meeting via Zoom or phone.</i>  <i>Live public comments may be limited to 2 minutes per person.</i>  <i>Access and instructions will be provided at <a href="https://arts.ca.gov/about/council-meetings/">https://arts.ca.gov/about/council-meetings/</a></i>	A. Bown-Crawford
15" 4:05 - 4:20	Future Agenda Items	L. González-Chávez
4:20	Adjournment	L. González-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 your request no later than June 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](mailto:kimberly.brown@arts.ca.gov).*
6. *Public comment instructions will be provided at <https://arts.ca.gov/about/council-meetings>.*

# TAB A

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California Arts Council | Public Meeting | 06/22/2021

This agenda item was provided to Council as an oral report. A detailed summary will be included in the record of the meeting's minutes, published to the CAC site following Council's approval at the next scheduled business meeting.

# TAB B

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California Arts Council | Public Meeting | 06/22/2021

Racial Equity Training

# White Supremacy Culture & Systems Thinking



YOU  
ARE  
ON

LAND



#HonorNativeLand  
[USDAC.us/NativeLand](https://www.usdac.gov/NativeLand)

Artwork & Design by  
Warren Montoya - Tamaya & Kha'po Owingeh  
Jaclyn Roessel - Dine



# What is your relationship to Native Stewards and Lands?

- Digital Atlas of California Native Americans  
[nahc.ca.gov](http://nahc.ca.gov)
- Honor Native Land  
[usdac.us/nativeland](http://usdac.us/nativeland)
- Native Land Digital  
[native-land.ca](http://native-land.ca)



# Hello!

**Katherin Canton**

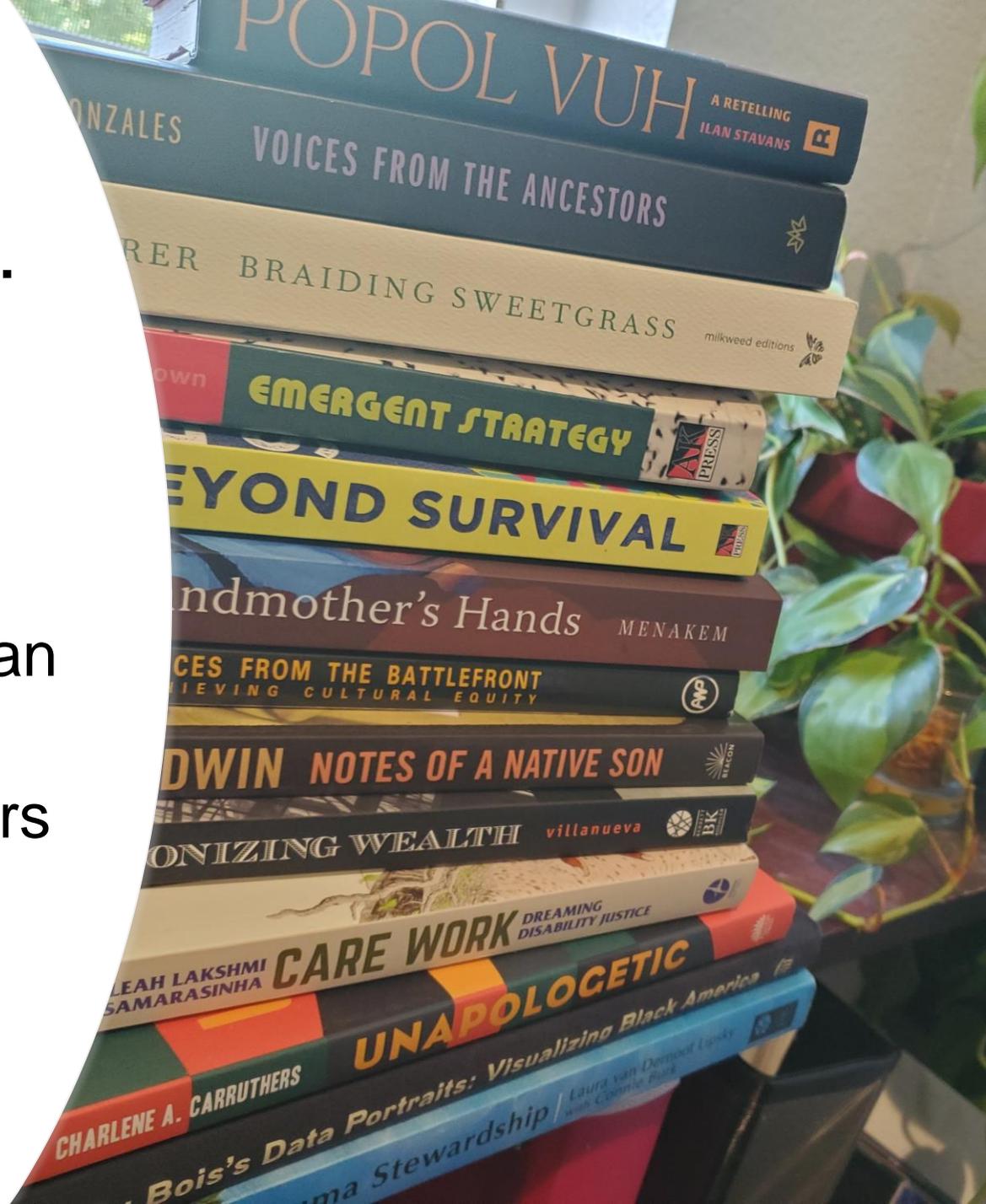
Race and Equity Manager

They/Them/Theirs



# My people are...

- 2<sup>nd</sup> gen
- Detribalized & re-indigenizing
- K'iche GuateMayan
- Caregivers
- Cultural Organizers
- Facilitators
- Puzzle makers
- Weavers
- Healers



# This work is because of...

Ebony McKinney | Dia Penning | ChE | Afro-Indigenous Liberatory Praxis | Sogorea Te' Land Trust | Braiding Sweetgrass | Robin Wall Kimmerer | Devi Peacock | Elissa Perry | Rhiannon Evans MacFadyen | adrienne maree brown | Emergent Strategy | Beyond Survival | Leah Lakshmi Piepzna-Samarasinha | Disability Justice Organizers | Resmaa Menakem | Tema Okun | Octavia Butler | Audre Lorde | ...



# OUTCOMES

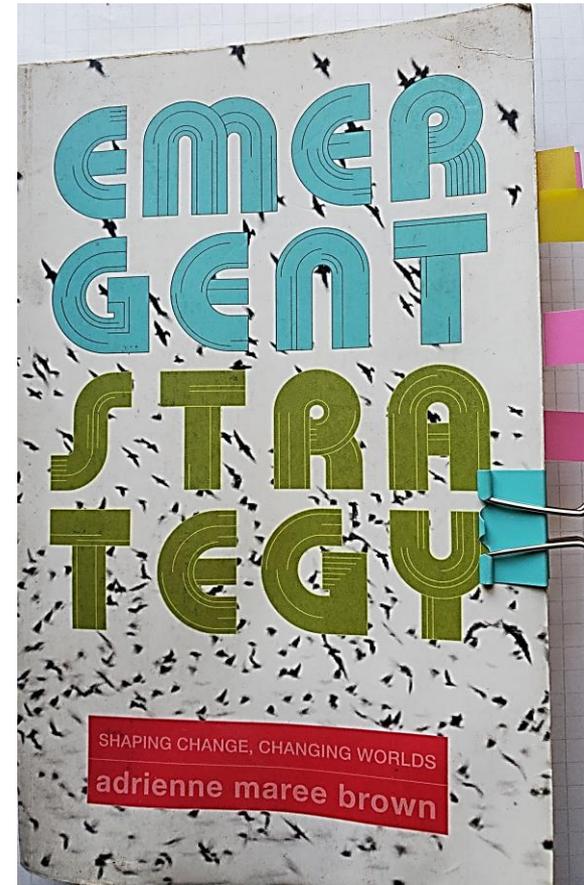
## Council members will:

- ✓ see the relationship between government, white supremacy culture, and racial equity practices
- ✓ expand the Council's toolbox for racial equity
- ✓ see how systems thinking fits into the Council's decision making
- ✓ identify an opportunity to try on a systems thinking approach



# Practice Makes Practice

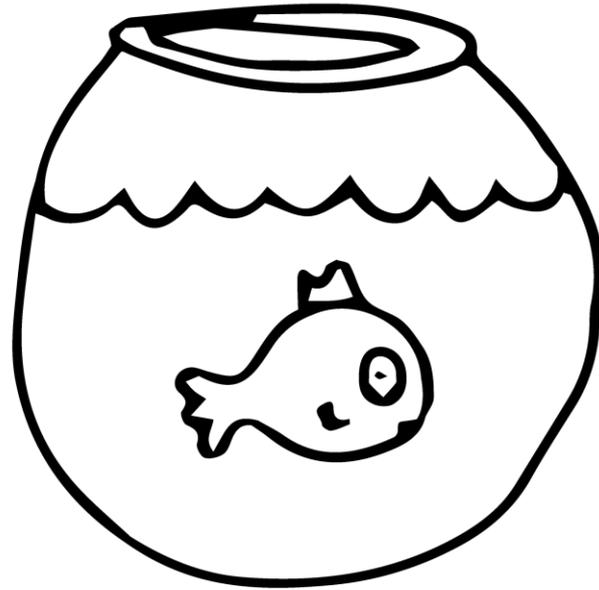
- ❑ Nothing is wasted, or a failure. Emergence is a system that makes use of everything in the iterative process. It's all data.
- ❑ In the framework of emergence, the whole is a mirror of the parts. Existence is fractal—the health of the cell is the health of the species and the planet.





We live in a white  
supremacist culture





THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES

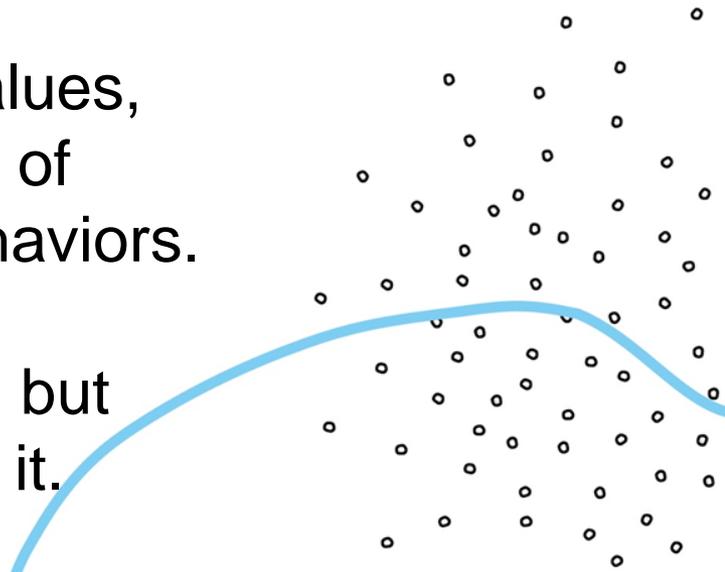
# CULTURE

Reflects the beliefs, values, norms, and standards of a group, a community, a town, a state, a nation.

## (ORGANIZATIONAL) CULTURE

Is comprised of the assumptions, values, norms, and tangible signs (artifacts) of organization members and their behaviors.

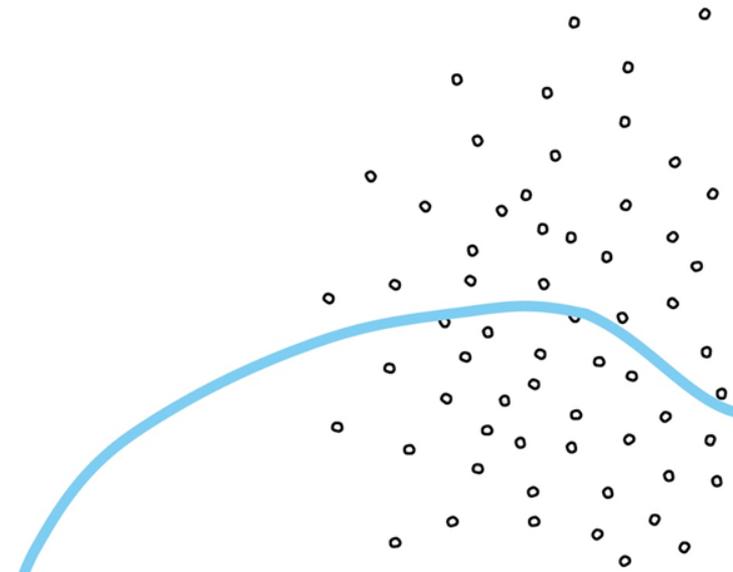
Can be difficult to express distinctly, but everyone knows it when they sense it.



# REFLECTION

Take 2 minutes to write:

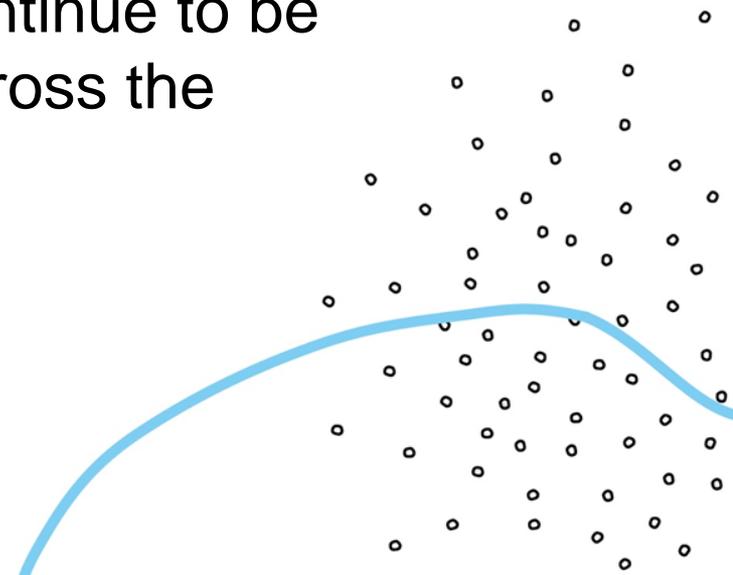
- the values, beliefs, norms of the Council.
- What makes up the Council's culture?



# Why should government lead with race?

- From the inception of our country, government at the local, regional, state, and federal level had played a role in creating and maintaining racial inequity.
- Despite progress in addressing explicit discrimination, racial inequities continue to be deep, pervasive and persistent across the country.

Government Alliance on Race & Equity



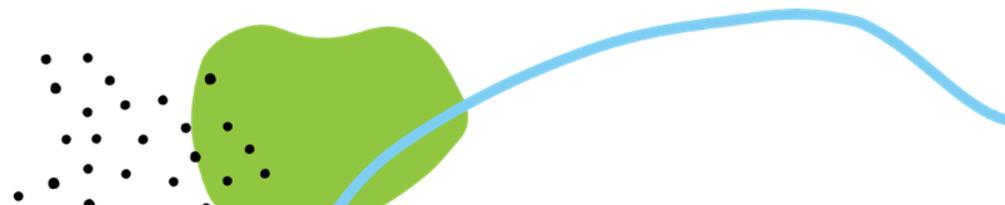
# Why should government lead with race? (cont.)

- Government can implement **policy** change at multiple levels and across multiple sectors to drive larger systemic change.
- It is important to note that to achieve long-term impact, changes must be sustainable.
- Working for racial equity at the state, local, and regional level can allow for meaningful education with community and other institutions that will ensure sustainability.

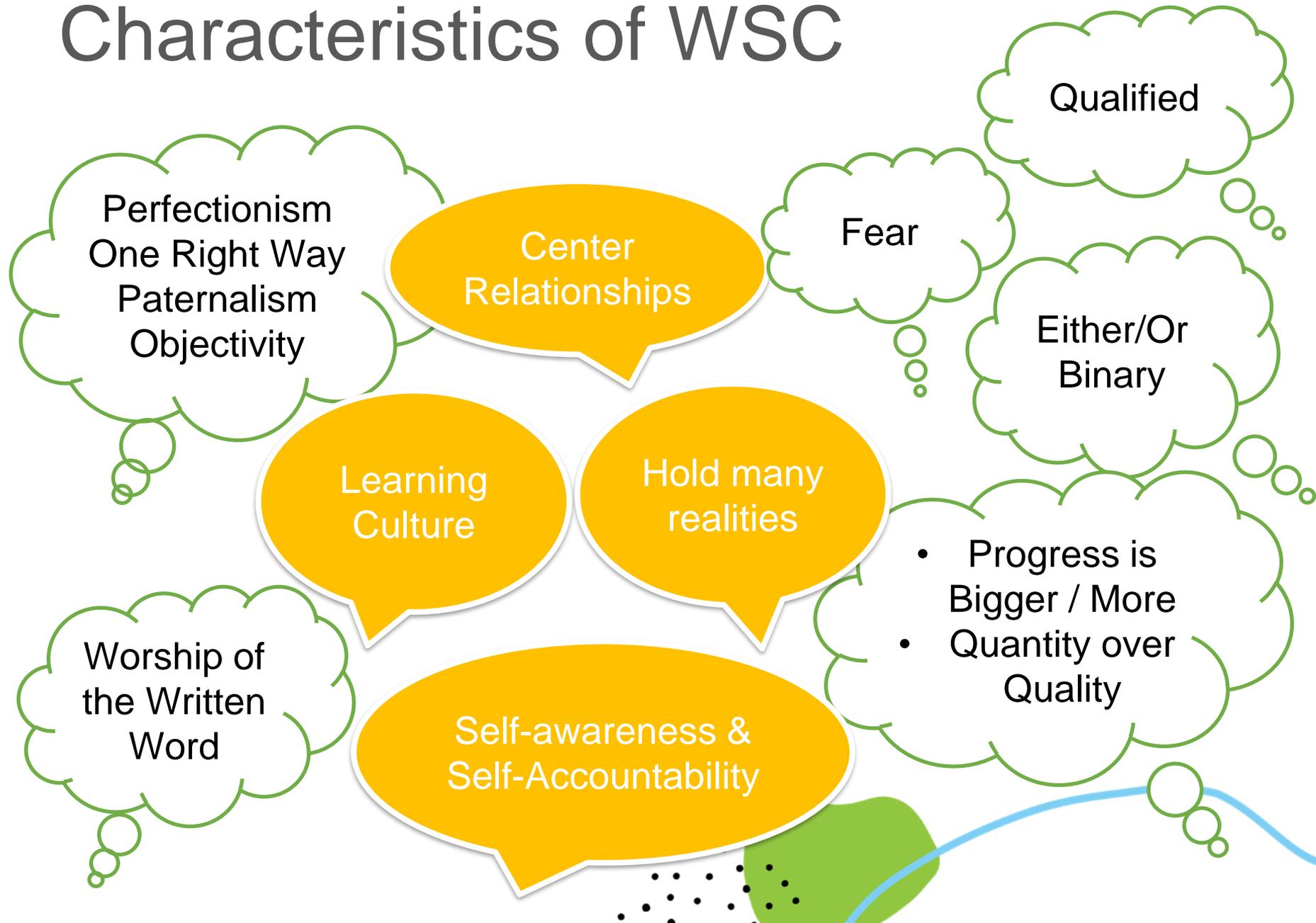
# White Supremacy Culture (WSC)

- teaching us both overtly and covertly that whiteness holds value
- whiteness is value
- teaches us that Blackness is not only valueless but also dangerous and threatening
- teaches us that Indigenous people and communities no longer exist...
- teaches us to disconnect from and fear the self, each other, our environment / the earth

[\(divorcing\) White Supremacy Culture, Tema Okun](#)



# Characteristics of WSC



# Characteristics of WSC

Individualism  
I'm the Only One

Honor  
multiple ways  
of knowing

Defensiveness  
Denial

Name it!  
Name when  
fear arises

Radical  
imagination

Clear  
decision-  
making  
processes

Urgency

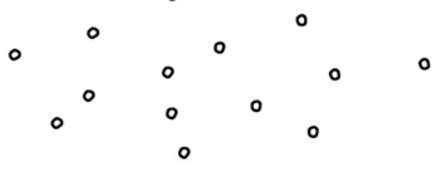
Listen for  
connection &  
understanding

Right to Comfort  
Fear of Open  
Conflict  
Power Hoarding

# REFLECTION

Take 2 minutes, pick one WSC characteristics and write about how it shows up in your:

- Daily life
- Council



# Questions / Observations



# INVITATION TO CENTER

Be here.

Be all over the place.

Be messy.

Be wrong.

Be bold in your hopefulness.

Be confused in community.

Be reaching past isolation.

Be part of the problem.

Be hungry for after.

Be helpful in the midst.

Be so early in the process.

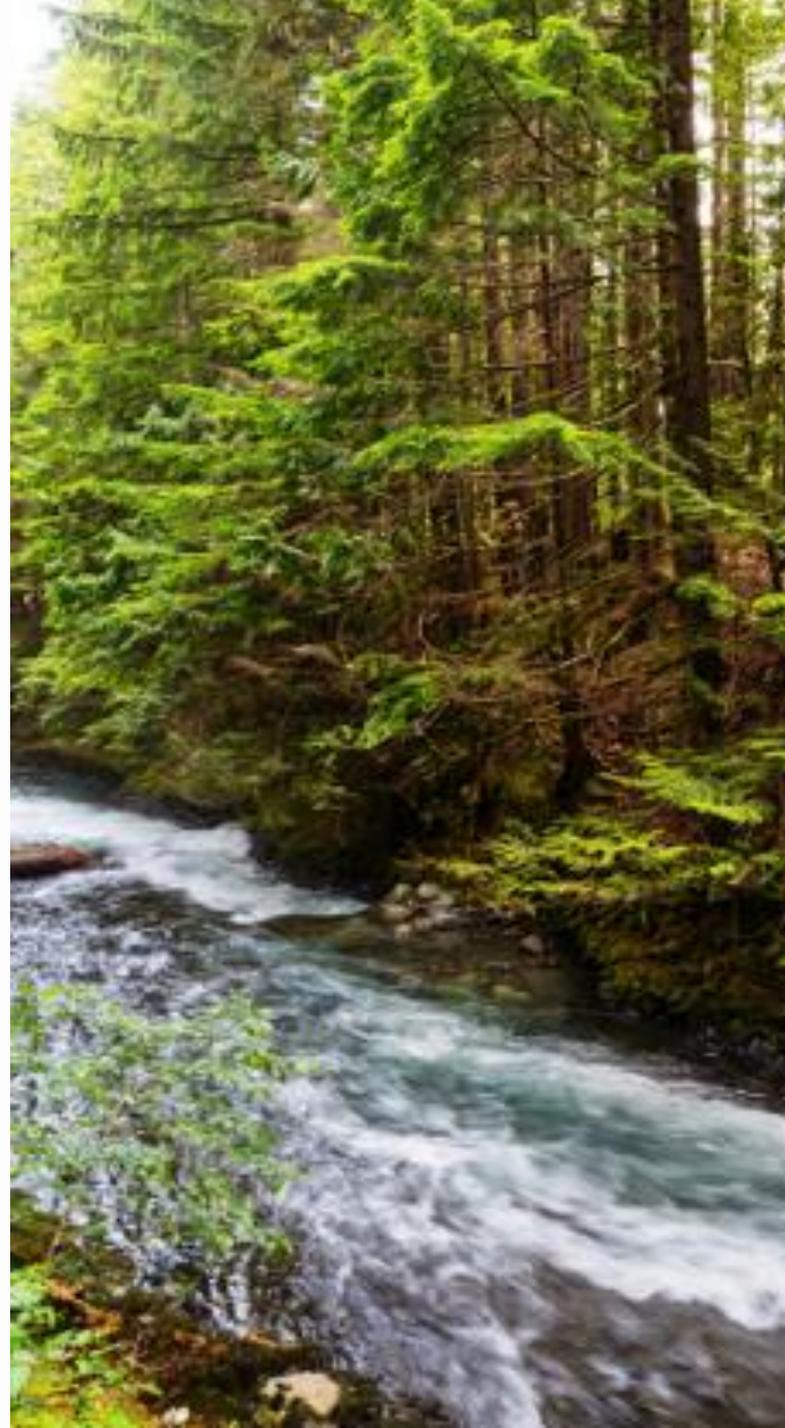
Be broken by belief.

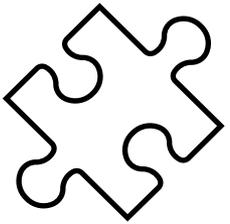
Be bolstered by brave comrades.

Be unbelievably ready.

Be alive.

[Beyond Survival, Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha](#)



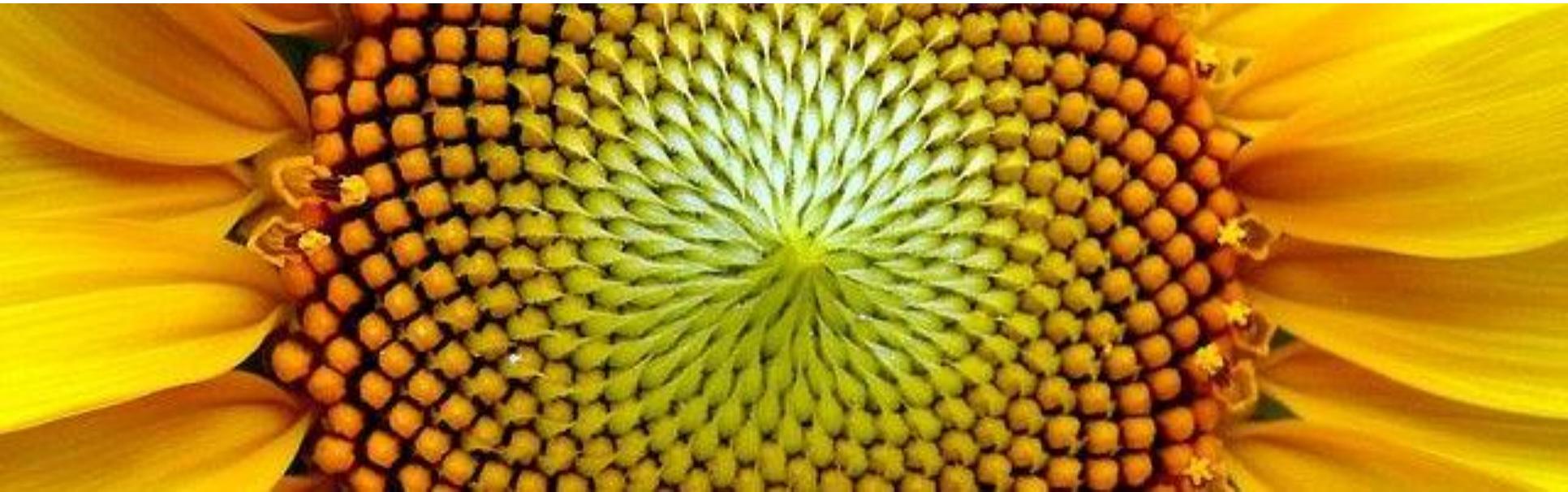
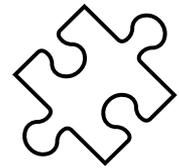
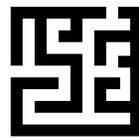
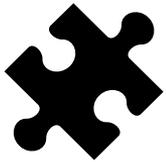


# SYSTEMS THINKING: Putting it all together



# Fractal

the relationship between the small and large

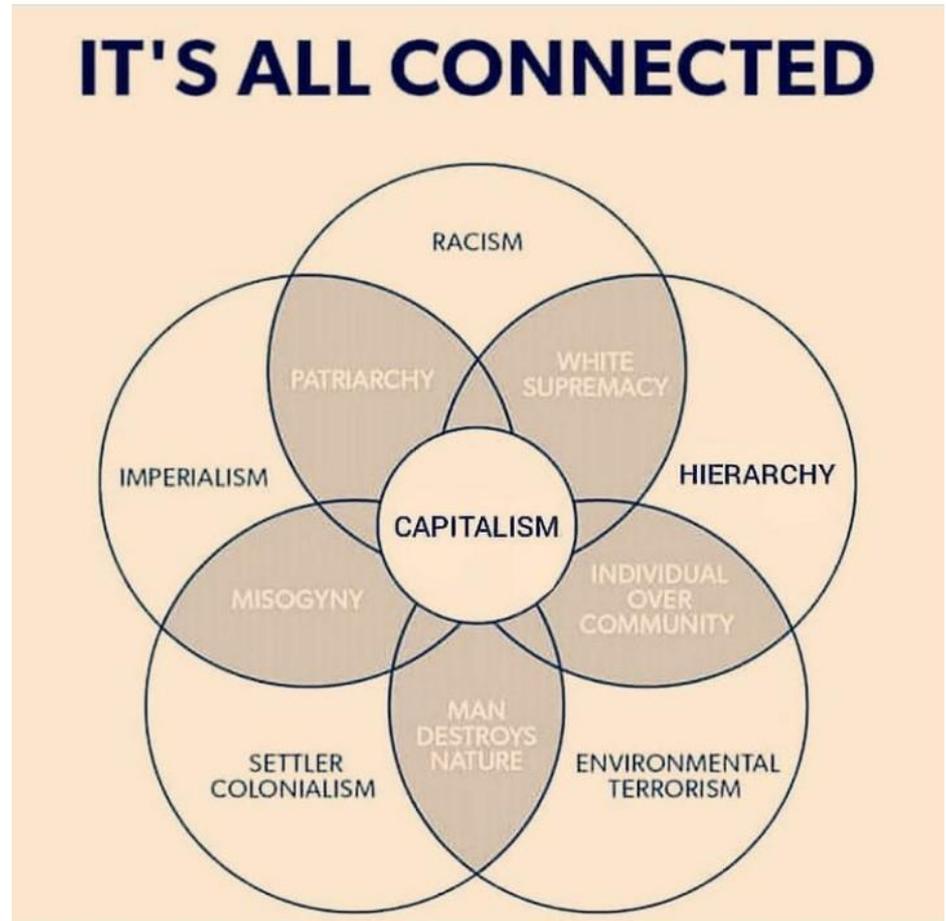




# What is a System?

Made up of interrelated parts, components, and elements that interact to produce intended and unintended outcomes.

Relational | Alive |  
Patterns | Outcomes  
over Time | Cumulative |  
We are part of it



191 likes

kanyonconsulting It's all connected

[Kanyon CoyoteWoman Sayers-Roods](#)

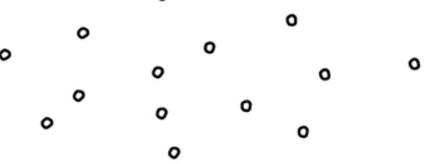
# Three Sisters Gardening: Systems of Racial Equity

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.**

Racial Equity Statement  
CAC 2020 Strategic Framework



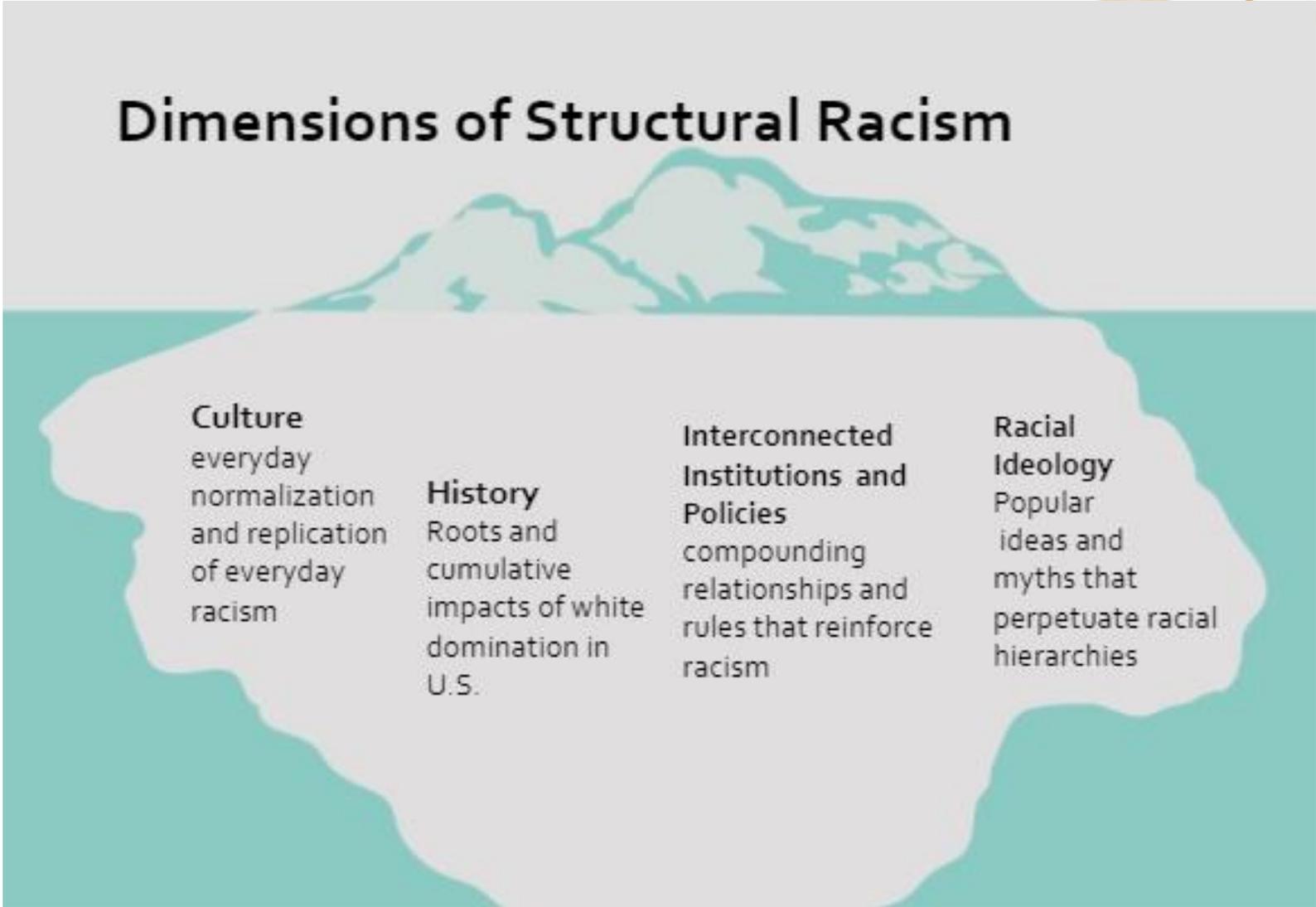




# A Systems Approach Iceberg



# Dimensions of Structural Racism



## **Culture**

everyday  
normalization  
and replication  
of everyday  
racism

## **History**

Roots and  
cumulative  
impacts of white  
domination in  
U.S.

## **Interconnected Institutions and Policies**

compounding  
relationships and  
rules that reinforce  
racism

## **Racial Ideology**

Popular  
ideas and  
myths that  
perpetuate racial  
hierarchies

# THE ICEBERG

## *A Tool for Guiding Systemic Thinking*

### **EVENTS**

*What just happened?  
Catching a cold.*

**React**

### **PATTERNS/TRENDS**

*What trends have there been over time?  
I've been catching more colds  
when sleeping less.*

**Anticipate**

### **UNDERLYING STRUCTURES**

*What has influenced the patterns?  
What are the relationships between the parts?  
More stress at work, not eating well, difficulty  
accessing healthy food near home or work.*

**Design**

### **MENTAL MODELS**

*What assumptions, beliefs and values do people hold  
about the system? What beliefs keep the system in place?  
Career is the most important piece of our identity,  
healthy food is too expensive, rest is for the unmotivated.*

**Transform**

# Systems Thinking

## Slavery in Colonial America

### **VISIBLE ROLES**

Landowners  
Indentured Servants  
Enslaved Persons

### **UNDERLYING STRUCTURES**

- Plantation System
- Mercantile Economic System
- Slave Trade System
- Laws to Keep Slaves Captured

### **MENTAL MODELS**

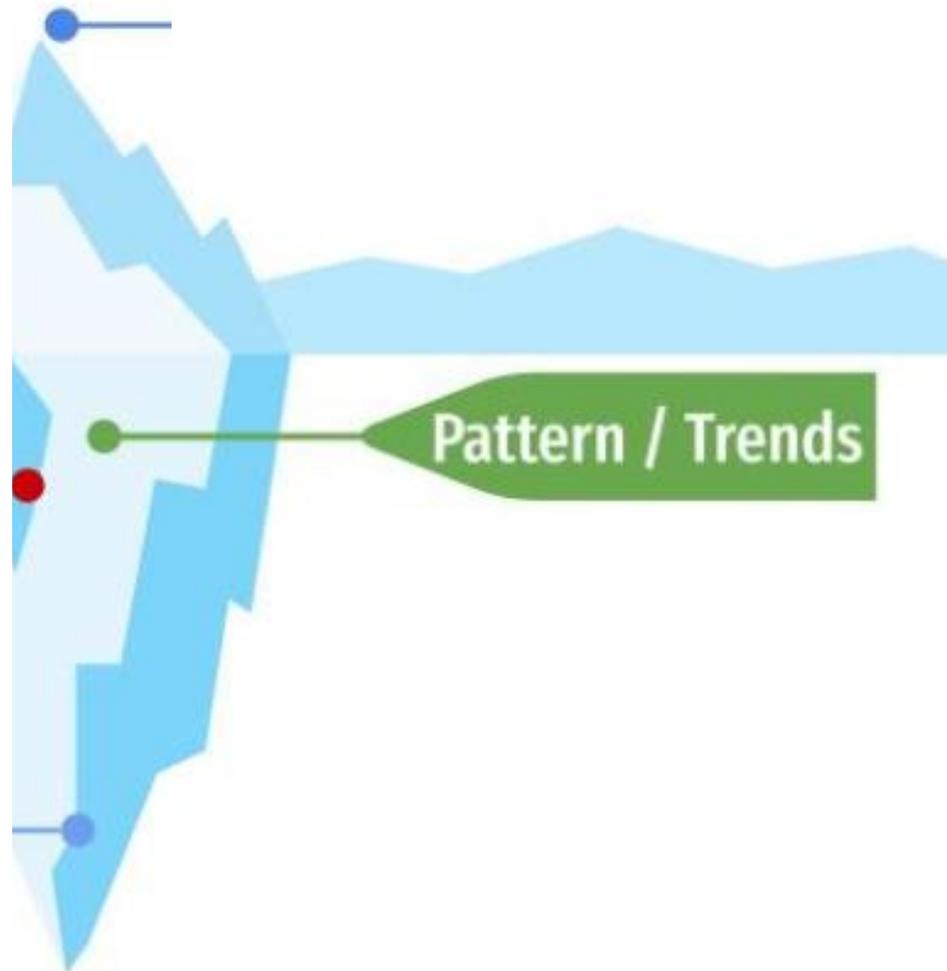
Concepts of Wealth • Competition • Zero Sum Economics

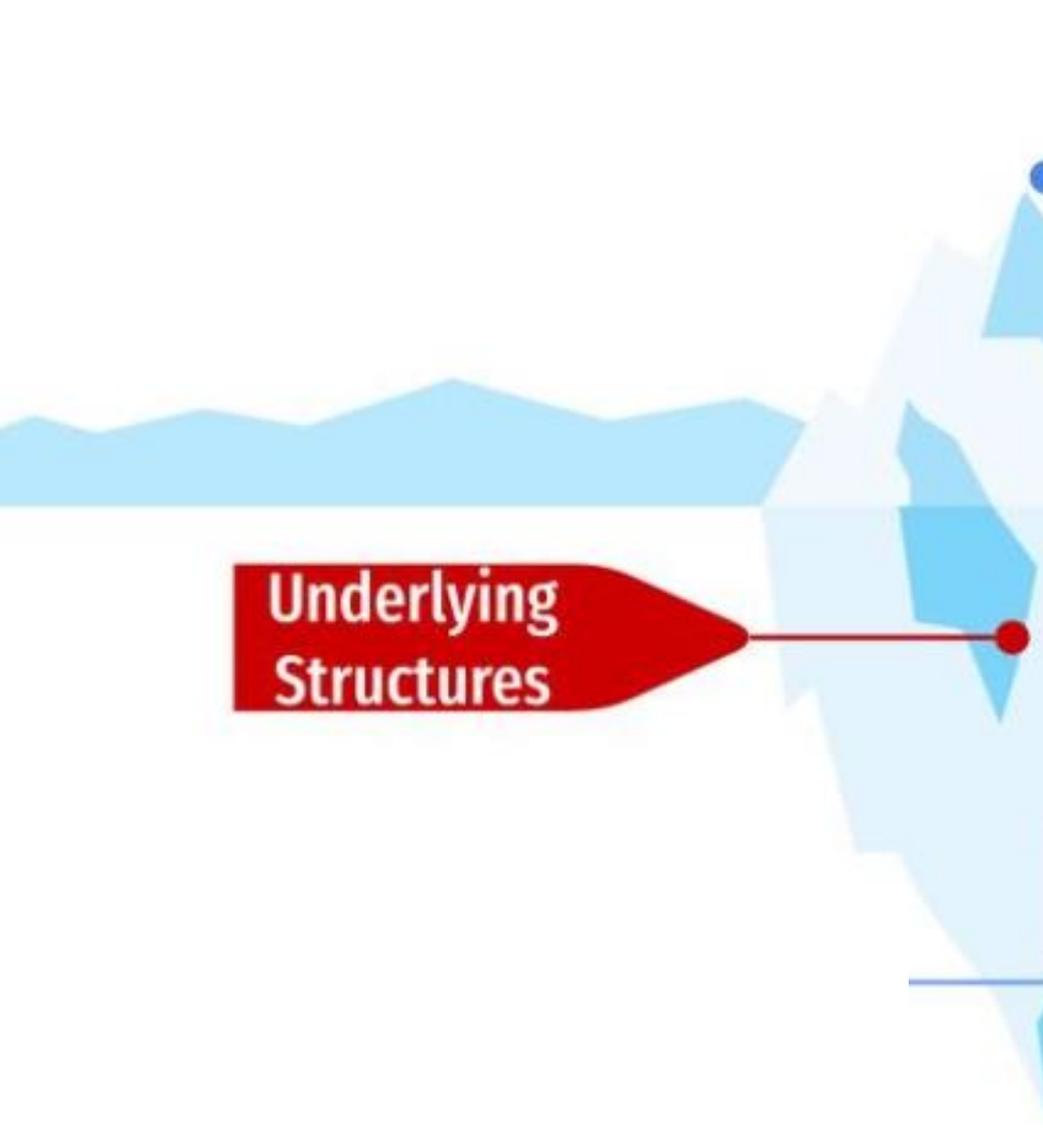


For the first time, this year (GY2021) the CAC required a racial equity statement as part of the eligibility requirement for organization applicants.



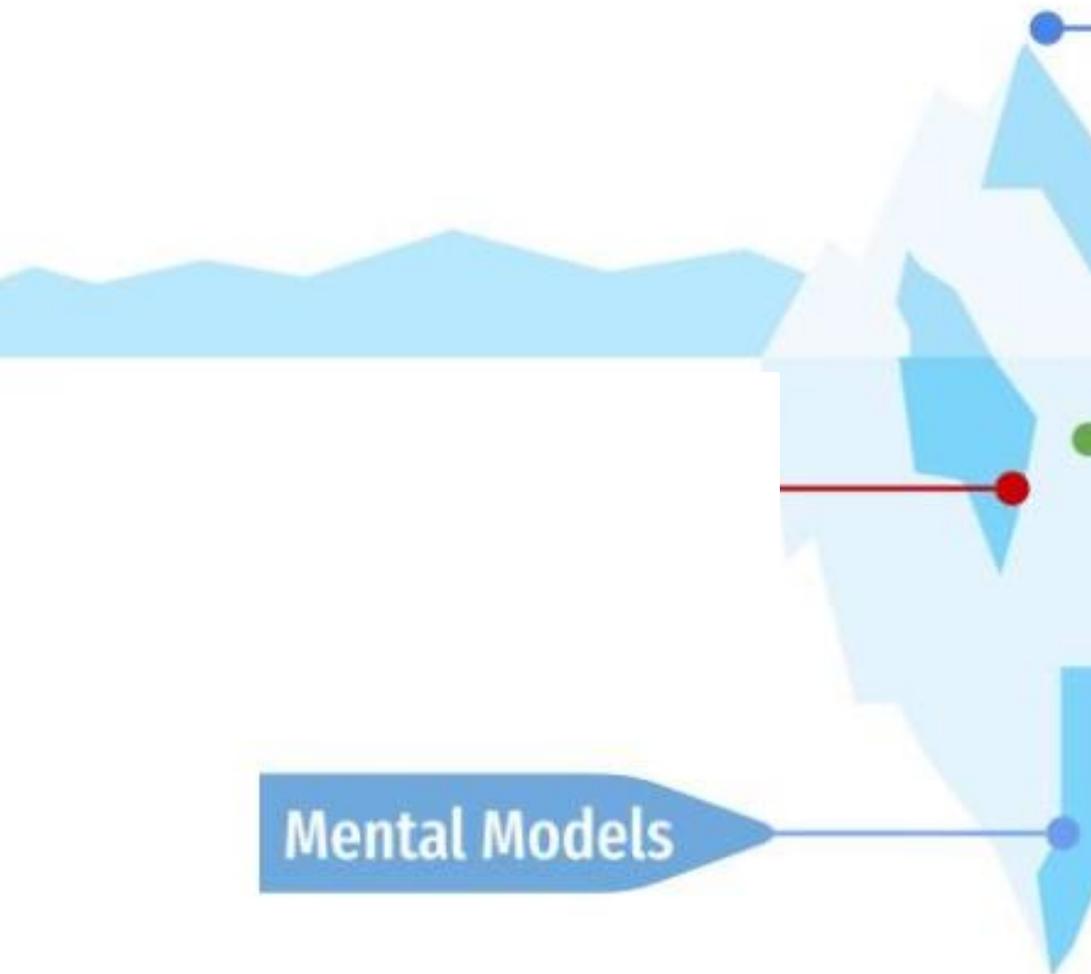
- Large budget & white-led orgs have the resources to apply for and successfully receive grants
- Small budget & BIPOC-led orgs are under resourced and cannot always submit “successful” applications, but often have strong racial equity outcomes as a foundation to their work
- CAC wants to provide more support to small budget & BIPOC-led organizations
- To see trends, the CAC is starting to collect and review disaggregated funding data





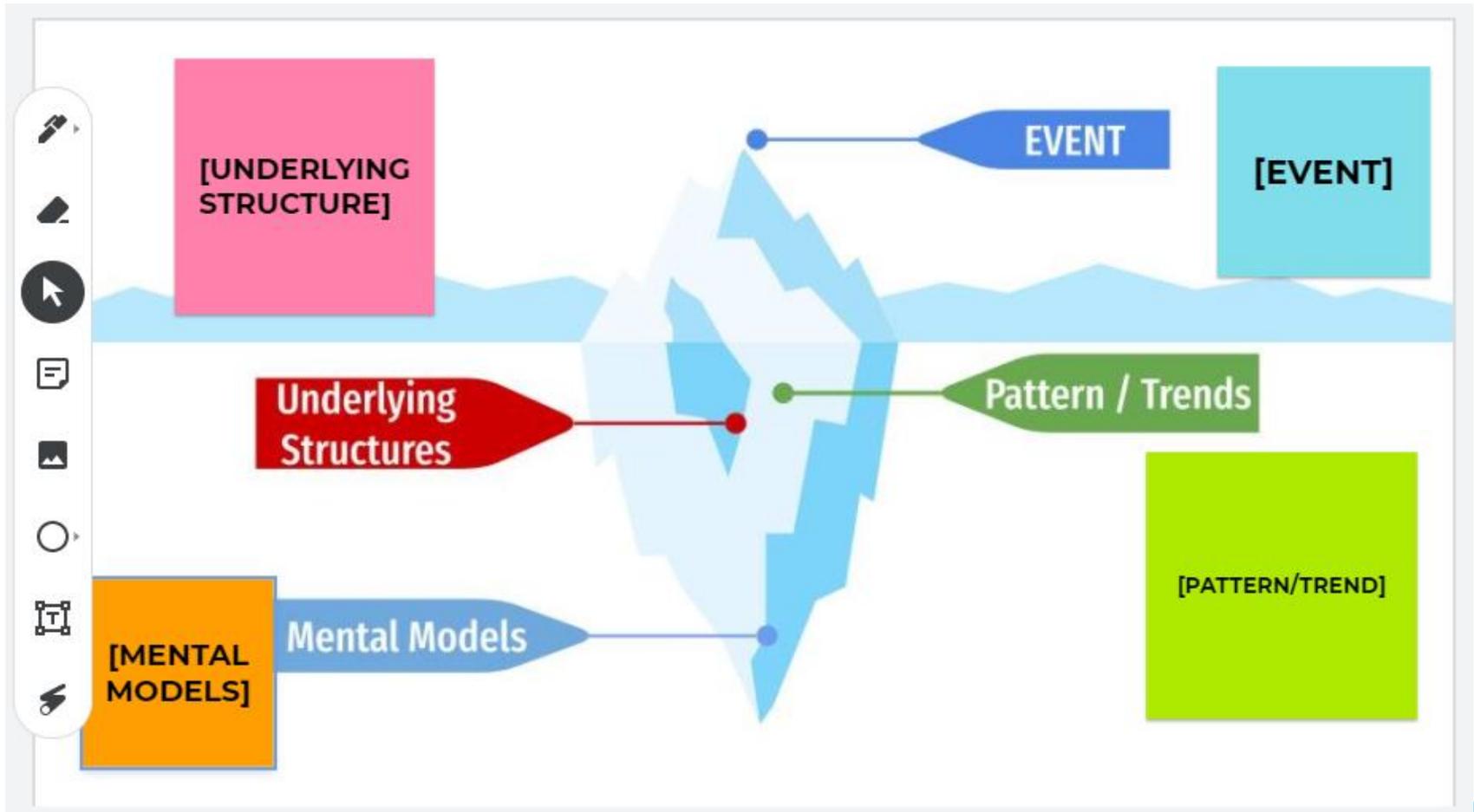
**Underlying  
Structures**

- Large budget & white-led orgs are more likely to have staff capacity to advocate
- History of systemic racism in philanthropy and government – creates more barriers for BIPOC-led orgs to access funding
- Council members come from different backgrounds and different levels of education on racial equity practices and systems change



- Open competitive grantmaking is the fairest process
- Fair grantmaking = equal across populations
- Some people in CA don't believe in systemic racism or that it only impacts BIPOC
- Anyone in the public can access the CAC, because we are a public agency
- The Non-Profit Industrial Complex (NPIC) & Arts is not part of WSC

# Practice: Jamboard





# Questions / Observations



# RECAP

## Council members will:

- ✓ see the relationship between government, White Supremacy Culture, and racial equity practices
- ✓ expand their toolbox for racial equity
- ✓ see how systems thinking fits into their decision making
- ✓ identify an opportunity to try on a systems thinking approach



"All that you touch  
you change.  
All that you change  
changes you."

~ Octavia Butler

Thank you!

# TAB C

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California Arts Council | Public Meeting | 06/22/2021



# Memorandum

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

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**Date: June 22, 2021**

**To: Council Members**

**From: Program Policy Committee: Lilia Gonzáles-Chávez and Jodie Evans**

**Re: Grant Program Funding Considerations**

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## Background

In an effort to make the agency's grantmaking processes more effective and efficient, Council voted to align grant activity periods with the fiscal year from which those grant funds are allocated. In order to achieve this, Council approved a three-year grantmaking timeline that will include two budget years of grants being made in one calendar year.

The following memo outlines considerations for the Council as we determine which programs open in each of these funding cycles. The terms "Grants A and B" refers to the 2 CAC grant program opportunities planned in 2022 fiscal year.

## Timelines (approximate)

- 2022 Grants A -
  - October 2021: Guidelines approved by Council
  - Grant application period: November 2021 - January 2022
  - Contracting period: April - May 2022
  - Grant activity period: June 1, 2022 - September 30, 2023/2024 (depending on whether the grant is for 2 years)
  
- 2022 Grants B -
  - March 2022: Guidelines approved by Council (prior to the final budget being approved)
  - Grant application period: April - June, 2022
  - Contracting period: September - October, 2022 (based on final budget)
  - Grant activity period: October 1, 2022 - September 30, 2023/2024 (depending on whether the grant is for 2 years)

## Considerations

The Programs Policy Committee highly recommends opening different grant programs in the two cycles (Grants A and Grants B). Funding different programs will accomplish the following:

- Eliminate concern around overlapping grant periods for the same program
- Allow Council to invest more deeply in each program

- Reduce confusion in the field
- Increase grantmaking efficiency for staff

In determining what types of programs to open and when, the Council may wish to consider the following types of grants (listed here by type and actual grant name) that the Council has funded or supported in the last few years and that have proven need based on public input:

- **Support for Networks and Partnerships** (State-Local Partners, Statewide and Regional Networks, Cultural Pathways)
- **Regranting Programs for Diverse and Inclusive Fieldwide Support** (accessibility, traditional arts, Administrators of Color Fellowship)
- **General Operating Support** (General Operating Relief\* for Arts and Cultural Organizations)
- **Individual Artist Support** (Individual Artist Fellowships and those focused on artist in Sovereign Nations)
- **Project-Based Grants** (Impact Projects, Reentry in the Arts)
- **Legislatively-Mandated Programs** (JUMP StArts)
- **Arts Education** (Poetry Out Loud, arts programming in and out of classroom settings)

\*\*

*\*Consider removing “relief” in the title at next release because this term was associated with the COVID-19 pandemic.*

*\*\* Consider this programming returning depending on the outcome of the 2021 State Budget.*

### **Priority Programs**

Council has received an enormous amount of input directly from the field regarding priorities for funding. As part of the Strategic Framework development process, field input guided the inclusion of aspirations around support for individual artists, general operating support, and increased support and capacity building for partner organizations and networks.

In the past few months, dozens of individuals have shared during Public Comment the impact that the gap in funding for arts accessibility is having on the field.

As always, our Racial Equity Statement grounds us in our commitment to “just and equitable disbursement of resources,” a responsibility that the Equity Committee has already moved forward in their use of the Decision Support Tool to recommend the return of the Cultural Pathways grant program.

Finally, due to the closure of a number of incarceration facilities statewide, the need for funds toward Reentry Through the Arts is extremely significant.

Given these inputs, the Programs Policy committee recommends for discussion that the Council prioritize the following programs for reopening in either 2022 Grants A or 2022 Grants B:

<b>Type or Name of Program</b>	<b>Grant A Cycle</b>	<b>Grant B Cycle</b>
State-Local Partners	✓	
Statewide and Regional Networks	✓	
General Operating Relief* for Arts and Cultural Organizations	✓	
Cultural Pathways	✓	
Impact Projects	✓	
JUMP StArts	✓	
Reentry in the Arts	✓	
Poetry Out Loud	✓	
Arts Education		✓
Arts and Accessibility		✓
Folk and Traditional Arts		✓
Administrators of Color Fellowship		✓
Individual Artist Fellowships		✓
Individual Artist Fellowships prioritizing artist in Sovereign Nations		✓

Attached is the Decision Support Tool that the Programs Policy committee completed to determine which grant programs to recommend for the upcoming cycles.

# Decision Support Tool – Programs Policy Committee 2022 Grant Programs Recommendations

<p><b>Work Group Members</b> Who is completing this worksheet</p>	<p><b>L. Gonzales-Chavez and J. Evans</b></p>
<p><b>Proposed Action Summary and Goal</b> (1-3 sentences)</p>	<p>[Statement re: proposed specific Action steps for Council. Suggest goal be framed in terms program offerings that reflect values, SF, RE Action Plan]</p> <p><b>In response to input from staff, the field, and our Racial Equity Logic Model, open the following programs in 2022:</b></p> <ul style="list-style-type: none"> <li>● State-Local Partnerships</li> <li>● Statewide and Regional Networks</li> <li>● General Operating Relief for Arts and Cultural Organizations</li> <li>● Cultural Pathways</li> <li>● Impact Projects</li> <li>● JUMP StArts</li> <li>● Reentry Through the Arts</li> <li>● Poetry Out Loud</li> <li>● Arts Education</li> <li>● Accessibility</li> <li>● Traditional Arts</li> <li>● Administrators of Color Fellowship</li> <li>● Individual Artist Fellowships</li> <li>● Individual Artist Fellowships for Sovereign Nations</li> </ul>
<p><b>Background</b> What is the current state/process?</p>	<p>[Statement re: pre-2019 cycle funding.] [Statement re: consolidation/process/concerns.] [Statement re: opportunity in this moment/purpose for policy change recommendations at this time (noting SF/REAP, evaluation data, Council transitions.)]</p> <p>The Council has funded or supported the following types of grants in the last few years:</p> <ul style="list-style-type: none"> <li>● <b>Support for Networks and Partnerships</b></li> <li>● <b>Regranting Programs for Fieldwide Support</b></li> <li>● <b>General Operating Support</b></li> <li>● <b>Individual Artist Support</b></li> <li>● <b>Project-Based Grants</b></li> <li>● <b>Legislatively-Mandated Programs</b></li> <li>●</li> </ul> <p>In the past few months, dozens of individuals have shared during Public Comment the impact that the gap in funding for</p>

	<p>the Arts and Accessibility and Folk and Traditional Arts programs is having on the field.</p> <p>As always, our Racial Equity Statement grounds us in our commitment to “just and equitable disbursement of resources,” a responsibility that the Equity Committee has already moved forward in their use of the Decision Support Tool to recommend the return of the Cultural Pathways grant program.</p>
<p><b>What is your understanding of the decision process for this action?</b></p>	<ul style="list-style-type: none"> <li>● <b>Programs Policy Committee recommends programs to be implemented in the next years’ schedule for Council discussion.</b></li> <li>● <b>Council provides edits or other considerations for a final vote a following meeting.</b></li> </ul>

**1. CAPACITY**

<p><b>TIMELINE:</b></p> <p><b>1. When does this decision need to be made?</b></p> <p>The Council will need to approve the slate of grant programming for the 2022 Grants A and B at the July or August Council Meeting.</p> <p><b>2. After a decision is made, what is the proposed action implementation timeline?</b></p> <p>After Council approves the slate of grant programming, staff will draft program guidelines for 2022 Grants A. These guidelines will be brought to Council for approval at the September meeting and applications will open shortly thereafter. Staff will draft guidelines for 2022 Grants B for approval at the March Council meeting.</p> <p><b>3. Where does this action live within the agency's three year timeline?</b></p> <p>These steps are all indicated specifically within the three-year grant timeline.</p>
<p><b>HUMAN RESOURCES:</b></p> <p><b>1. Do we have current capacity for this action? Yes.</b></p> <p><b>2. If yes, keep moving forward with the form; if no, think through when the resources may be available.</b></p> <p><b>3. Explain the response.</b></p>
<p><b>FUNDING:</b></p> <p><b>1. Do we have the appropriate funding for this action? Y</b></p> <p><b>2. If yes, keep moving forward with the form; if no, think through when the resources may be available.</b></p> <p><b>3. Explain the response.</b></p>
<p><b>DECISION MAKING:</b></p>

**1. Who are the decision makers for this action? Management / Council / Other:**

Council members.

**2. What process must be followed for this decision to be considered and implemented?**

CAC Policy Committee Recommendations; Completed DST; Full Council vote; Vote on Guidelines

**2. INPUT AND IMPACT**

**1. Who is expected to benefit from this action?**

All funded grantees. Our focus would be to serve smaller organizations of/by/for BIPOC and other institutionally/systemically under resourced communities through the organizations, the artists associated with the org, and their constituents that become grantees in these following categories:

**2. What methods have been used to gather community input?**

- Strategic Framework
- Listening sessions during pandemic
- Public comment at Council meetings

**1. What might be the unintended consequences, drawbacks, opportunities, or domino effect from this action?**

- Individuals or communities that are institutionally/systematically marginalized such as the Trans community and currently incarcerated individuals cannot participate or see themselves reflected in these opportunities. In order to mitigate this, significant revision of the guidelines (including leading with the section on Community) will be required.
- Organizations that have been accustomed to applying to CAC to support specific projects might require TA to see where they fit in the new portfolio
- Significant reimagining of how the CAC supports equitable arts education (partnership and field building vs. project support)

**2. Will this action dis/advantage:**

**Small organizations?**

The slate will prioritize small orgs, as they are specifically prioritized in CP, Gen Ops, and Impact Projects.

**Certain regions of the state?**

None of these programs offer specific advantages to less resourced geographic regions. Unless we make specific modifications to the guidelines, these areas will likely continue to receive a minimal amount of support from our grants. CAC will engage the new Outreach Coordinator to ensure statewide distribution of funding.

**Communities with disabilities?**

This action will advantage communities with disabilities if we support the release of the program serving folk and traditional arts, accessibility and artists within Sovereign Nations.

**Communities who communicate in languages other than English?**

Cultural Pathways and Impact Projects elevate these communities. CAC has established a contract for translation and interpretive services.

**Communities who face social stigma, trauma, and/or safety concerns?**

- Reentry and JUMP will be elevated with this model.

**Communities with fewer technological resources and/or expertise?**

Depends on how we modify the guidelines or allow paper submissions or include requirements from SLP to support applicants locally.

**3. If yes to any, what adjustments or accommodations could be made to offset the disadvantage?**

**1. Has a survey of research or best practices been conducted to support this action in a racial equity context? For example, this could include research from other institutions or sectors that are related to the proposed action, or a list of related articles or policies from similar agencies or organizations.**

- Public Comment
- Survey Regarding pandemic impacts
- Research regarding gen ops helps small and BIPOC orgs - NASAA Equity Choice Points - [https://nasaa-arts.org/wp-content/uploads/2020/09/NASAA\\_EQUITY\\_CHOICE\\_POINTS.pdf](https://nasaa-arts.org/wp-content/uploads/2020/09/NASAA_EQUITY_CHOICE_POINTS.pdf)
- Cultural New Deal - <https://culturalnewdeal.com/>
- <https://www.culturalpower.org/stories/o-going-back-covid-19-cultural-strategy-activation/>
- Data of existing program focused on BIPOC communities

**2. If so, please share here.**

**1. What is the potential impact on the staff at different levels of the organization?**

- Executive team – Time for review of program design including guidelines, etc.
- Program team – Revision of guidelines of existing programs is standard annual procedure for programs staff.
- Council thorough review and approval of guidelines at a Council meeting
- Operations – Regular cycles of contracting and payments would not be altered by this action.
- Public Affairs – Regular cycles of outreach and marketing would not be altered by this action.
- IT - Regular cycles ofGMS updates would not be altered by this action.

**2. Whose labor is going to move this action forward?**

CAC staff and Council

**3. What is the potential impact on the field?**

Prioritizing areas of the field/funding that our constituents have identified as most critical

Does this action address the following in the long-term?

- Address root causes of inequity? Yes
- Instill faith in government transparency, accountability, and stewardship? Yes
- Position CAC as a leader in the field? Yes

Does this action address a Strategic Framework Aspiration? Yes

**2. If so, which one and how?**

- 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.
- Program Consolidation: Consolidate the number of programs directly implemented by the CAC. Utilize the recommendations from the future external programs evaluation to determine which programs should be consolidated, eliminated, or funded through the State-Local Partners (SLPs).

- **State Agency Funder Role:** Consider which existing or desired programs need a state agency for their management and focus resources and partnerships to grow those programs.
- **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.
- **Native American Artist Partnerships:** Formalize a partnership with representatives of California's Native American artist communities, including federally and non-federally recognized tribes. Aim to respectfully understand the needs of these communities and their recommendations in order to be more responsive, and identify and build on the assets that enrich tribes, community groups, and the broader state

### **3. NEXT STEPS**

**1. Is this the right action at this time? Y / N / Other:** Yes

**2. Why?**

It's urgent that we release our slate of funding opportunities for the next cycle

Putting this into action: Draw or write the decision making chart below

### **Follow-up and Accountability Measures**

**How will the decision and progress on the action be communicated to various audiences/stakeholders?**

Council consider establishing advisory committees for regular feedback/input and collaboration.

**How will we know if the expected benefit is achieved?**

Staff reports on grantee final reports will demonstrate higher levels of funding going towards smaller organizations, and organizations that are led by and serve BIPOC communities and other systematically marginalized communities. This will be analyzed through the demographic information and information on other identifiers of staff and boards of organizational grantees, as well as information on the demographics and other identifiers of the communities that they serve.

**What are the key benchmarks that would indicate satisfactory progress on this action?**

Tracking webinar attendance; tracking application drafts

**What is the reporting mechanism for progress?**

Analysis of the final report data will be presented to all CAC staff and to the Council at a public meeting within three months of the close of each grant cycle.

**What is the support mechanism if progress is stalled?**

Assessment of process and addressing barriers by staff, management and Council.

# TAB D

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California Arts Council | Public Meeting | 06/22/2021

This agenda item was provided to Council as an oral report. A detailed summary will be included in the record of the meeting's minutes, published to the CAC site following Council's approval at the next scheduled business meeting.

# TAB E

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California Arts Council | Public Meeting | 06/22/2021

This agenda item was provided to Council as an oral report. A detailed summary will be included in the record of the meeting's minutes, published to the CAC site following Council's approval at the next scheduled business meeting.

# TAB F

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California Arts Council | Public Meeting | 06/22/2021



# Memorandum

## California Arts Council

1300 I Street, Suite 930  
Sacramento, CA 95814  
T: 916.322.6555 | F: 916.322.6575  
[www.arts.ca.gov](http://www.arts.ca.gov)

To: **Council Members**

From: **Legislative Committee, Chelo Montoya & Jonathan Moscone**

Date: **June 22, 2021**

Re: **Legislative Update**

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### **California Arts Council Budget Update**

#### **January**

The Governor's January Budget included \$15 million one-time General Fund (\$5 million in 2020-21 and \$10 million in 2021-22) to implement the California Creative Corps Pilot Program to fuel positivity and inspire safe and healthy behavior across California's diverse populations through a media, outreach, and engagement campaign to increase vaccine adoption.

#### **May**

The May Revision included a total investment of \$60 million one-time General Fund in 2021-22, to be spent over three years, to implement the California Creative Corps Pilot Program. This included shifting the \$5 million proposed in 2020-21 to 2021-22 and increasing the total amount available in 2021-22. This additional investment would allow the Arts Council to expand the media outreach and engagement campaign to include: (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 May Revision also included \$40 million one-time General Fund in 2021-22, to be spent over three years, to support the Arts Council's existing Creative Youth Development programs.

Finally, the May Revision included the new Clean California initiative to clean and beautify the state's transportation network. These funds are directed to the Department of Transportation's budget with the direction to work with the California Arts Council.

#### **June**

On Monday, June 14<sup>th</sup>, the California Legislature passed their version of the budget, meeting the June 15<sup>th</sup> deadline. This version is a deal between the Assembly and the Senate. The Senate passed it 30-8 and the Assembly 57-15. Investments in Arts and Culture include the following:

- Increasing grants to arts organizations by \$100 million, of which \$40 million is dedicated to Creative Youth Development Programs, and targets programs in underserved communities.
- In addition to investing in the arts, the Legislative Budget includes \$50 million to provide arts organizations with technical assistance to comply with AB 5.

It is important to note that this legislative budget is *not* the final budget, which will come before July 1, when the Governor, Senate and Assembly settle their differences. In fact, the final budget for 2021-22 may not come until the summer, when all the trailer bills are voted on.

# TAB G

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California Arts Council | Public Meeting | 06/22/2021



# Memorandum

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

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**Date: June 22, 2021**

**To: Council Members**

**From: Governance Committee, Alex Israel & Jonathan Moscone**

**Re: Time Management of Council Meetings**

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- I. Clearer meeting agenda including the following:
  - a. State goals at the beginning of the meeting.
  - b. Precise time blocks including scheduled breaks.
  - c. What action(s) is the council taking?
  - d. How do you want the council to interact—discussion or vote?
  - e. State the conclusion and next steps at the end of every discussion.
  - f. Finally, were the goals met?
- II. Structured interaction and schedule of what we are doing as set forth by the Chair and Vice Chair:

“The next item is X and we are going to vote or discuss.”
- III. Stick to a tight agenda, utilizing Roberts Rules to not waste time.
- IV. Public Comment is not in sync with the topic discussed.
  - a. Limiting public comment to topics at hand.
  - b. Accept written public comment on other topics.
  - c. Accept recorded public comment on other topics.

V. Roles should be assigned to Council.

a. Member of Governance Committee to work as process checker in support of the Chair

1. Keep discussion on track

2. Keep public comment on track

b. Vice Chair clearly defines the following:

i. Goals of each agenda item;

ii. Type of work excepted from Council (i.e. discussion, vote);

iii. Recap of what happened; and

iv. Next steps.

VI. Physical meetings.

Note: This agenda item has been run through the decision support tool on 6/17/2021

# TAB H

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California Arts Council | Public Meeting | 06/22/2021



## Memorandum

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

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**Date:** June 22, 2021

**To:** California Arts Council - Lilia Gonzáles-Chávez, Chair; Kathleen Gallegos, Vice-Chair

**From:** Staff Of/By/For Working Group

**Re:** Data Analysis of Current Grantee Demographics and Other Identifiers

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### **Background**

The staff Of/By/For Working Group was convened in early 2021 to respond to Council's requests for data around the demographic and priority population make-up of the organizations that we currently fund, including their leadership, staff, and constituents. The tables below visualize what our current grantees have indicated in their final reports regarding the composition of their staffs and boards, juxtaposed with the demographics and other identifier data of the state of California as a whole.

Data analysis on the make-up of grantee organizations' constituents is forthcoming as part of our ongoing external program evaluation.

### **Data Analysis**

#### *Aggregate Data*

As demonstrated in the aggregate data tables, in total the boards and staffs of our current grantees significantly overrepresent White/Caucasian populations, and underrepresent communities of color, immigrants, veterans, and people with disabilities. The representation of the staffs are slightly more aligned with statewide demographics than the boards. These discrepancies are particularly pronounced in the following areas:

- **Latino communities:** Though individuals identifying as Latino make up 40% of the population of California (the largest percentage), just 14% of grantee board members and 21% of staff identify as Latino.
- **Asian communities:** Though not as drastic a differential, Asian communities are also underrepresented in the boards and staffs of our current grantee cohort. Individuals identifying as Asian make up 15.5% of California's population, while only 12.6% and 11.8% make up the boards and staffs respectively.
- **Immigrant communities:** This is the most disparate data point. Of the total population of California, 26.8 percent identify as immigrants. However, only 5.1% of grantee board members and 6.7 percent of staff members identify as such.

- Veteran communities: Individuals identifying as veterans make up 4% of the population of California, while veterans only make up 1.6% and 0.8% of CAC grantee boards and staffs.
- Disabled communities: Individuals with disabilities comprise 6.7% of the population of California. However, they only represent 2.1% of CAC grantee board members and 2.4% of CAC grantee staffs.
- White communities: Though individuals identifying as White/Caucasian make up only 36.5% of the total population of California, these individuals make up 55.3% of current grantee board members and 42.6% of their staffs.

Black/African American, Native American/Native Alaskan, and Native Hawaiian Pacific Islander individuals each make up slightly higher percentages of CAC grantee board members and staffs than are represented in the total population of California.

Individuals identifying as LGBTQ+ seem to be more positively represented in our grantee cohort. Though only 5.6% of Californians identify as being part of this community, 9.1% of CAC grantee board members and 17.4% of their staffs identify as such. However, it is important to note that the acronym of LGBTQ+ brings together multiple communities of individuals with distinct identities, many of whom may be invisibly underrepresented in this data. In the coming year, for example, staff is asking grantees specifically for number of board members and staff that identify as Transgender.

#### *Data by Total Operating Revenue*

The next set of charts breaks down the data by organizational total operating revenue. As demonstrated in these charts, as organizations increase in total annual operating revenue - particularly those with more revenues of more than \$500k - they decrease in the diversity of representation on both their staff and boards.

#### *Data by Region*

The final set of charts breaks down the data by nine regions. These charts align with the aggregate data, in total the boards and staffs of our current grantees significantly underrepresent communities of color, immigrants, veterans, and people with disabilities. Below are a few highlights from the regional charts:

- Six out of 58 counties (10%) do not have any grantees. These counties are Glenn and Sutter in the Upstate region, El Dorado in the Capital Region; and Alpine, Madera, and Mariposa in the Central Valley region.
- The following regions submitted 100% of their demographic and identifier data: Bay Area—San Francisco, Central Coast, Central Valley, Inland Empire, South—Los Angeles and Orange, and the Far South.

- The Upstate region had the least number of organizations submit a final report with demographic and identifier information.
- Black/African American communities: Black/African Americans make up about 6.5% of the state's population. Black/African Americans are underrepresented in both the board members and staff in three regions, Upstate, Central Valley, and Central Coast. The percentage of board members are as follows: Upstate (1%), Central Valley (3%), and Central Coast (3%). The percentage of staff are as follows: Upstate (3%), Central Valley (4%), and Central Coast (5%).
- Latino communities: As referenced above Latinos comprise 40% of the state's population and are greatly underrepresented in grantee boards and staff. Though individuals identifying as Latino make up 14% of grantee board members in the aggregate data, regionally the areas with lowest percentages are the Bay Area—San Francisco (7%), Upstate (10%), Far South (11%), and Bay Area—Other (12%). Whereas Latino staff is underrepresented (below 21% grantee average) in five regions: Bay Area—San Francisco (12%), Upstate (12%), Bay Area—Other (17%), Capital (17%), and the Far South (17%).
- Native American/Native Alaskans and Native Hawaiian/Pacific Islanders are the most underrepresented groups generally across all demographics in board and staff with a few exceptions. Although the US census data does not have a data set for individuals who identify as Middle Eastern. However, it is worth noting that they are one of the most underrepresented groups in board and staff in nearly all regions aside Native American/Native Alaskans and Native Hawaiian/Pacific Islander.
- Native American/Native Alaskan communities: Native American/Native Alaskans make up about 1.6% of the state's population. Native American/Native Alaskans are underrepresented in grantee boards in six regions: Far South (0%), Bay Area—Other (0%), South—Los Angeles & Orange (0%), Central Valley (1%), Inland Empire (1%), and the Central Coast (1%)
- Asian communities: Asian communities are also underrepresented in the boards and staffs of our current grantee cohort. Asian board members are underrepresented in under the grantee average of 12.6% in six regions: Central Coast (3%), Upstate (4%), Inland Empire (4%), Capital (6%), Central Valley (7%), and South—Los Angeles & Orange (10%). Asian staff are underrepresented in under the grantee average of 11.8% in six regions: Upstate (1%), Central Coast (5%), Central Valley (6%), Far South (8%), Capital (8%), and South—Los Angeles & Orange (9%).

In the identifier information, the all the identifiers except for LGBTQ+, as mentioned above, are vastly underrepresented regionally compared to the state population in both grantee board and staff.

- Refugee communities: There are no board members that identify as refugee across all regions, whereas only three regions identify refugee staff: Far South (1%), Upstate (1%), and Bay Area—Other (3%).

- **Disabled communities:** All regions are underrepresenting the state’s disabled population with percentages under 6.7%. There are only two regions above the grantee board’s aggregate data of 2.1%: Upstate (3%) and Inland Empire (4%). There are only three regions above the grantee staff aggregate data of 2.4%: South—Los Angeles & Orange (3%), Inland Empire (3%), and Upstate (6%).
- **Non-binary communities:** Only two regions (Bay Area—Other and San Francisco) identify 1% of non-binary board members. Two regions do not report non-binary individuals in staff, Upstate and the Far South. The top region for staff is the Bay Area—Other and San Francisco at 3% and 4% respectively.
- **Veteran communities:** Veterans comprise 4% of the state’s population and are underrepresented in board across all regions apart from the Inland Empire (6%). Veterans are underrepresented in grantee staff across all regions except for the Capital (4%).

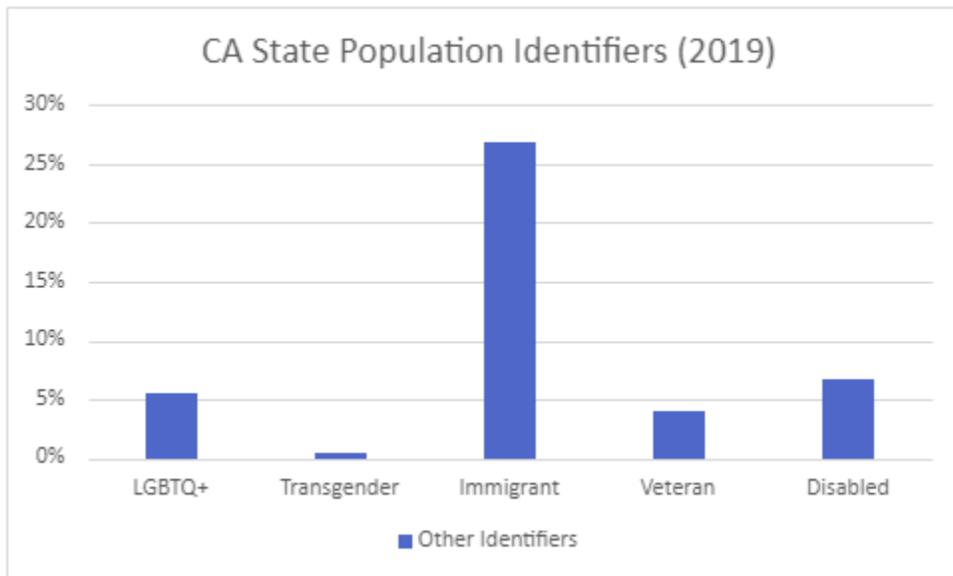
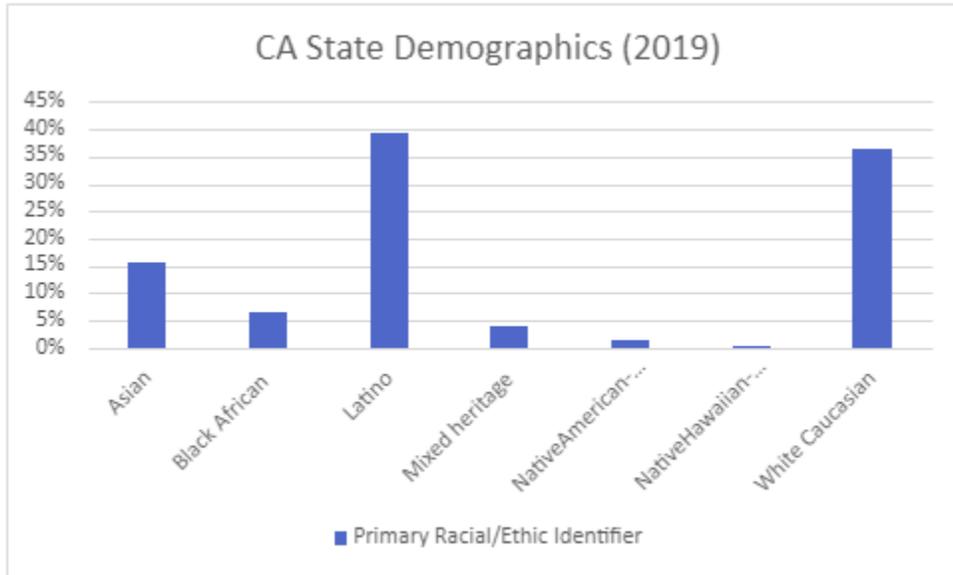
## Considerations

- **Total Operating Revenue (TOR):** Currently, the Council has prioritized funding in multiple grant categories for organizations with operating budgets of under \$250k. The primary reason for this choice, as stated in the program guidelines, was to support organizations that may be at risk of permanent closure due to the impacts of the COVID-19 pandemic. However, this data demonstrates that organizations with TORs of up to \$499k have staffs that are more representative of the diversity of California than their larger counterparts. Also, these organizations are employing larger numbers of individuals than the smaller organizations. Council may wish to consider whether to continue prioritizing funding for small organizations only, or whether to extend that priority to include midsize organizations, as well.
- A key consideration for Council will be what support mechanisms the CAC is uniquely positioned to put in place that can cultivate and capitalize a sector that is more representative of the state, both in terms of its demographic make-up and in terms of other identifiers.<sup>1</sup>

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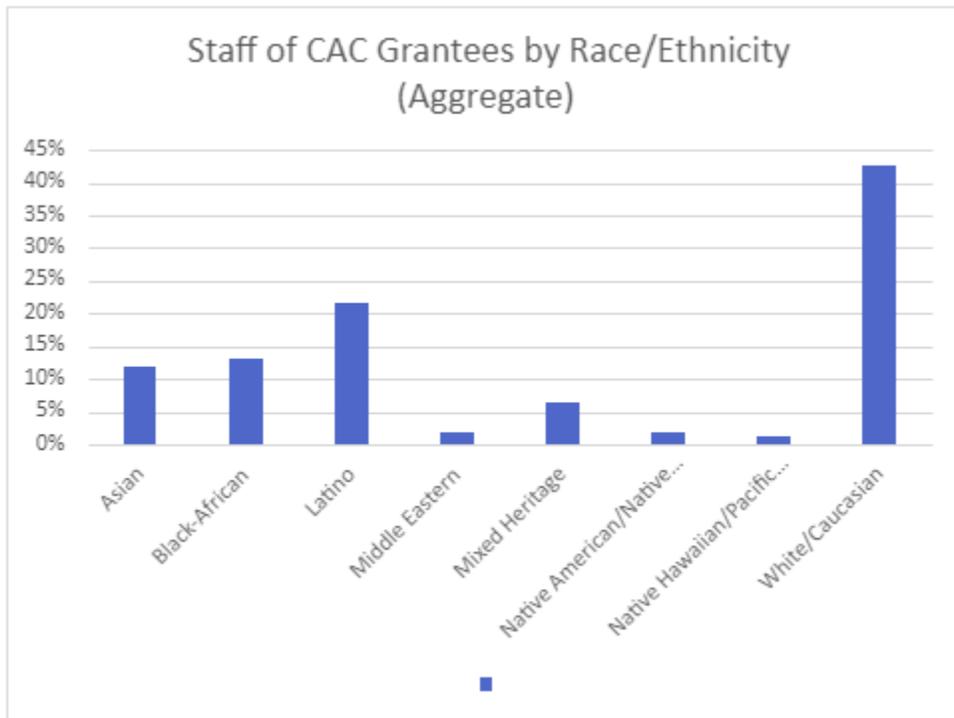
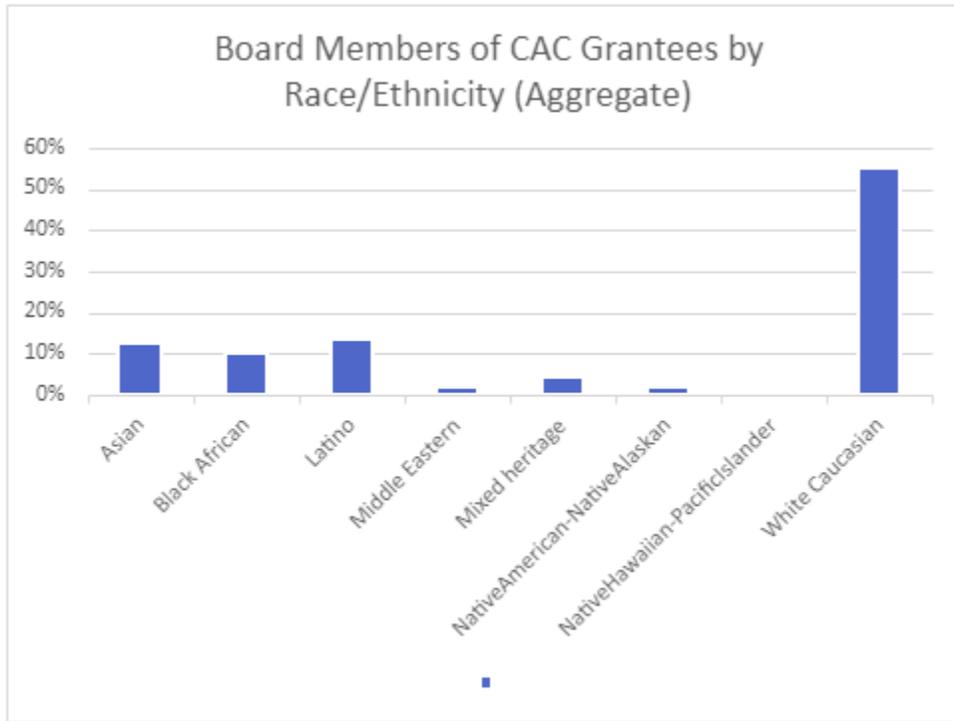
<sup>1</sup> The CAC aligns its regional breakdown with that used in the annual Otis Report on the Creative Economy (<https://www.otis.edu/creative-economy>). The only distinction is that the CAC separates Bay Area – San Francisco and Bay Area – Other, since a significant percentage of the agency’s applicants and grantees are based in San Francisco County.

## Data on California Statewide Demographics and Other Identifiers:<sup>2</sup>

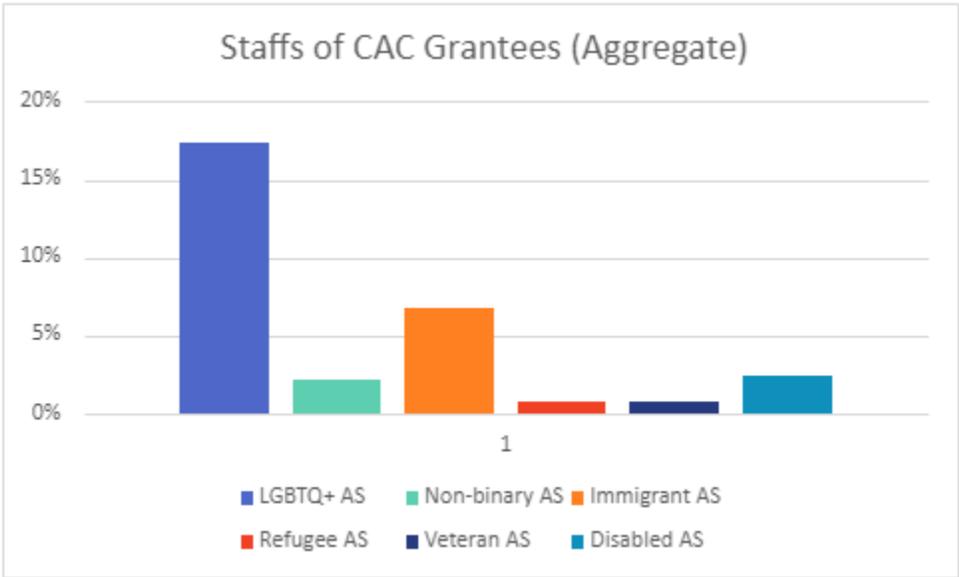
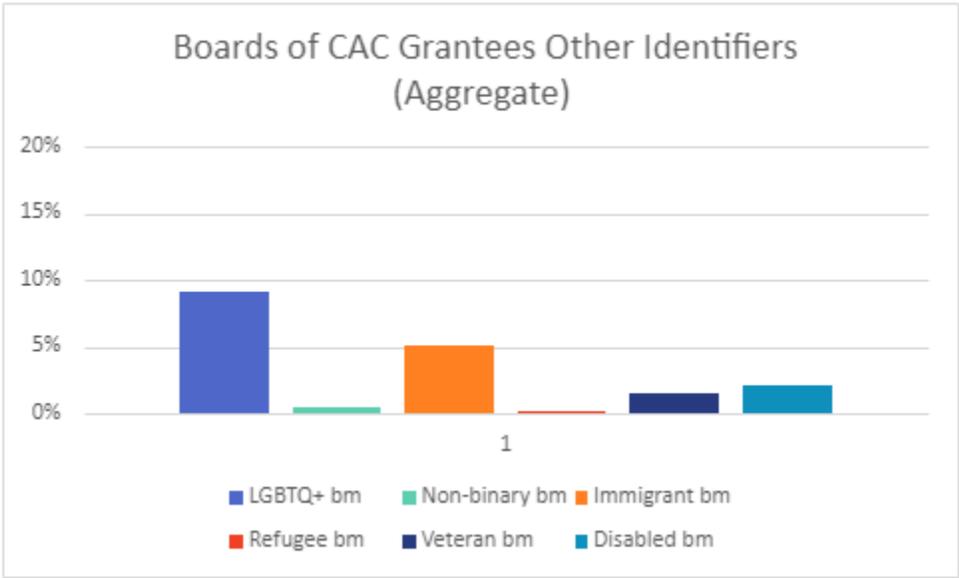


<sup>2</sup> The data in the two tables reflecting statewide data are pulled from the United States Census Bureau: <https://www.census.gov/quickfacts/CA> Data on percentage of individuals identifying as transgender is pulled from the National Institute of Health: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5227946/>

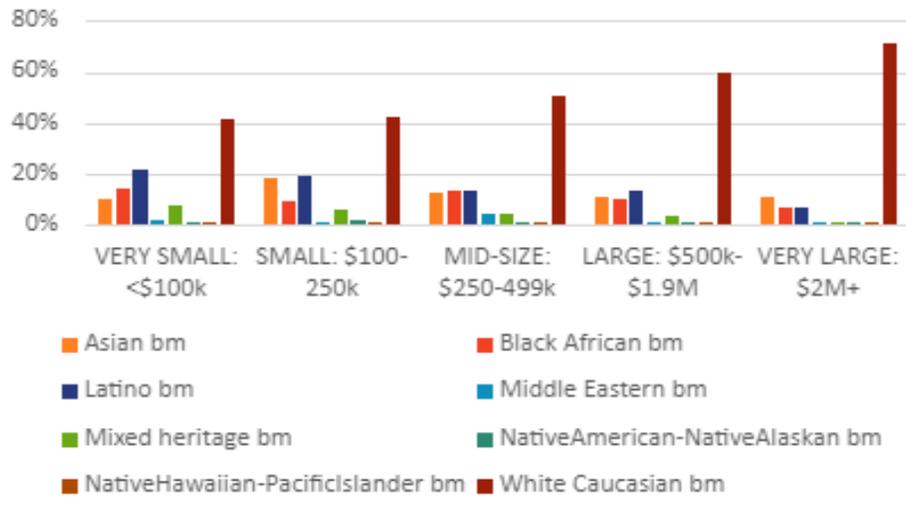
**Data on CAC Grantees 2017-2019 Demographics and Other Identifiers:<sup>3</sup>**



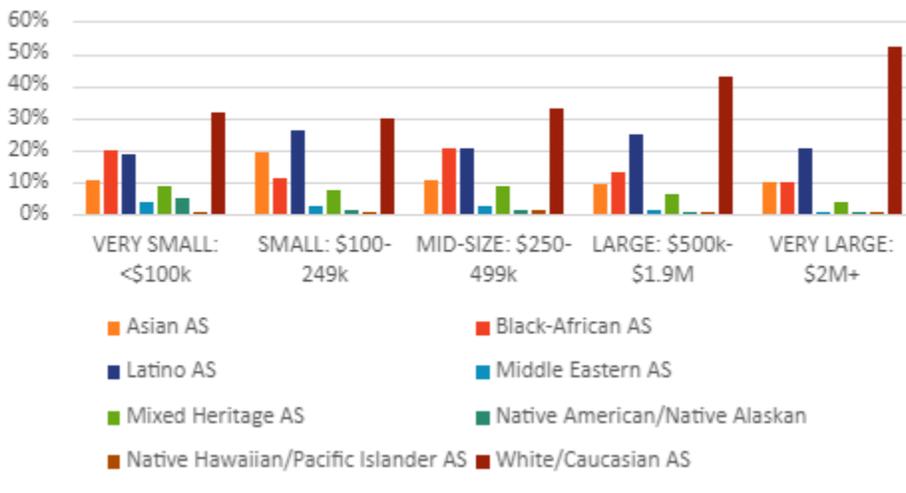
<sup>3</sup> The data in these tables is pulled from the final reports submitted by CAC grantees in the past three years (Fiscal Years 2017-2019). While the demographic and other identifier tables were optional, 96% of grantee organizations submitted this data for at least one of their grants.



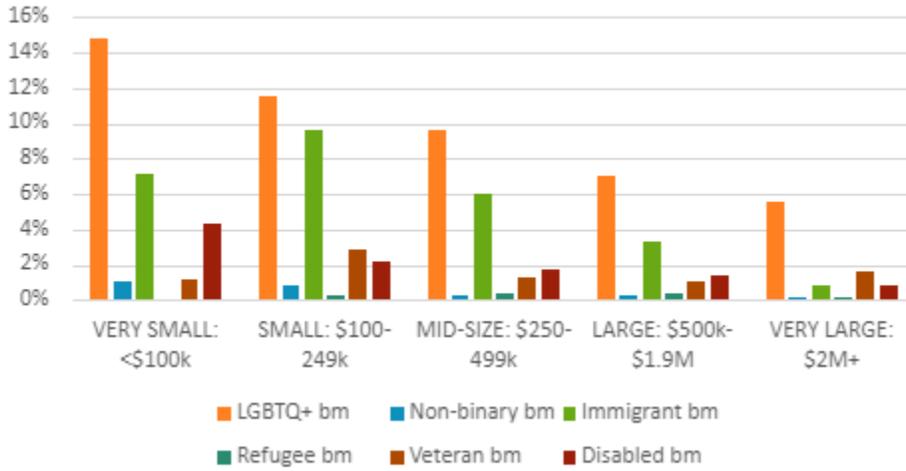
### Board Demographics by TOR



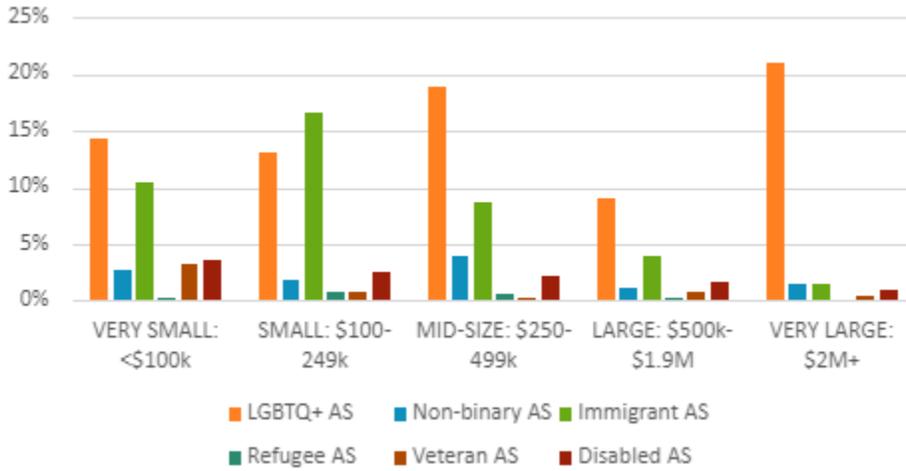
### Staff Demographics by TOR



### Board Identifiers by TOR



### Staff Identifiers by TOR



**Data on CAC Grantees 2017-2019 Demographics and Other Identifiers by Region:**

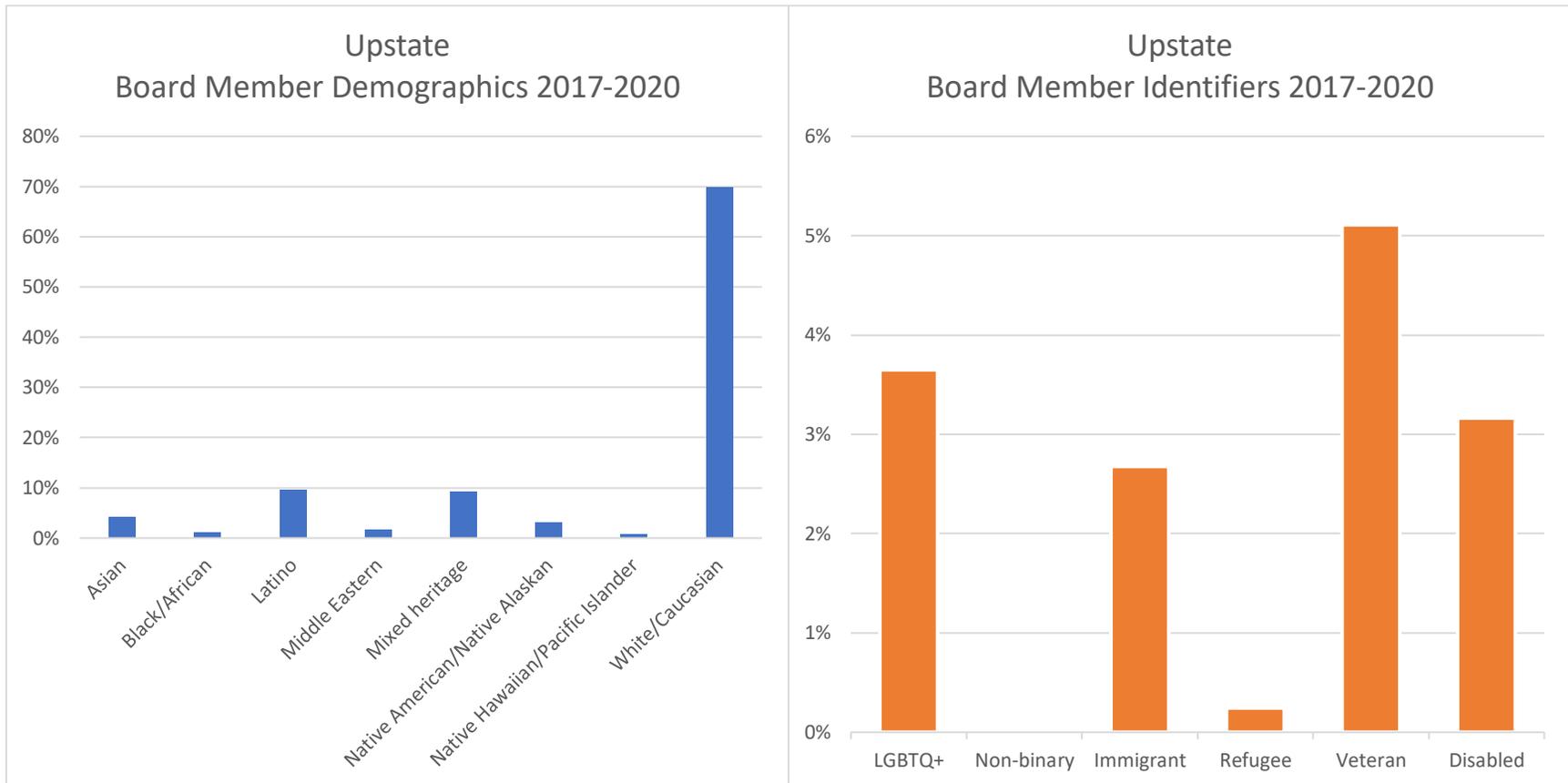
**Upstate**

**Number of Counties Represented:** 17/19

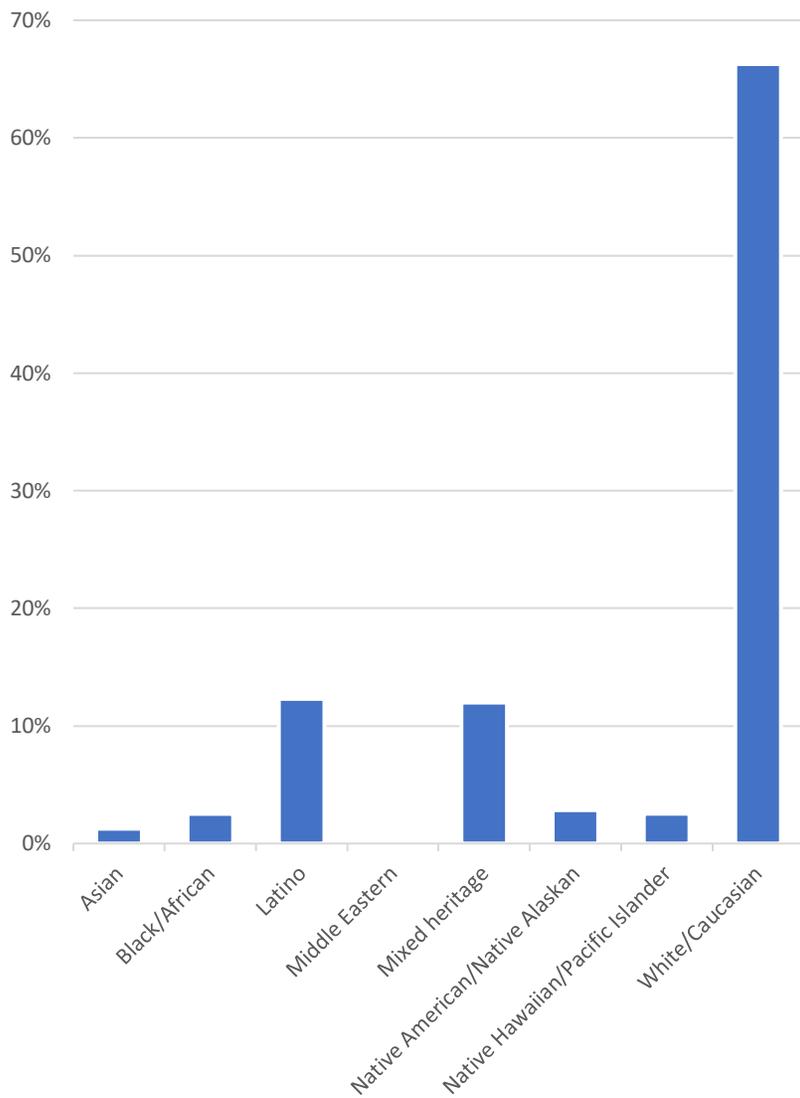
**Counties Represented:** *Butte, Colusa, Del Norte, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity, Yuba*

**Counties Not Represented:** *Glenn, Sutter*

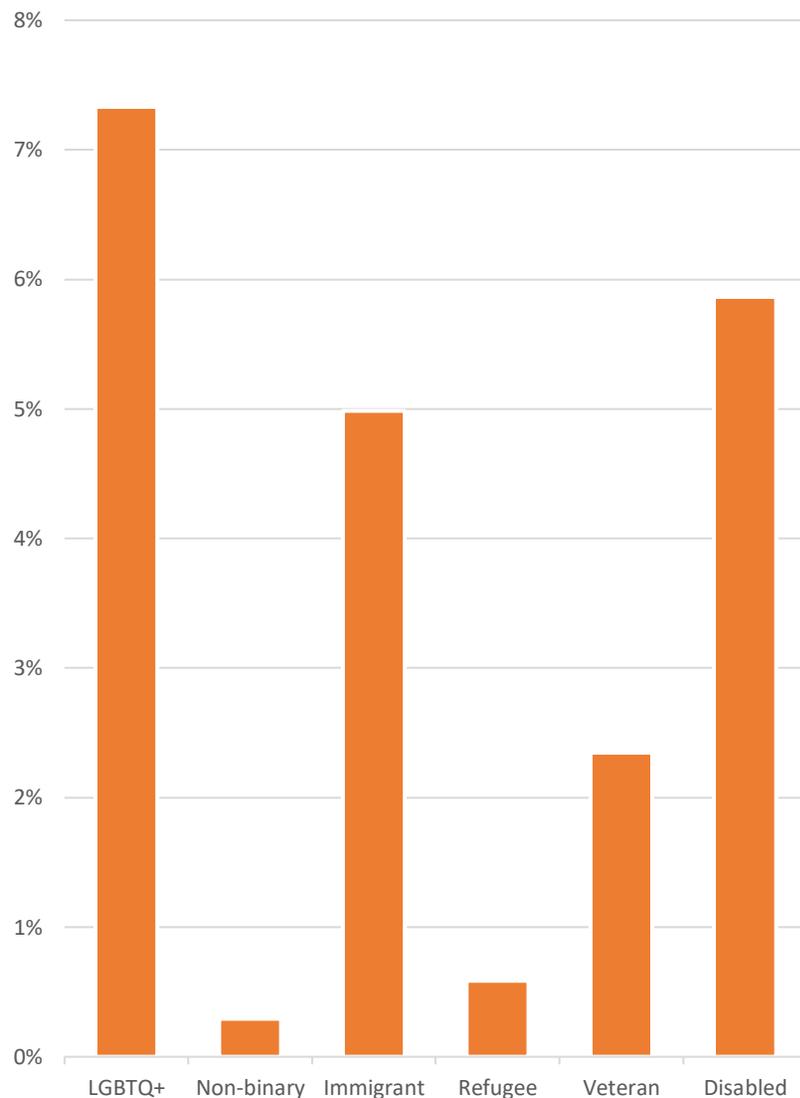
**Number of Organizations Submitted Data in the Final Report:** 18/40



Upstate  
Staff Demographics 2017-2020

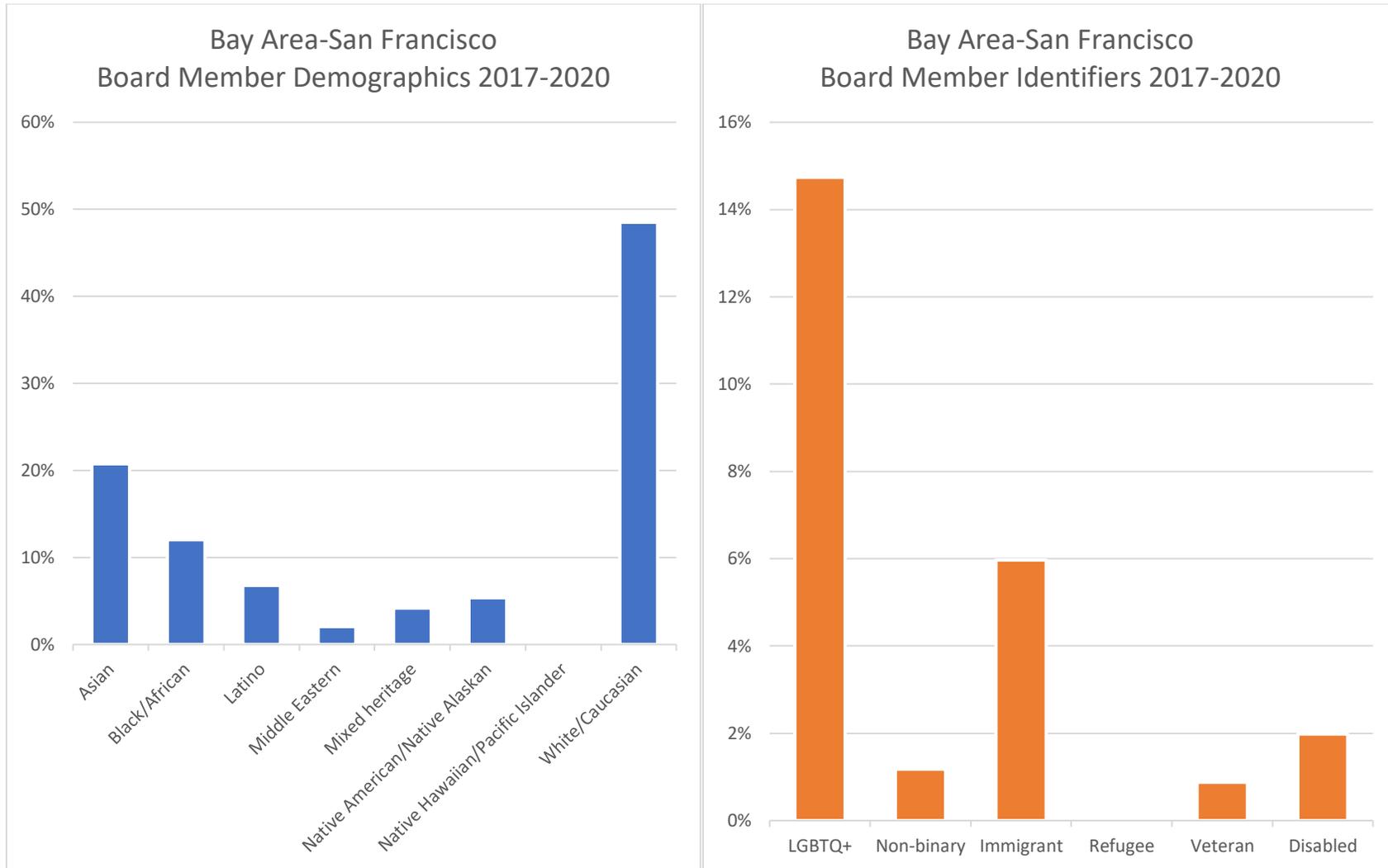


Upstate  
Staff Identifiers 2017-2020

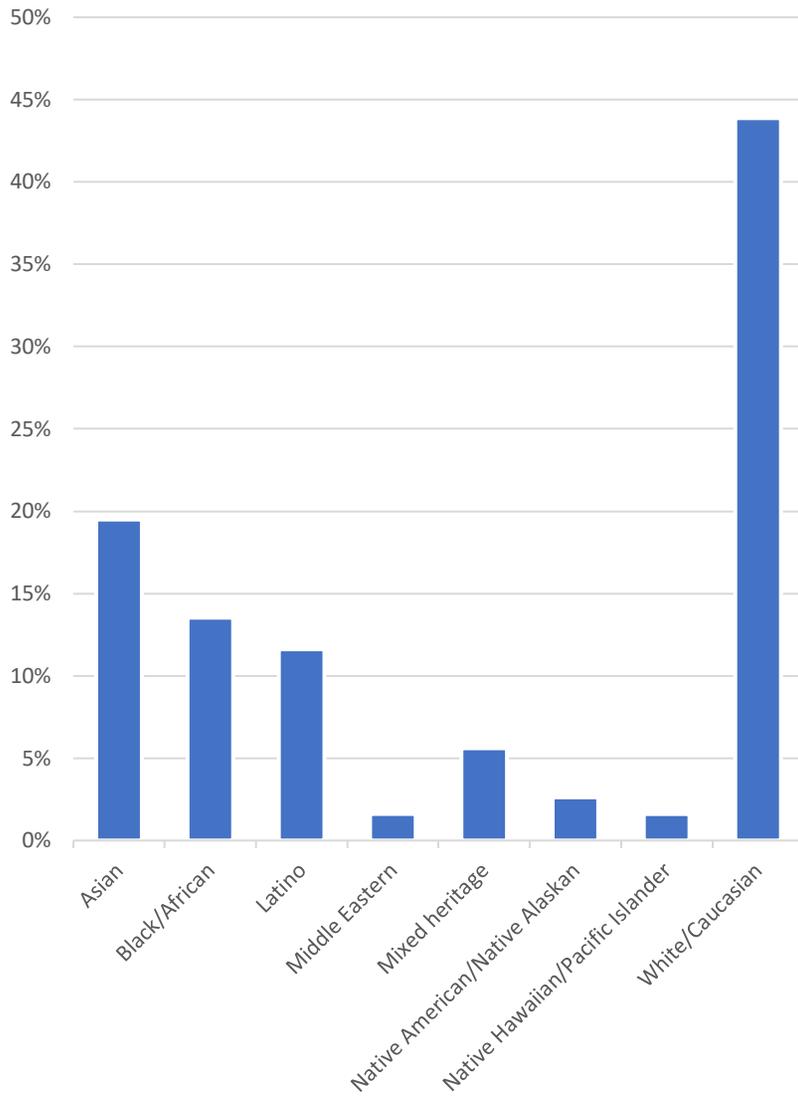


**Bay Area—San Francisco**

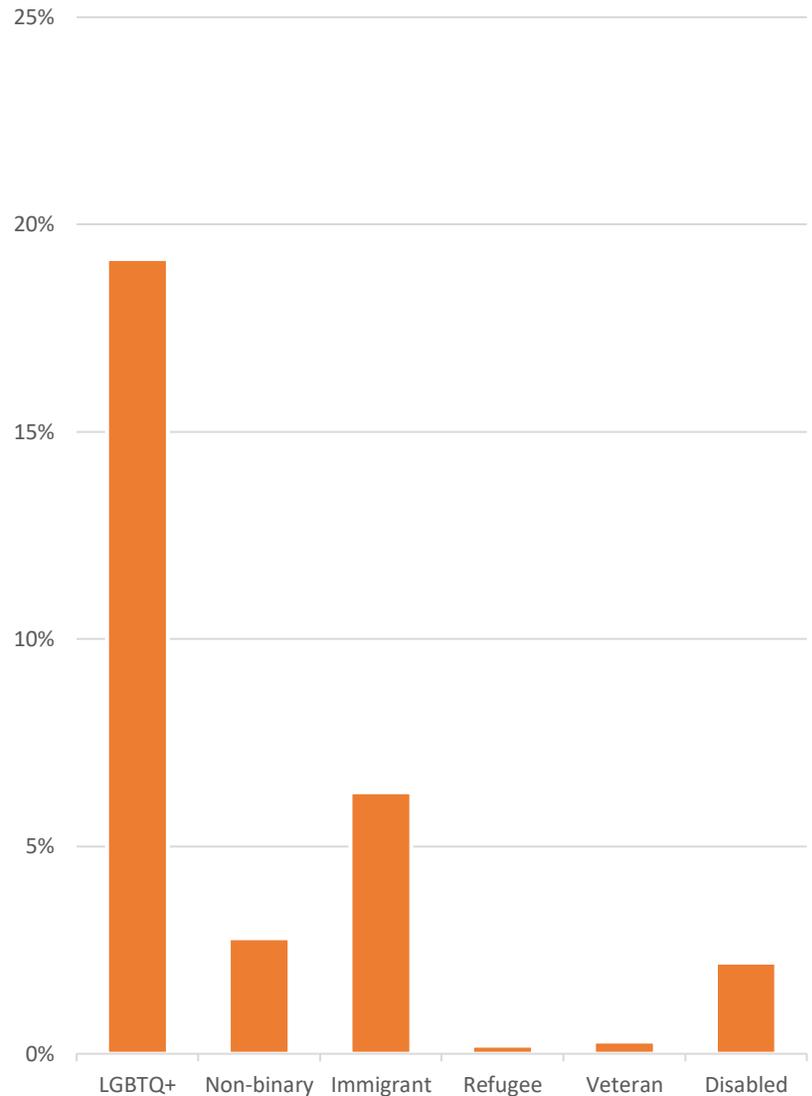
**Number of Organizations Submitted Data in the Final Report: 130/130**



Bay Area-San Francisco  
Staff Demographics 2017-2020



Bay Area-San Francisco  
Staff Identifiers 2017-2020

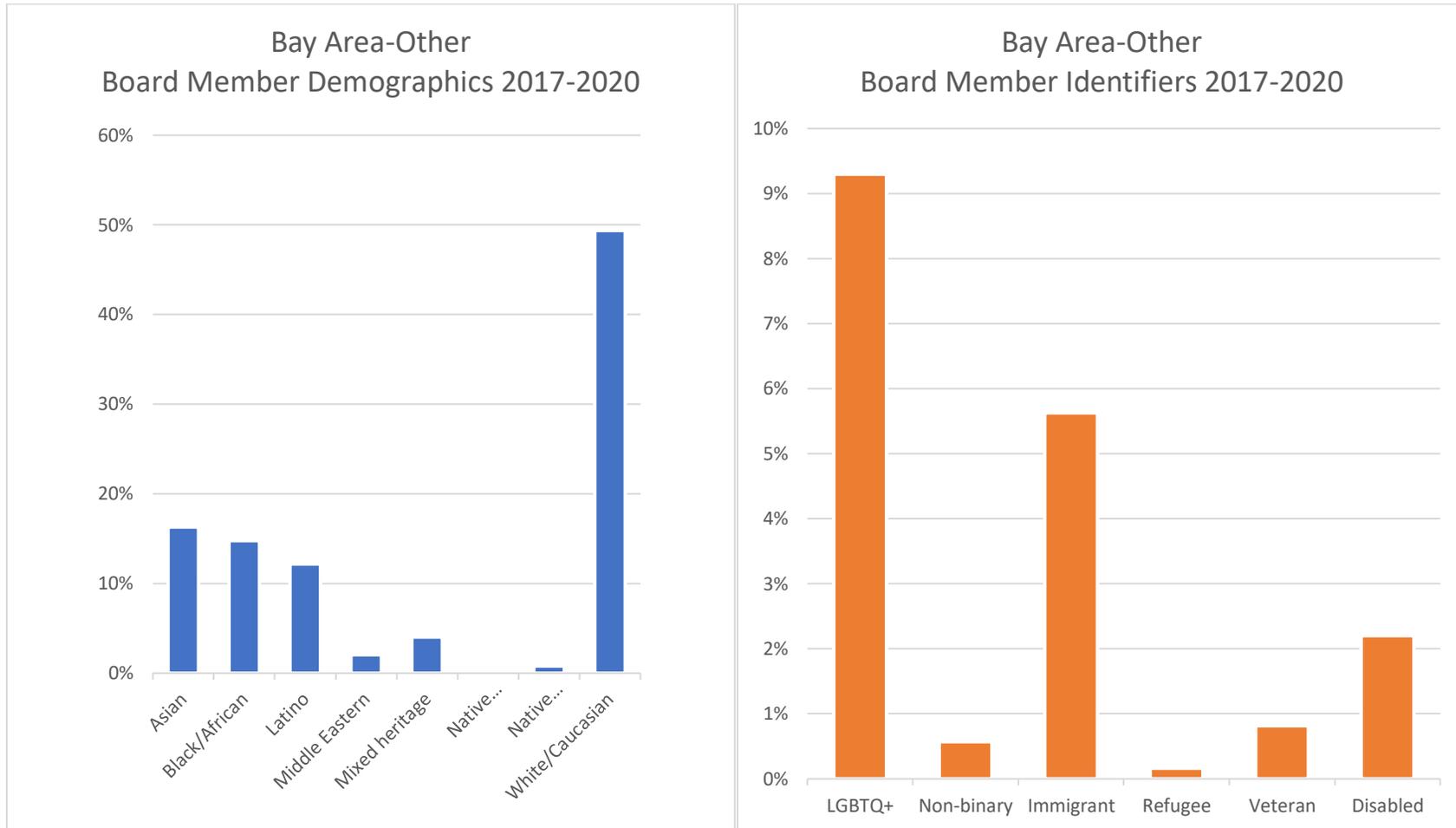


### Bay Area—Other

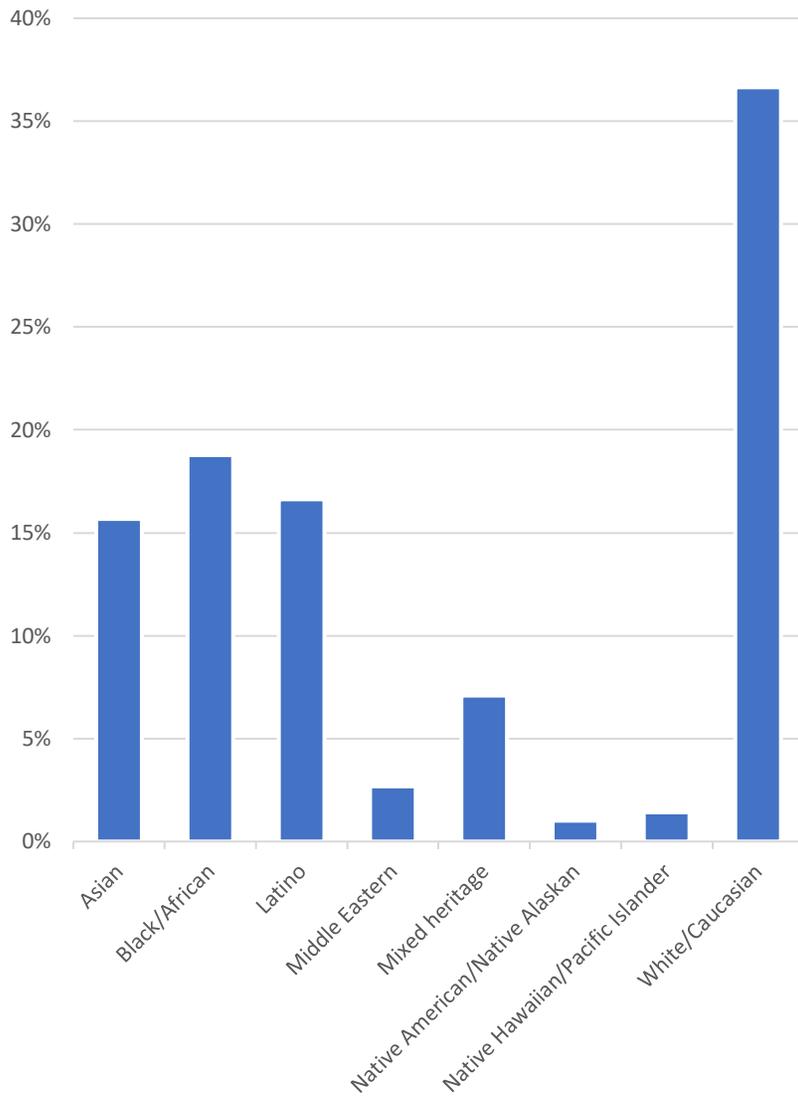
**Number of Counties Represented:** 7/7

**Counties Represented:** *Alameda, Contra Costa, Marin, Napa, San Mateo, Santa Clara, Sonoma*

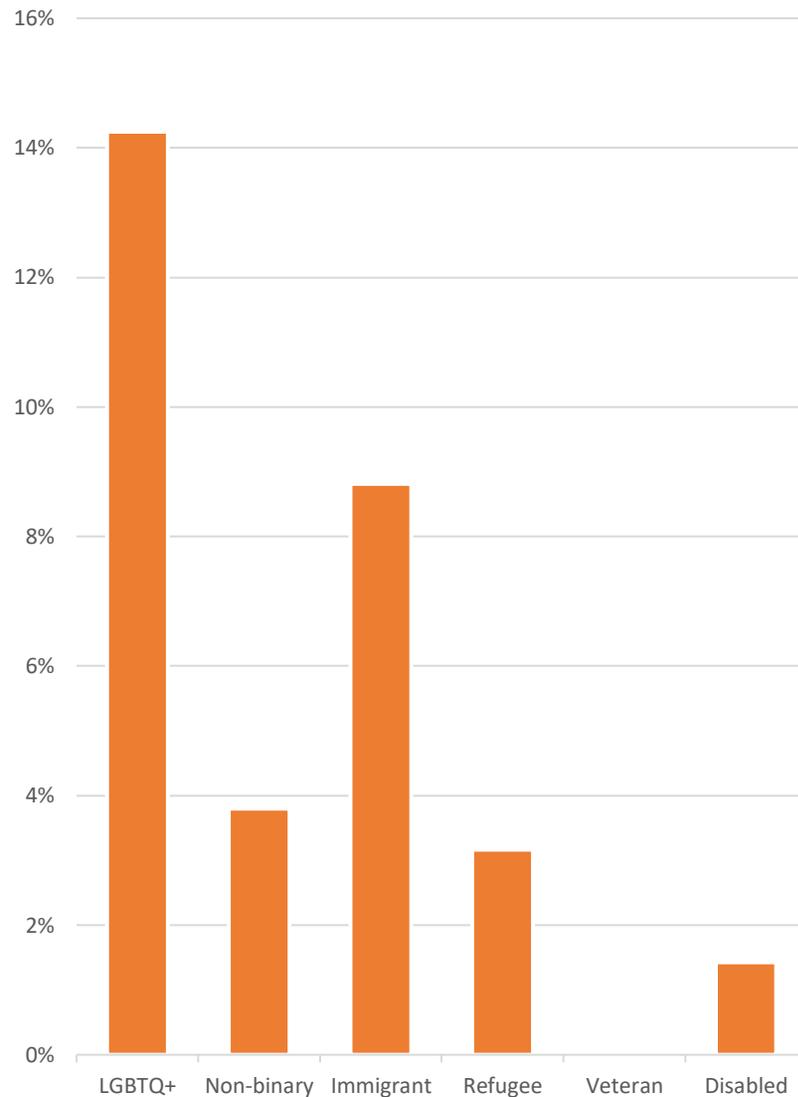
**Number of Organizations Submitted Data in the Final Report:** 127/130



Bay Area-Other  
Staff Demographics 2017-2020



Bay Area-Other  
Staff Identifiers 2017-2020



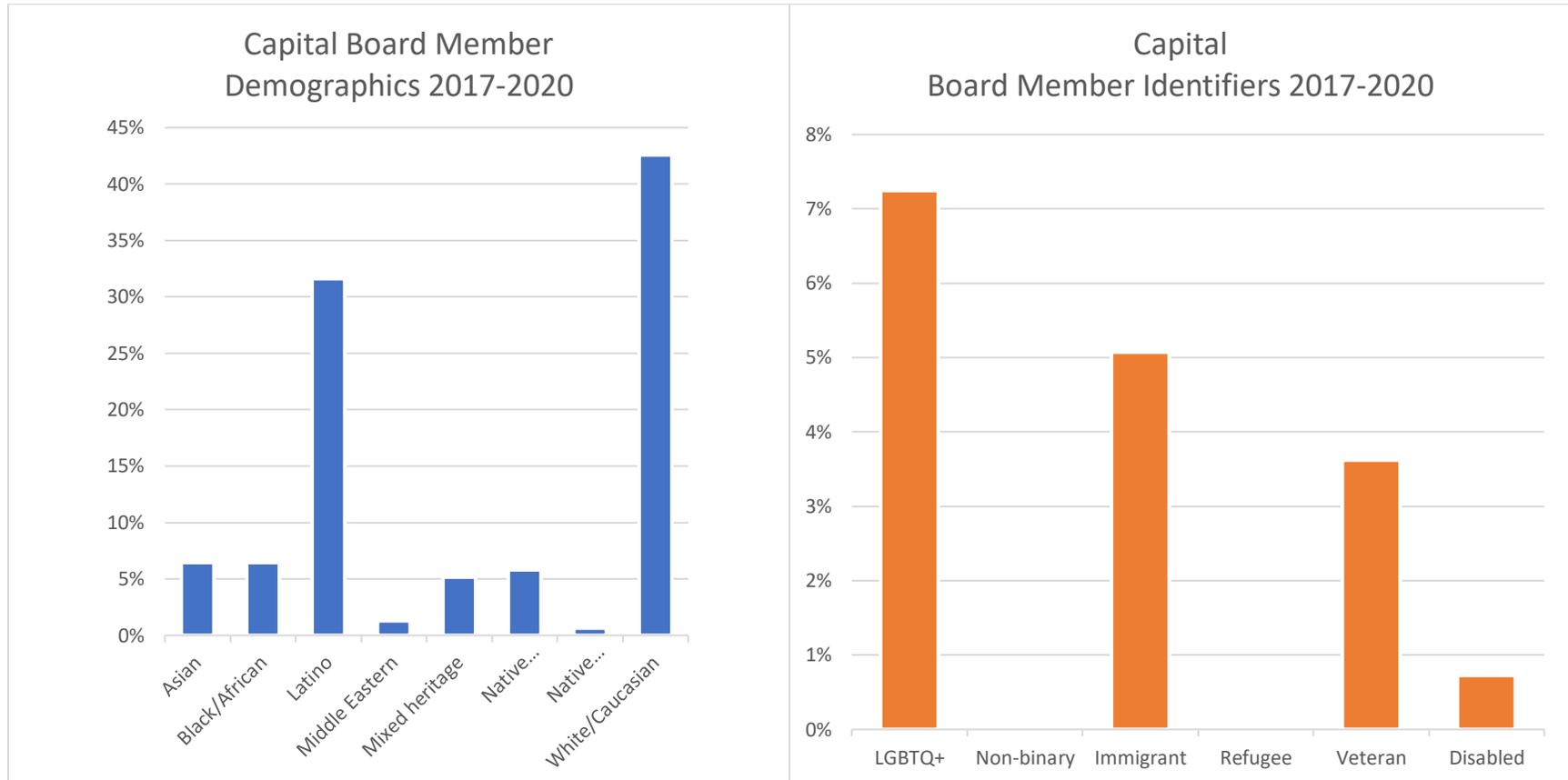
## Capital

**Number of Counties Represented:** 3/4

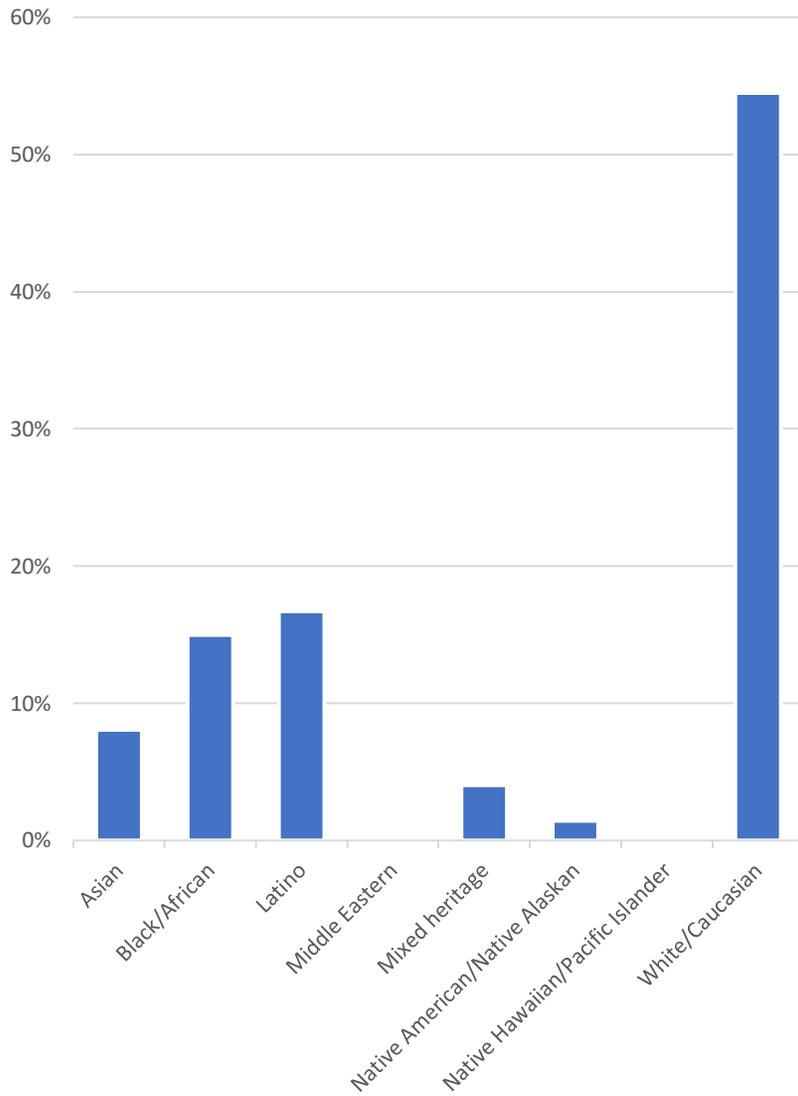
**Counties Represented:** *Sacramento, Solano, Yolo*

**Counties Not Represented:** *El Dorado*

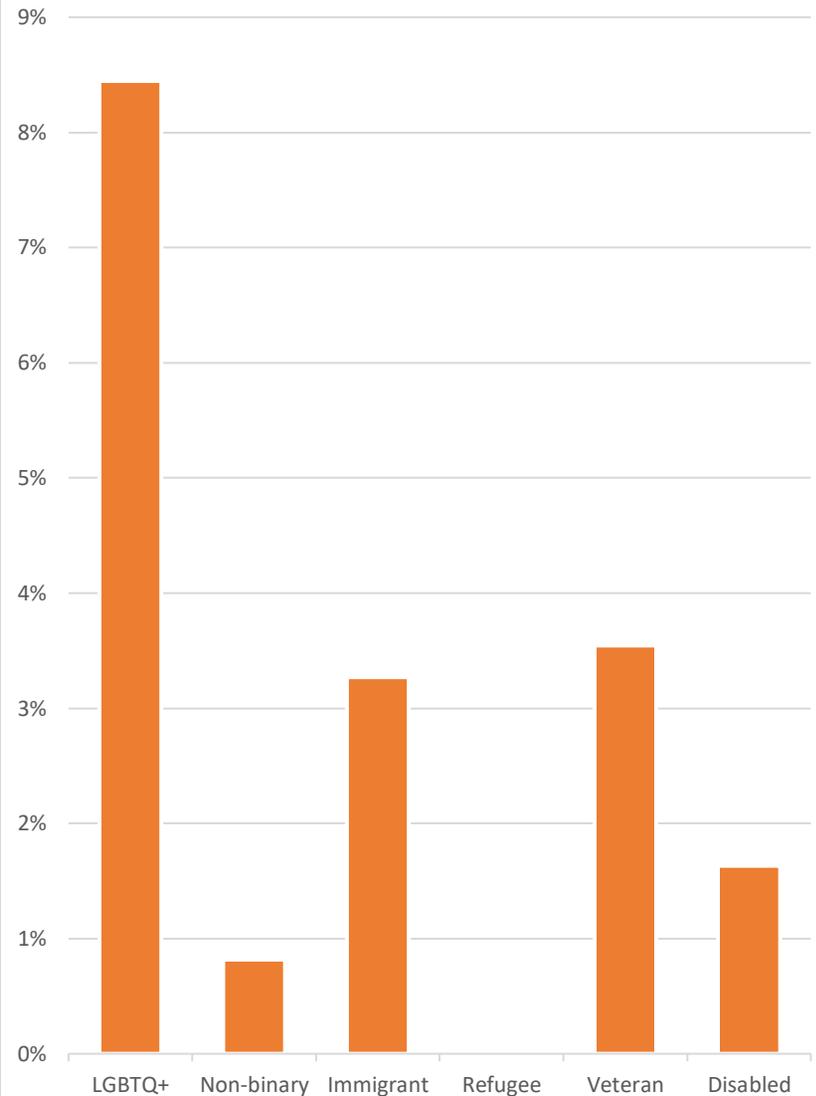
**Number of Organizations Submitted Data in the Final Report:** 21/23



Capital Staff  
Demographics 2017-2020



Capital  
Staff Identifiers 2017-2020

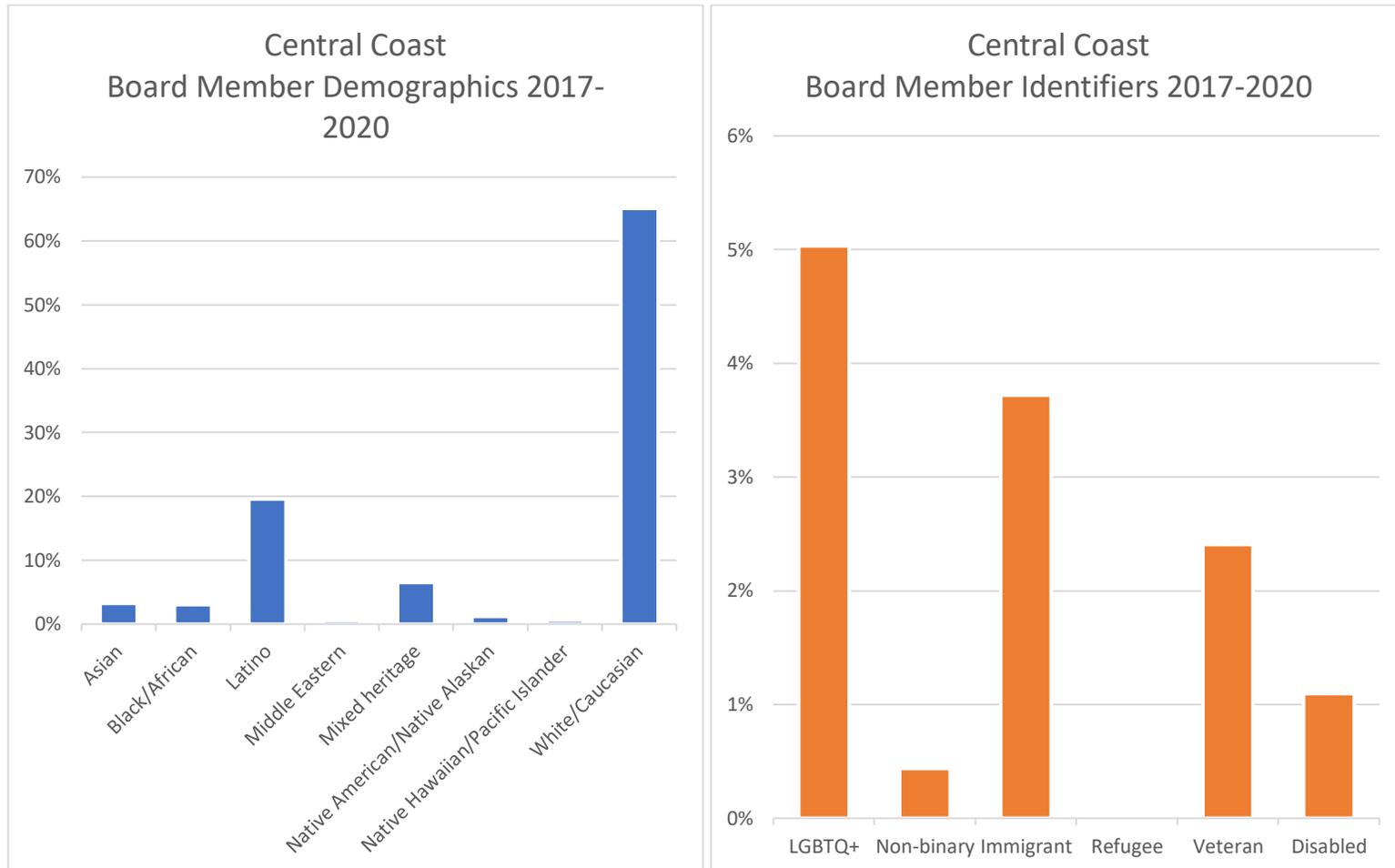


## Central Coast

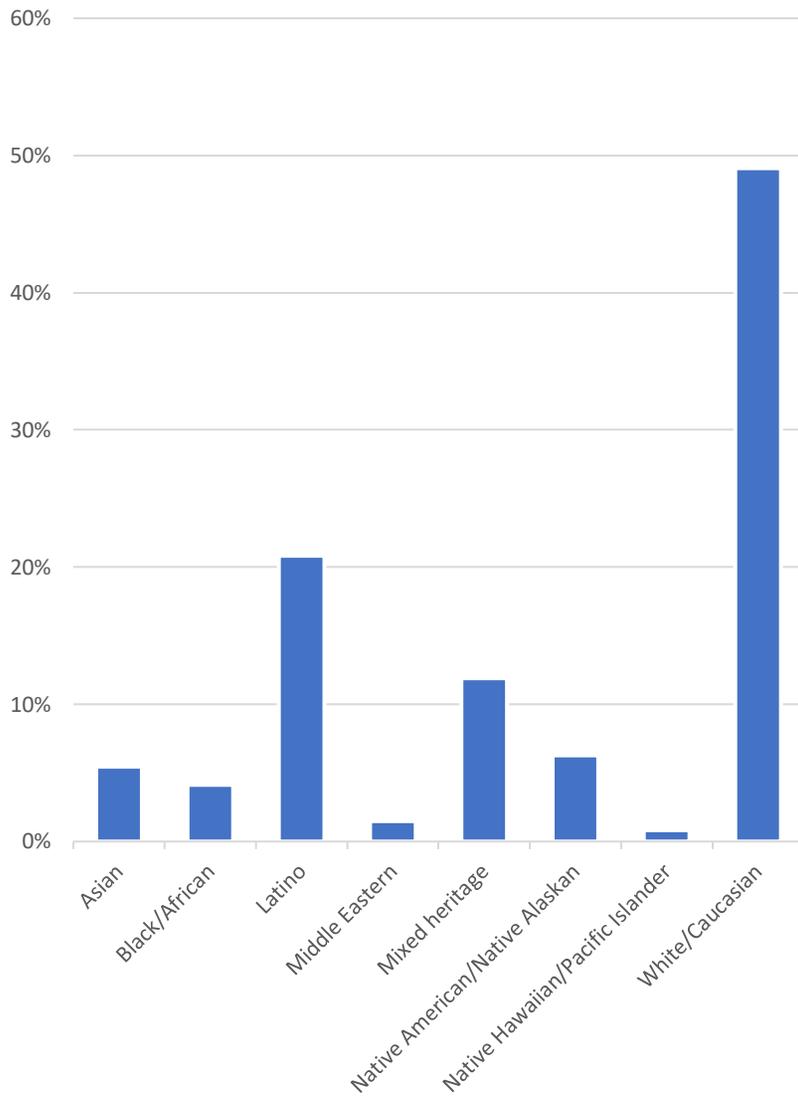
**Number of Counties Represented:** 6/6

**Counties Represented:** *Monterey, San Benito, San Luis Obispo, Santa Barbara, Santa Cruz, Ventura*

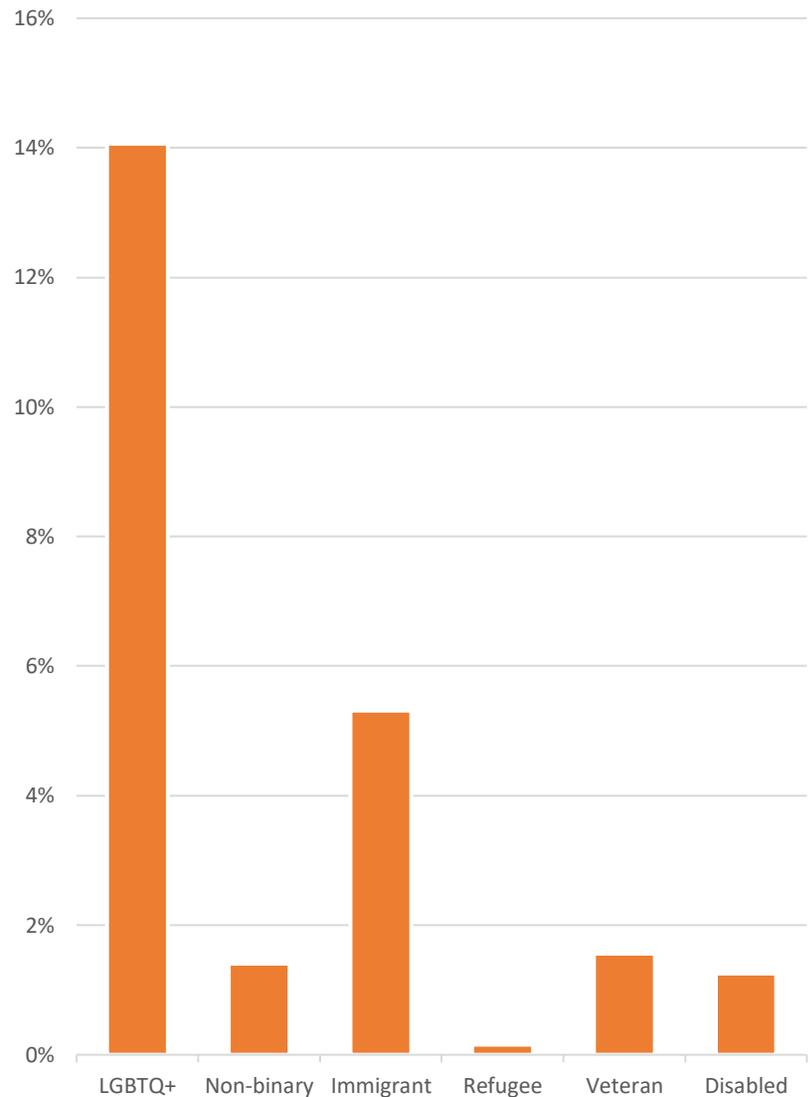
**Number of Organizations Submitted Data in the Final Report:** 44/44



Central Coast  
Demographics 2017-2020



Central Coast  
Staff Identifiers 2017-2020



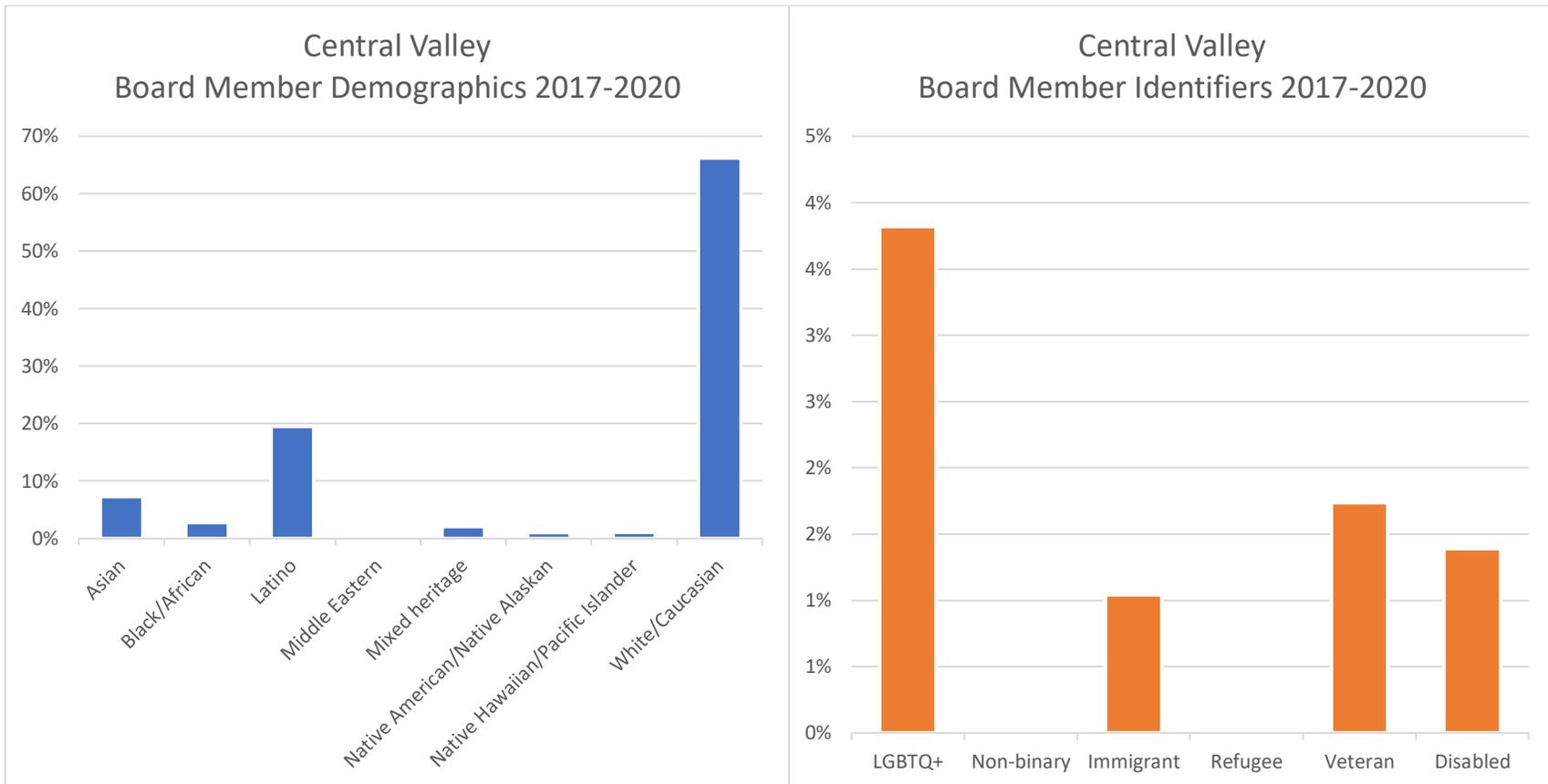
## Central Valley

**Number of Counties Represented:** 12/15

**Counties Represented:** *Amador, Calaveras, Fresno, Inyo, Kern, Kings, Merced, Mono, San Joaquin, Stanislaus, Tulare, Tuolumne*

**Counties Not Represented:** *Alpine, Madera, Mariposa*

**Number of Organizations Submitted Data in the Final Report:** 27/27

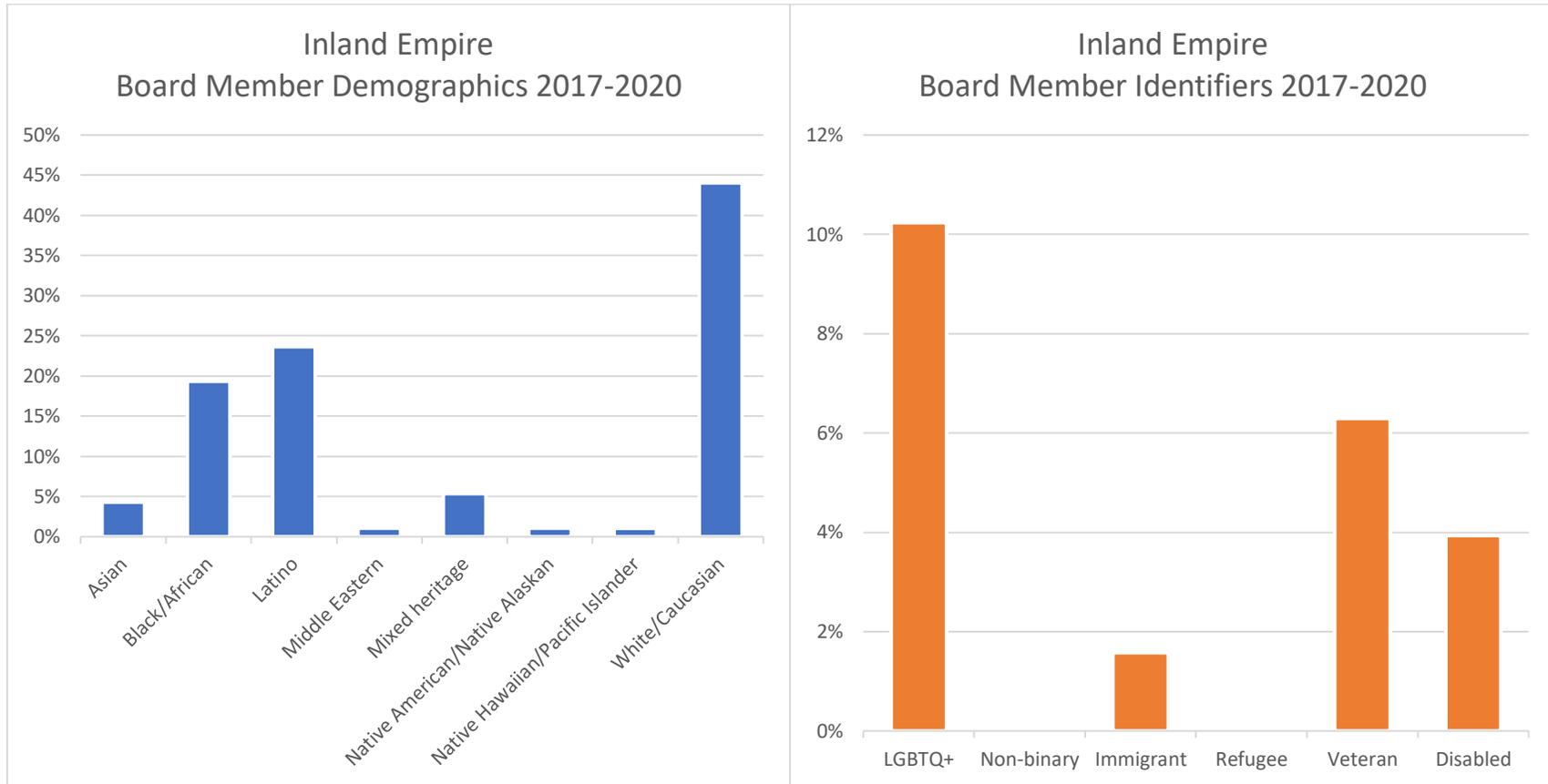


## Inland Empire

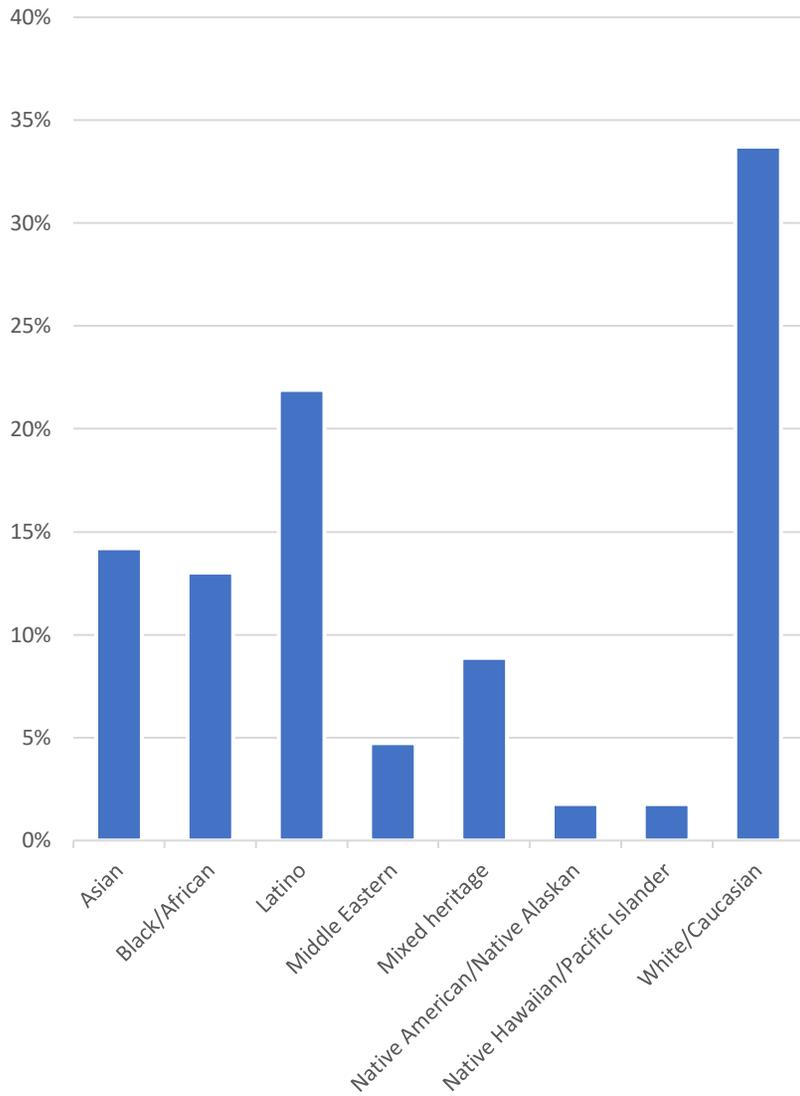
**Number of Counties Represented: 2/2**

**Counties Represented: *Riverside, San Bernardino***

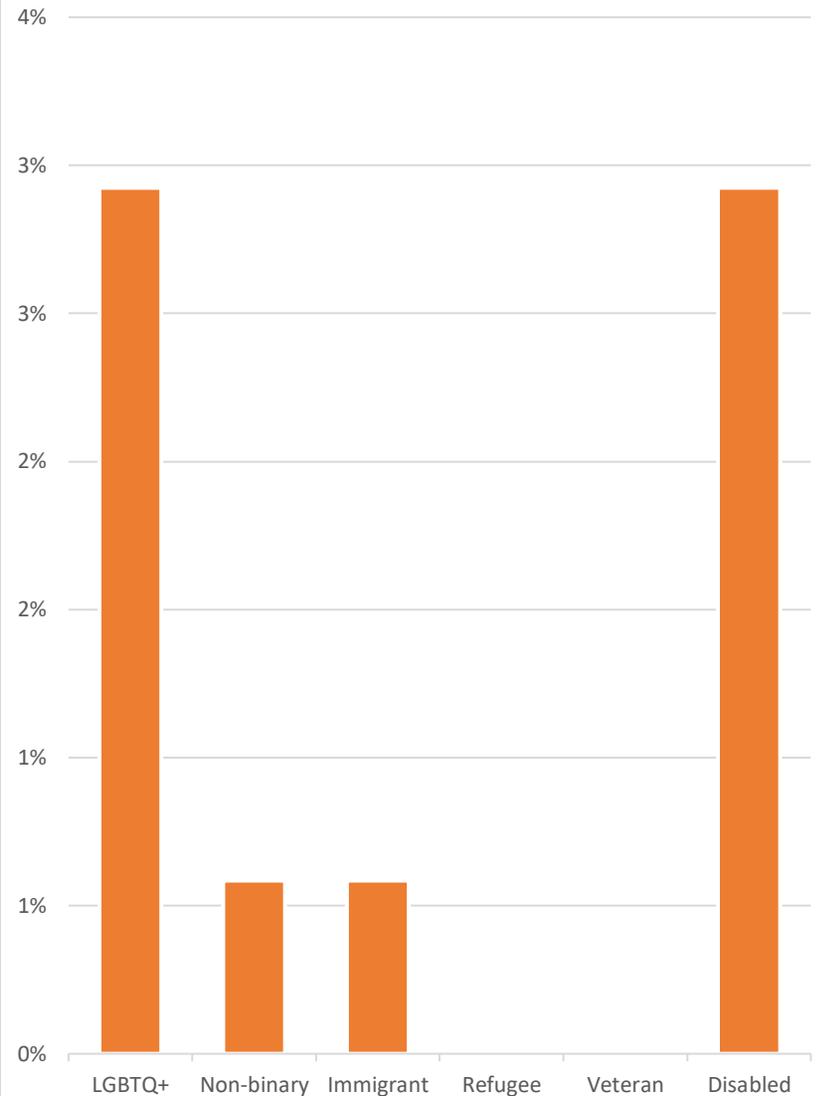
**Number of Organizations Submitted Data in the Final Report: 10/10**



Inland Empire Staff Demographics 2017-2020



Inland Empire Staff Identifiers 2017-2020

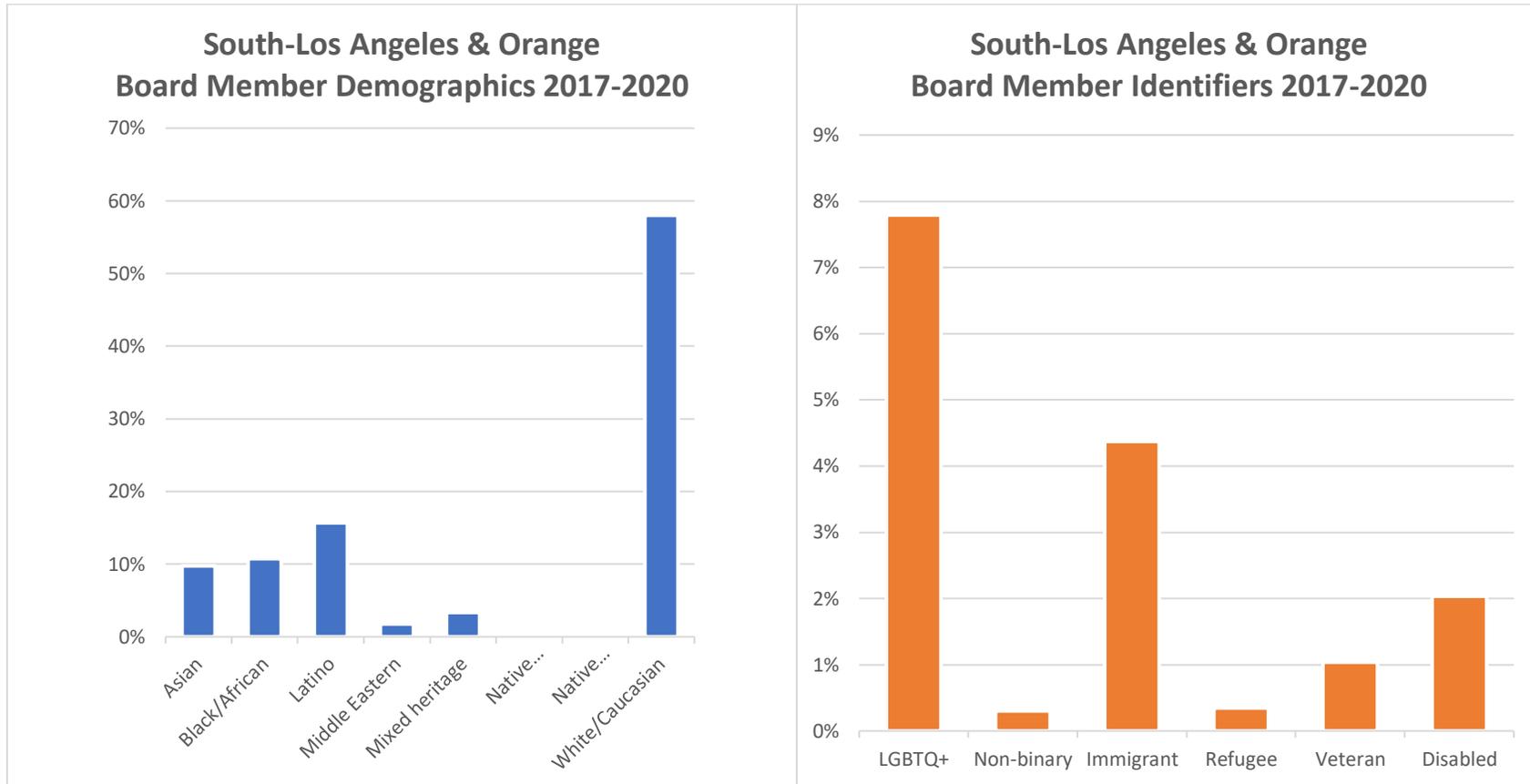


South—Los Angeles, Orange

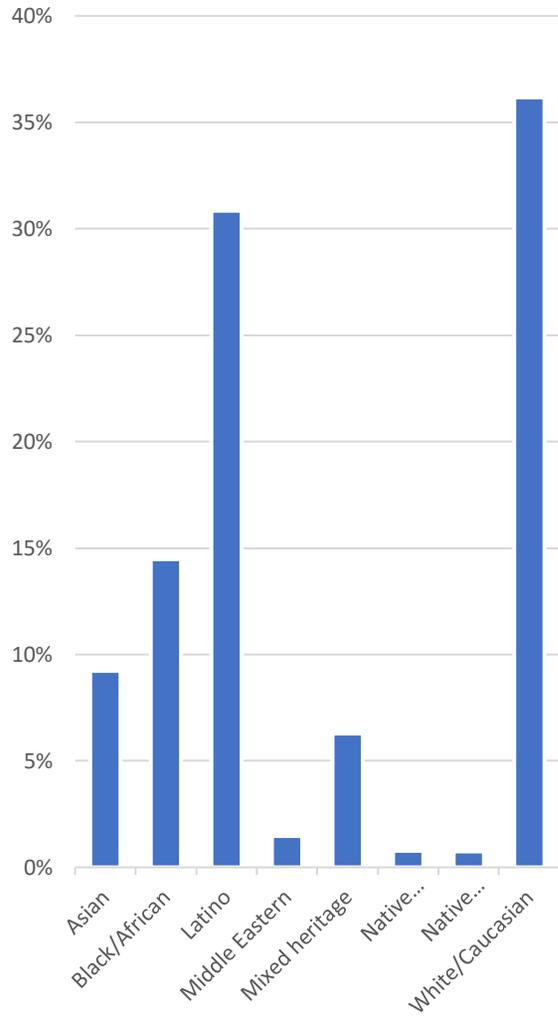
Number of Counties Represented: 2/2

Counties Represented: *Los Angeles, Orange*

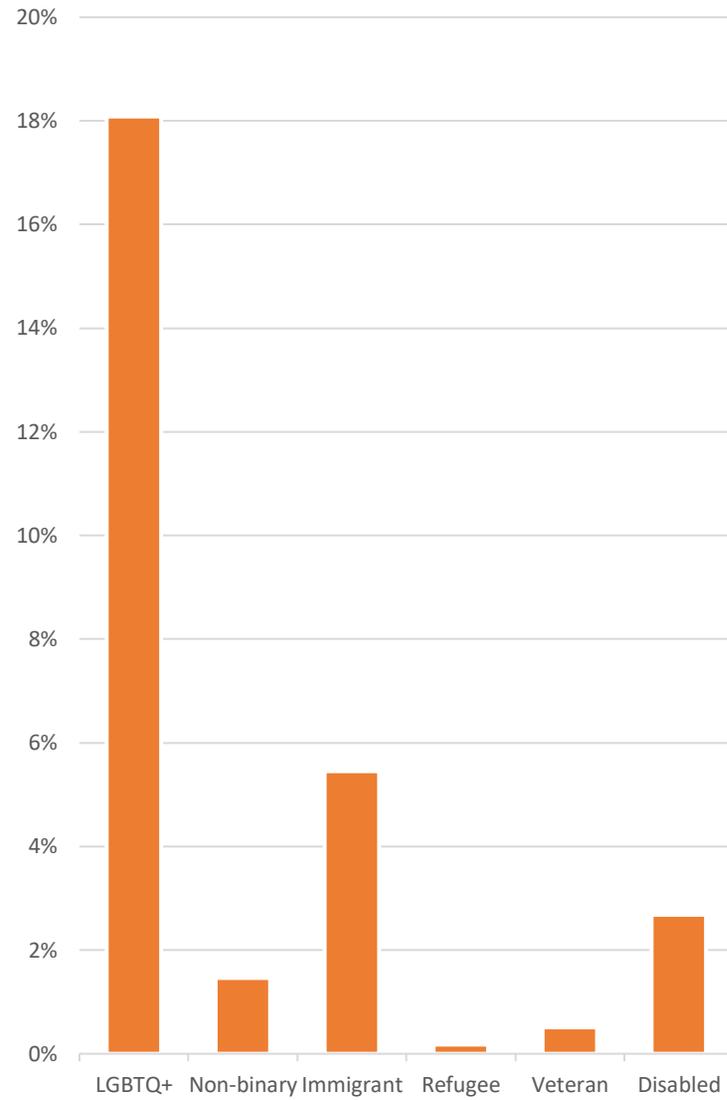
Number of Organizations Submitted Data in the Final Report: 203/203



**South-Los Angeles & Orange  
Demographics 2017-2020**



**South-Los Angeles & Orange  
Staff Identifiers 2017-2020**

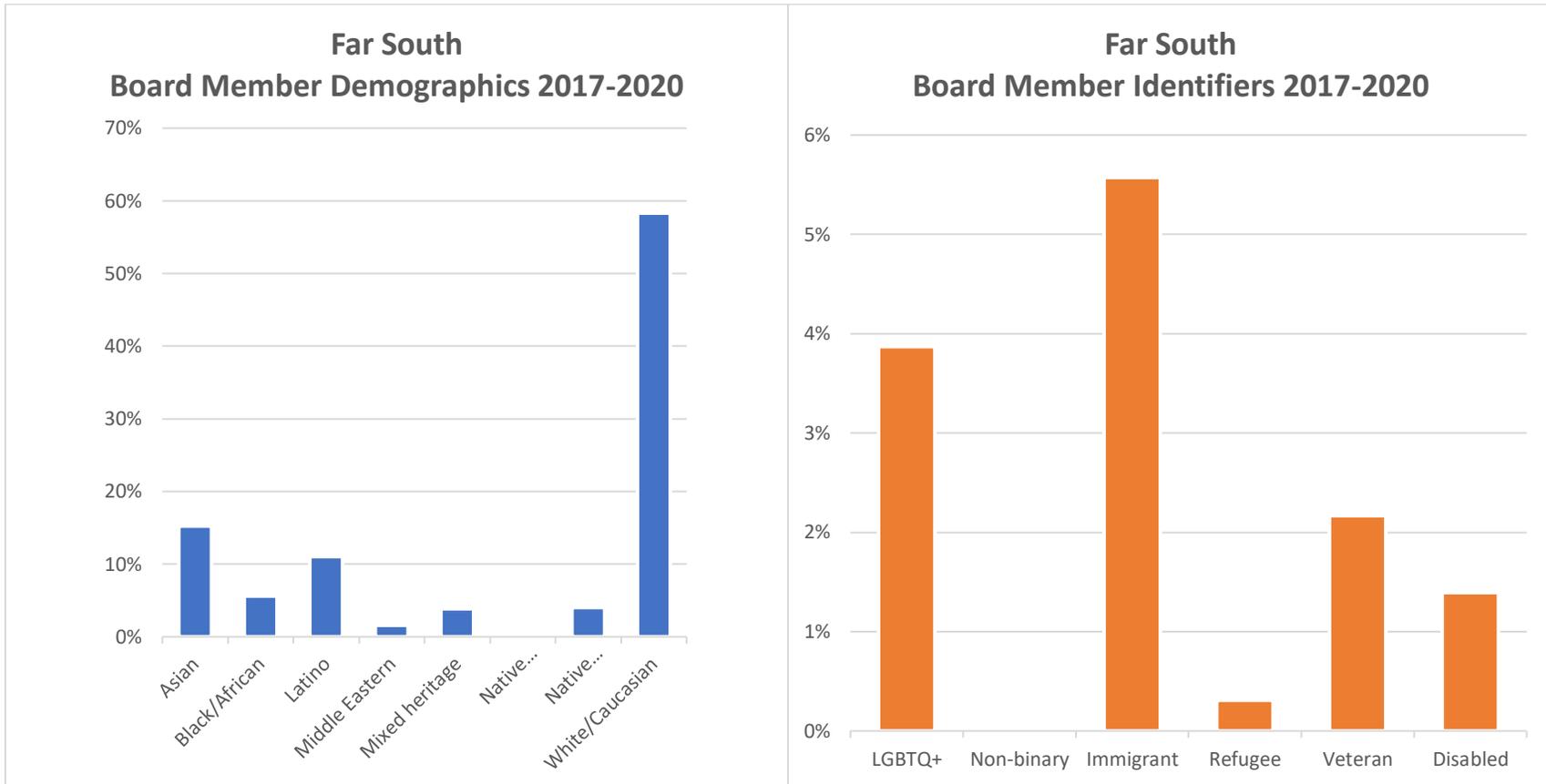


## Far South

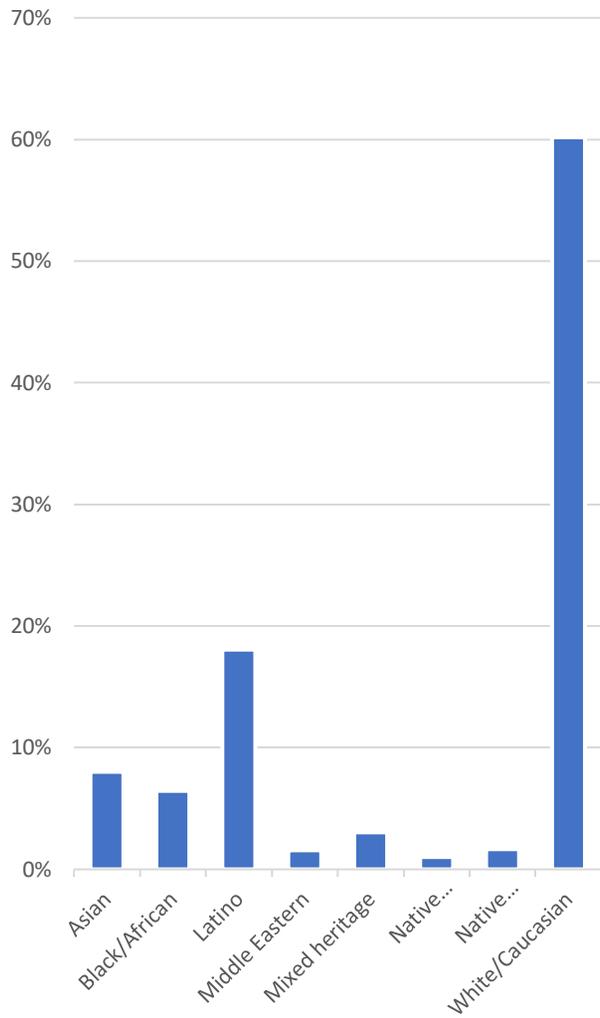
Number of Counties Represented: 2/2

Counties Represented: *Imperial, San Diego*

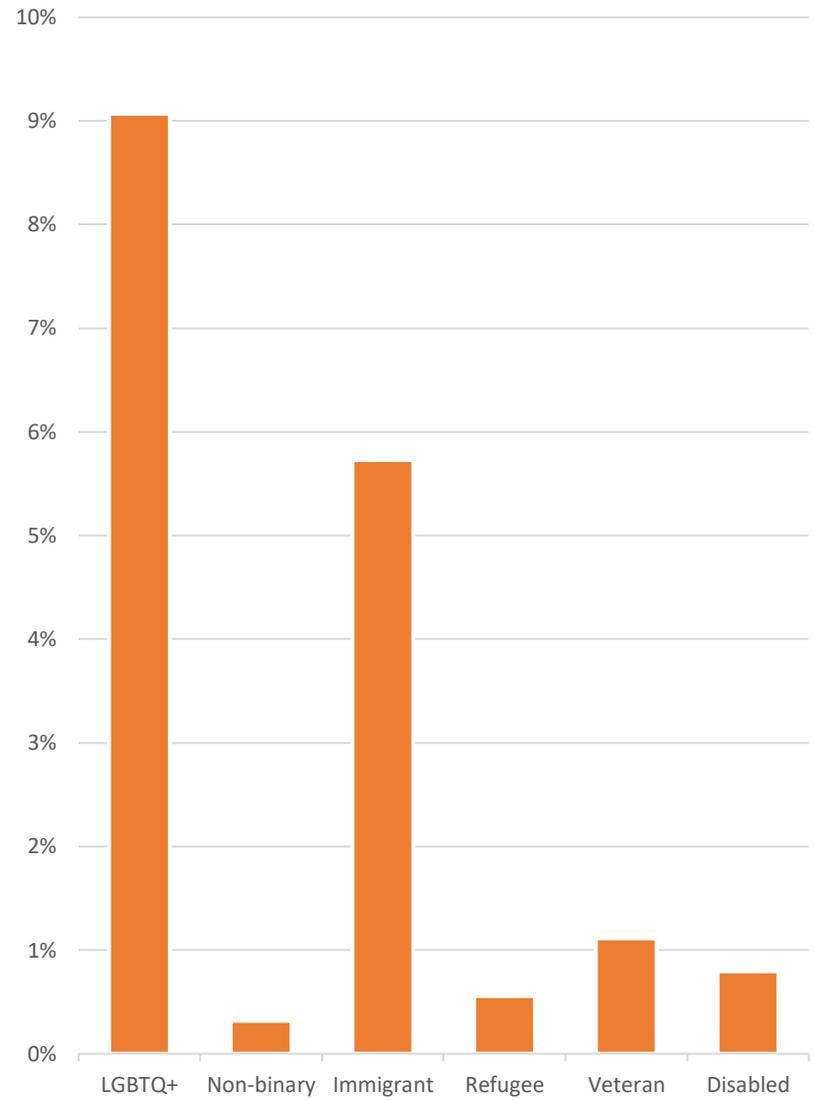
Number of Organizations Submitted Data in the Final Report: 51/51



**Far South  
Staff Demographics 2017-2020**



**Far South  
Staff Identifiers 2017-2020**



# TAB I

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California Arts Council | Public Meeting | 06/22/2021

This agenda item was provided to Council as an oral report. A detailed summary will be included in the record of the meeting's minutes, published to the CAC site following Council's approval at the next scheduled business meeting.