



INNOVATIONS IN GOVERNMENT

Racial Equity Artist Leaders

2022 Grant Guidelines & Application Instructions

Deadline: Monday, May 2, 2022

The mission of the California Arts Council, a state agency, is to strengthen arts, culture, and creative expression as the tools to cultivate a better California for all.

Learn more at www.arts.ca.gov

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INNOVATIONS IN GOVERNMENT

Racial Equity Artist Leaders 2022 GRANT GUIDELINES

DEADLINE: Monday, May 2, 2022 11:59 PM

Grant Request Amount: \$23,600

Total Number of Grant Awards: 1

Grant Activity Period: July 1, 2022 – December 15, 2022

Matching Funds: Not Required

Apply by Invitation Only

Application via email; instructions below



PROGRAM DESCRIPTION

The purpose of the California Arts Council's Innovations in Government pilot is to work with artists / cultural practitioners of color or of the global majority, through an Application Organization, to co-create a series of public online interactive workshops that explore racial equity through artmaking and cultural practice. The Application Organization plays a crucial role in this process, they will support the artists / cultural practitioners in collaborating with the CAC and take on the financial responsibility for the program. This workshop series will conclude in a publicly available workbook that other government agencies or arts organizations can use as part of their systems change work. The interactive workshops and the workbook will be developed in collaboration with CAC staff. We anticipate the program will begin in July 2022 and will be completed by December 2022.

BACKGROUND AND PURPOSE

The California Arts Council has been a member of the [Government Alliance on Race and Equity](#) (GARE) since 2017. Through participation in GARE, the CAC has: implemented a Racial Equity* Statement in the 2020 Strategic Framework, hired an internal racial equity steward position (the Race and Equity Manager), and focused on data collection and evaluation to advance racial equity outcomes. With the generous support of Race Forward's Innovations Grant, the CAC will continue our racial equity learning journey. The Innovations Grant funds government partnerships with local artists / cultural practitioners* of color or of the global majority* to eliminate structural racism*. The Innovations in Government grant is a pilot for the CAC to address structural racism through arts creation.

What does the CAC mean by Racial Equity?

Racial equity means closing the gaps so that race no longer predict one's success, while also improving outcomes for all. To close the gaps, we center communities of color to focus improvements for those most impacted by racial inequity, moving beyond services to transform policies, institutions, and structures. (Government Alliance for Racial Equity)

To the CAC, racial equity means that we use a race explicit and not race exclusive approach to systems change. For example, disaggregating data by race to see the real impacts of our investments across various communities. We are also learning from Disability Justice* organizers and Kimberlé Crenshaw's work on intersectionality*. The CAC understands that many intersecting experiences and identities contribute to a community's or an individual's experience of systemic oppression, therefore our understanding of racial equity is grounded in an intersectional approach.

If you have questions about our racial equity framework or would like definitions for some key terms please review **Appendix B: GLOSSARY OF TERMS**.

Why should government lead with race?

Systemic racism is the most pervasive and entrenched form of inequity in the United States. Government agencies on all levels have historically perpetuated and enforced racial inequities. It is our role as a government agency not only to acknowledge this history, but also to disrupt these systems and create new structures to benefit all communities.

Intended Program Outcomes:

- Artistic and cultural expression are viable paths for racial equity trainings.
- Artists / cultural practitioners of color are leaders in racial equity practice within the arts field and beyond.
- Artists / cultural practitioners are compensated for their work and have pathways to long-term leadership roles in government agencies.
- State agencies have a resource to prompt collaboration with artists / cultural practitioners of color opening ways for government to better serve all communities and constituents.

PROGRAM REQUIREMENTS

- The applicant organization must have an existing and in-depth relationship with three artists / cultural practitioners of color. The applicant organization is responsible for explicitly requesting consent from the artists / cultural practitioners to be included in this application and if awarded, to be the artists / cultural practitioners for the program.
- The applicant organization must be led by, serve, or representative of a community of color, recent immigrant community, refugee community, tribal or indigenous group.
- The applicant organization's mission, staff, and board (or other advisory or governing body) must remain deeply rooted in and reflective of the identified community or group.
- Must have received a grant through Cultural Pathways in fiscal years 2018, 2019, or 2020.

- All CAC-funded programs, services, information, and facilities where funded activities take place, including online spaces, must be accessible for individuals with disabilities, including but not limited to individuals who are Deaf, Hard of Hearing, Deaf-Blind, have difficulty speaking, have a physical disability, visual disability, developmental disability, learning disability, mental illness, or chronic illness.

ELIGIBILITY REQUIREMENTS

Applicants must comply with the requirements below. All applications must include the listed items at the time of submission to be considered for funding.

- **California-based** - Documentation of having a principal place of business in California.
- **Arts programming** - Applicants must have a minimum two-year history of consistent engagement in arts programming and/or services prior to the application deadline.
- **501(c)(3) organization as applicant or fiscal sponsor** - non-governmental (municipal, county, or tribal) applicant organizations must demonstrate proof of nonprofit status under section 501(c)(3) of the Internal Revenue Code, or section 23701d of the California Revenue and Taxation Code.
- **Fiscal sponsors** - An applicant organization without nonprofit status must use a California-based fiscal sponsor with a federal 501(c)(3) designation to apply for funding.
 - The fiscal sponsor will provide the fiscal oversight and administrative services needed to complete the grant.
 - A [Letter of Agreement](#) (sample linked) between the fiscal sponsor and the applicant organization [must be signed](#) (see definition of a signature here) by a representative from both parties and submitted with the application. A blank signature field will not be accepted. **If a grant is awarded, the fiscal sponsor becomes the legal contract holder with the California Arts Council.**
 - Fiscal sponsors must have a minimum two-year history of consistent engagement in arts programming and/or services prior to the application deadline. (Acting as a fiscal sponsor to arts and cultural organizations is considered an arts service.)
 - See additional information on the use of [fiscal sponsors](#) for CAC grants.
- **Certificate of good standing** - Nonprofit organizations and fiscal sponsors (if applicable) must have “active status” with the California Secretary of State (SOS) showing evidence of “good standing” at the time of application. You can verify your organization’s status by conducting a search using the SOS online [Business Search](#) tool. An indication of “active” (versus “suspended,” “dissolved,” “cancelled,” etc.) confirms that your nonprofit corporation exists, is authorized to conduct business in the State of California, has met all licensing and corporation requirements, and has not received a suspension from the Franchise Tax Board.

GRANT AMOUNT

There is one grant available for this short-term program. The total grant amount is \$23,600.

FUNDING RESTRICTIONS

This grant is meant to directly support three artists / cultural practitioners of color or of the global majority in their creative work with the CAC. The funds must prioritize paying the artists / cultural practitioners who are named in the application.

- The artists / cultural practitioners should receive no less than \$5,000 each for their engagement in the program.
- Up to \$5,000 can be spent on supplies to complete the program deliverables, including the three public workshops and the workbook. The artists/cultural practitioners must make the decision on how to best use the funds.
- The fiscal sponsor fee / administrative overhead fee can be no more than \$3,600.

MATCHING FUNDS

This program does not require matching funds.

APPLY BY INVITATION

This grant program is open to **invited applicants only**. Our goal is to shift our grantmaking from a high-volume transaction to a more relational and transformative experience for applicants and grantees. This grant program is open to recent Cultural Pathways grantees.

APPLICATION INSTRUCTIONS

The Application Instructions and Template are found in **Appendix C**.

REVIEW CRITERIA

A peer-review panel will adjudicate complete and eligible applications based on the following criteria. Application questions and required documents pertaining to each review criterion are included below. Detailed application questions and requirements are in **Appendix B**.

Criteria: Quality of relationship and commitment to communities of color

Expressed by the depth and nuance of long-term relationships established between the Applicant Organization and artists / cultural practitioners with communities of color.

Application Questions and Required Documents

1. Artist / Cultural Practitioner Biographies: Provide a brief biography for each artist / cultural practitioner participating in the pilot program. Include the name, relationship with applicant organization, overview of artistic or cultural practice, any relevant experience, and describe the relationship between the artist / cultural practitioner and communities of color. (800 words)

Criteria: Quality of racial equity analysis

The specificity and nuance with which the Applicant Organization and artists / cultural practitioners understand systemic racism through an intersectional approach and how it impacts their communities. Expressed also by the vision for racial equity their work has or could address.

Application Questions and Required Documents

1. Racial Equity Statement: Describe the artist / cultural practitioner and applicant organization's understanding of racial equity and systemic racism through an intersectional approach. How is this understanding expressed or addressed through their creative / cultural practice? (350 words)

Criteria: Depth of artistic or cultural practice

Expressed by the connection of the artists / cultural practitioner's past work to the purpose of the pilot program. The depth of understanding or exploration of racial equity is evident through their artistic or cultural practice. This can be seen in either the work samples or the work sample narrative.

Application Questions and Required Documents

1. Work Samples: Provide up to (2) work samples per artist / cultural practitioner. Work samples should exemplify work relevant to the grant program.
2. Work Sample Narrative: Describe the relationship of the work sample to the grant program. (50 words per work sample)

PANEL ADJUDICATION AND RANKING SCALE

Panelists review and rank applications and work samples using a 6-point ranking scale. The ranking scale can be viewed at [this link](#).

AWARD DECISION MAKING

The final authority for this grant award is the California Arts Council staff. After receiving and reviewing ranks from the Review Panel, staff will select the final awardee. The awardee and program updates will be announced on the website.

IMPORTANT DATES

| | |
|-----------------------|---|
| Application Opens | Monday March 28, 2022 |
| Information Session | Wednesday April 13, 2022, 11am -12pm Register here |
| Application Deadline | Monday May 2, 2022, 11:59 PM |
| Panel Review | Approx. May – June 2022 |
| Funding Decision | Approx. June 2022 |
| Funding Notification | Approx. June 2022 |
| Grant Activity Period | July 1 – December 15, 2022 |

ACCESSIBILITY ASSISTANCE

People who are Deaf, Hard of Hearing, Deaf-Blind, or have difficulty speaking may dial 711 to reach the California Relay Service (CRS).

A large-print version of the application is available [here](#).

STAFF ASSISTANCE

CAC staff is available to offer guidance and clarification in preparing your proposal. Before contacting staff, review the guidelines and application instructions to see if questions can be answered. We recommend that you contact staff well in advance of the deadline to ensure your questions can be answered in a timely manner.

Staff Contact

Katherin Canton
Race and Equity Manager
InnovationsGrant@arts.ca.gov

APPENDIX A: APPLICANT RESOURCES

GRANTEE REQUIREMENTS

The awarded grantee must comply with all requirements as stipulated in the grant agreement, including but not limited to the following:

- **Complete contract documents** - Upon notification of grant award, complete all required contract documents within two weeks in order to receive grant payment.
- **Payee Data Record** - Each awarded organization or fiscal sponsor (if applicable) must complete, sign, and submit an STD 204 Payee Data Record as a required contract document before grant funds can be released.
- **Consistent activities** - Carry out activities consistent with the program description and the intent of the application as approved for funding.
- **Approval for changes** - Programing activities must be completed as proposed. Changes must be proposed in advance and require prior written approval from CAC staff.
- **Participation in planning meetings** - The grantee will be required to meet with CAC staff to plan the workshop series and workbook. These meetings will be determined in conversation between the grantee and the CAC. The workshop and workbook content will be developed and produced by the grantee.
- **Final work submissions** - The grantee will be required to submit all relevant documentation for the workshops and workbook created through this program.
- **Final report** – This will be in the form of a program post-mortem meeting between the artists / cultural practitioners, applicant organization, and the CAC staff after the completion of the program activities.
- **Use of CAC logo** - Use of the CAC logo is required on all printed and electronic materials and websites (programs, catalogs, postcards, posters, newsletters, leaflets, publications, etc.) that specifically reference this grant. The CAC will develop general promotional materials and assets for the program.
- **CAC acknowledgement** - The following acknowledgement of CAC funding is required on all printed and electronic materials: *“This program is made possible in collaboration with the California Arts Council, a state agency.”*

SAMPLE FISCAL SPONSOR LETTER OF AGREEMENT

Click [here](#) for a letter template for applicant organizations using fiscal sponsors.

APPEAL PROCESS

1. Before requesting an appeal, check that your request qualifies by reading the following. Appeals are only granted if:
 - a. Panel's assessment was based on a misstatement of information in the application that negatively influenced the panel's recommendation; and/or
 - b. Incorrect processing of the required application material, which negatively influenced the panel's recommendation.
2. **Dissatisfaction with award denial or award amount does not qualify for appeal.**
3. Request an official Appeal Form by emailing the CAC Program Specialist listed on your grant notification letter.
4. Fill out official Appeal Form and email or postmark to the contact listed on the form within 45 days of grant notification.

APPENDIX B: GLOSSARY OF TERMS

People of the Global Majority (PGM)

Can be used interchangeably with BIPOC and POC, since Black, Indigenous, and People of Color represent over 80% of the world's population. This wording points out the demographic inaccuracy of the euphemism "minority" and can feel more empowering for some people, as it can unite people from all corners of the world that are systemically oppressed by white supremacy culture. (Source: [Seattle Pacific University](#))

Cultural Practitioners: Includes not only artists, but artist-activists, traditional culture bearers / keepers, griots / storytellers, craftspeople, creative placemakers and-placekeepers, cultural strategists, community historians/elders, or other visionaries. (Source: [Belonging in Oakland: A Just City Cultural Fund](#))

Structural / Systemic racism

Systemic/Structural Racism: Systemic/structural racism in the U.S. is the normalization and legitimization of an array of dynamics—historical, cultural, institutional, and interpersonal—that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy—the preferential treatment, privilege, and power for white people at the expense of Black, Latino, Asian, Pacific Islander, Native American, SWANA (Southwest Asian, North African) and other racially oppressed people. (Definition adopted from [Structural Racism](#) by Keith Lawrence and Terry Keleher)

Racial Equity

Is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Source: *Center for Assessment and Policy Development*.)

Racial equity results when you cannot predict advantage or disadvantage by race. But the route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone equitably, or justly according to their circumstances. Source: Race Matters Institute

Strategies that advance equity require an analysis of the historical and, in many cases persistent (systemic) factors that create unequal conditions and thus unequal opportunity for certain groups of people. The pursuit of equity recognizes and accounts for the complex interaction between the dynamics of identity, socio-economic forces, and policy and practice that operate in the environments and contexts in which philanthropic investments occur. (Source: D5 Coalition)

You can review the California Arts Council's Racial Equity Statement on the [website here](#).

Disability Justice

A Disability Justice framework understands that all bodies are unique and essential, that all bodies have strengths and needs that must be met. We know that we are powerful not despite the complexities of our bodies, but because of them. We understand that all bodies are caught in these bindings of ability, race, gender, sexuality, class, nation state and imperialism, and that we cannot separate them. These are the positions from where we struggle. We are in a global system that is incompatible with life. There is no way stop a single gear in motion — we must dismantle this machine. (Source: Patty Berne's "[Disability Justice – a working draft](#)")

Intersectionality

This principle says that we are many things, and they all impact us. We are not only disabled, we are also each coming from a specific experience of race, class, sexuality, age, religious background, geographical location, immigration status, and more. Depending on context, we all have areas where we experience privilege, as well as areas of oppression. The term "intersectionality" was first introduced by feminist theorist Kimberlé Crenshaw in 1989 to describe the experiences of Black women, who experience both racism and sexism in specific ways. We gratefully embrace the nuance that this principle brings to our lived experiences, and the ways it shapes the perspectives we offer. (Source: Sins Invalid [10 Principles of Disability Justice](#))

For more information about the California Arts Council's racial equity practices, visit our [website](#).

APPENDIX C: APPLICATION INSTRUCTIONS AND TEMPLATE

OVERVIEW: APPLICATION REQUIREMENTS

A complete application must include the following:

1. Section 1: Organization Profile
2. Section 2: Application Information
3. Section 3: Narrative Response
4. Section 4: Work Samples
5. Section 5: Demographic Information (optional)

An application must contain all required sections and attachments. If an application does not meet the basic application requirements, it may be deemed ineligible for review.

The Application Template is your application form; save a copy and label the application files using this configuration:

Applicant Organization Name_Innovations Grant 2022_Application.pdf

Example: ABC Arts_Innovations Grant 2022_Application.pdf

SUBMITTING AN APPLICATION

Applications will be accepted via email as attachments, only send ONE email per application. The deadline to send applications is Monday May 2, 2022, 11:59 PM. Applications received after the deadline may be deemed ineligible for review.

Your email should include the following:

1. **Email subject** - Applicant Organization Name: Innovations Grant 2022 Application
 - a. Example: ABC Arts: Innovations Grant 2022 Application
2. **Attachments** –
 - a. PDF – A completed Application Template, Sections 1-5

Send the complete application to: innovationsgrant@arts.ca.gov

APPLICATION TEMPLATE INSTRUCTIONS

SECTION 1: APPLICANT ORGANIZATION PROFILE

Complete this section with the requested information for the Applicant Organization.

- DUNS Number is obtainable from the [Dun and Bradstreet Request Service](#) website.
- If applying with a Fiscal Sponsor, please refer to the [CAC Fiscal Sponsor Policy](#) for additional information. If awarded, applicant organization must submit a signed Fiscal Sponsor Letter of Agreement.
 - This Letter of Agreement must be signed by both the applicant organization and the fiscal sponsor. This letter must outline the roles and responsibilities of the applicant organization and the fiscal sponsor related to this grant application.

SECTION 2: APPLICATION INFORMATION

Complete this section with the requested information for the Applicant Organization and artists / cultural practitioners proposed for this program.

SECTION 3: NARRATIVE RESPONSE

Make sure to keep your responses straightforward and provide concise descriptions of your team's ability to satisfy the program description, outcomes, and review criteria. Be as specific as possible in your responses, the panelists will be trained to review applications based on nuance and clarity.

Please note that the applicant organization is responsible for explicitly requesting consent from the artists / cultural practitioners to be included in this application and if awarded, to be the artists / cultural practitioners for the program. We have learned that successful projects begin with early engagement between the artists / cultural practitioners and applicant organization.

Word counts represent the maximum words allowed in the field per response.

SECTION 4: WORK SAMPLES

Provide up to (2) work samples per artist / cultural practitioner; no more than (6) work samples to represent the work of (3) artists / cultural practitioners. Work samples should exemplify work relevant to the grant program. These may include artistic/cultural work, press materials, flyers, brochures, programs, newsletters, and other marketing pieces.

Accepted file types:

- documents (docx and PDF)
- images (jpg and png)
- video (links)
- audio (mp3 and links) - If including video or audio work samples, **please cue only 3**

minutes per work sample for review.

Save and label your work sample files using this configuration:

- Applicant Organization Name_Innovations Grant 2022_work sample #X
- Example:
 - a. ABC Arts_Innovations Grant 2022_work sample#1.pdf
 - b. ABC Arts_Innovations Grant 2022_work sample#2.jpg
 - c. ABC Arts_Innovations Grant 2022_work sample#3.mp3

Please upload your labeled work samples as one folder to a file sharing platform and include a link to the folder in this section of the application. Make sure that the link you share allows the recipient to view **and** download the materials. If you prefer to use a different file sharing platform than the ones shared below, you can use it as long as:

- the link does not require the recipient to log in,
- the link does not require the recipient to download software, or
- the link does not have an expiration date.

Free file sharing platforms:

- DropBox - [Here is a “How to” for Dropbox](#)
- Google Drive – [Here is a “How to” for Google Drive](#)
- WeTransfer – [Here is a “How to” for WeTransfer](#)

SECTION 5: DEMOGRAPHIC INFORMATION (Optional)

As California’s state arts agency, the California Arts Council is committed to racial equity both internally through our work environment, and externally through our programming. In order to realize this mission, we seek to obtain the following information in order to utilize data to evaluate the impact of our equity, access, and inclusion goals. This data will not be viewed or considered by the review panel while adjudicating applications. This information is strictly for data collection purposes and will help use determine outreach best practices. We may use aggregated data in reporting about this program.

Your figures should be reflective of the Applicant Organization alone (i.e., do not provide figures for partnering agencies or fiscally sponsoring organizations). This data should be self-reported, which means that staff and board members should have the opportunity to provide this information to you for reporting purposes. The following demographic information is requested for the Board, (Upper) Management Staff (if applicable), and Staff.

If you do not have the requested data, please put N/A in the appropriate fields.

Numbers of Board and Staff who self-identify:

| | |
|--|--|
| <p>Race and Ethnicity:</p> <ul style="list-style-type: none"> • Asian • Black/African/African American • Hispanic/Latino • Middle Eastern • Mixed Heritage • Native American/Native Alaskan • Native Hawaiian/Pacific Islander • White/Caucasian • Other Race and Ethnicities | <p>Distinct Population:</p> <ul style="list-style-type: none"> • LGBTQ2S+ • Female • Male • Transgender • Immigrant • Refugee • Veteran • Person with Disability • Justice Impacted Person • Other Distinct Population |
|--|--|

APPLICATION TEMPLATE

INNOVATIONS IN GOVERNMENT Racial Equity Artist Leaders 2022 GRANT APPLICATION

SECTION 1: APPLICANT ORGANIZATION PROFILE

Complete this section for the Applicant Organization. If applying with a Fiscal Sponsor, complete this section for the Applicant Organization AND complete the Fiscal Sponsor form below.

1. Applicant Organization Name:
2. Primary Contact Name:
3. Primary Contact Email:
4. Primary Contact Phone:
5. Applicant Organization Business Address (Street, City, State, Zip):
6. Applicant Organization Mailing Address (Street, City, State, Zip):
7. County:
8. Executive Leader Name:
9. Executive Leader Phone:
10. Executive Leader Email:
11. Number of years applicant has engaged in arts programming:
12. Applicant Organization Website:
13. Applicant Organization's Mission Statement:
14. Federal EIN:
15. DUNS Number:

16. Is your organization applying to this grant in partnership with a fiscal sponsor? If, yes, complete the Fiscal Sponsor Form below

☐ No, the Applicant Organization is a 501(c)(3).

☒ Yes, the Applicant Organization is not a 501(c)(3) AND will apply with a fiscal sponsor.

Fiscal Sponsor Form (if applicable)

If applicable, the below fields are for the Fiscal Sponsors information, NOT that of the Applicant Organization.

1. Legal Name of Fiscal Sponsor Organization:

2. Fiscal Sponsor Primary Contact Name:

3. Fiscal Sponsor Primary Contact Phone:

4. Fiscal Sponsor Primary Contact Email:

5. Fiscal Sponsor Mailing Address (Street, City, State, Zip):

6. Fiscal Sponsor County:

7. Fiscal Sponsor Executive Leader Name:

8. Fiscal Sponsor Executive Leader Phone:

9. Fiscal Sponsor Executive Leader Email:

10. Number of years fiscal sponsor has engaged in arts programming:

11. Fiscal Sponsor Website:

12. Fiscal Sponsor's Mission Statement:

13. Federal EIN:

14. DUNS Number:

15. Fiscal Sponsor Certification - By initialing below, the applicant organization contact submitting this grant application certifies the following:

- A fiscal sponsorship relationship exists between the applicant organization and the identified fiscal sponsor.
- The fiscal sponsor has agreed to serve the applicant organization in this capacity for the term of the Grant Activity Period.
- If awarded, the applicant organization will submit a Fiscal Sponsor Letter of Agreement. This Letter of Agreement must be signed by both the applicant organization and the fiscal sponsor. This letter must outline the roles and responsibilities of the applicant organization and the fiscal sponsor related to this grant application.
- The fiscal sponsor must have “active status” with the California Secretary of State (SOS) showing evidence of “good standing” at the time of application.
- The fiscal sponsor meets all eligibility requirements and an authorized representative from both the applicant organization and the fiscal sponsor organization have read and agree to the terms of the CAC Fiscal Sponsor Policy.

☐ Yes, we acknowledge and accept the above requirements.

SECTION 2: APPLICATION INFORMATION

Complete this section for the applicant organization.

1. Total Operating Revenue (TOR) from last completed fiscal year:
2. Grant Award Acknowledgement - By initialing below, the applicant organization contact submitting this grant application certifies the following:
 - We acknowledge that the grant award is for \$23,600. The funding restrictions include:
 - The artists / cultural practitioners should receive no less than \$5,000 each for their work with the CAC.
 - Up to \$5,000 can be spent on supplies to complete the program deliverables, including the three public workshops and the workbook. The artists / cultural practitioners must make the decision on how to best use the funds.
 - The fiscal sponsor fee/administrative overhead fee can be no more than \$3,600

☐ Yes, we acknowledge and accept the above funding restrictions.
3. Artist's / Cultural Practitioner's Statement: Provide one sentence indicating the three applicant artists / cultural practitioner's public name, their artistic / cultural practice(s), and the central community(ies) with whom they work. (100 words Max.)

4. The artists / cultural practitioners provided consent to be included in this application and if awarded, to be the artists / cultural practitioners for the program.

☐ Yes, the artists / cultural practitioners provided explicit consent to be part of this application and program, if awarded.

SECTION 3: NARRATIVE RESPONSE

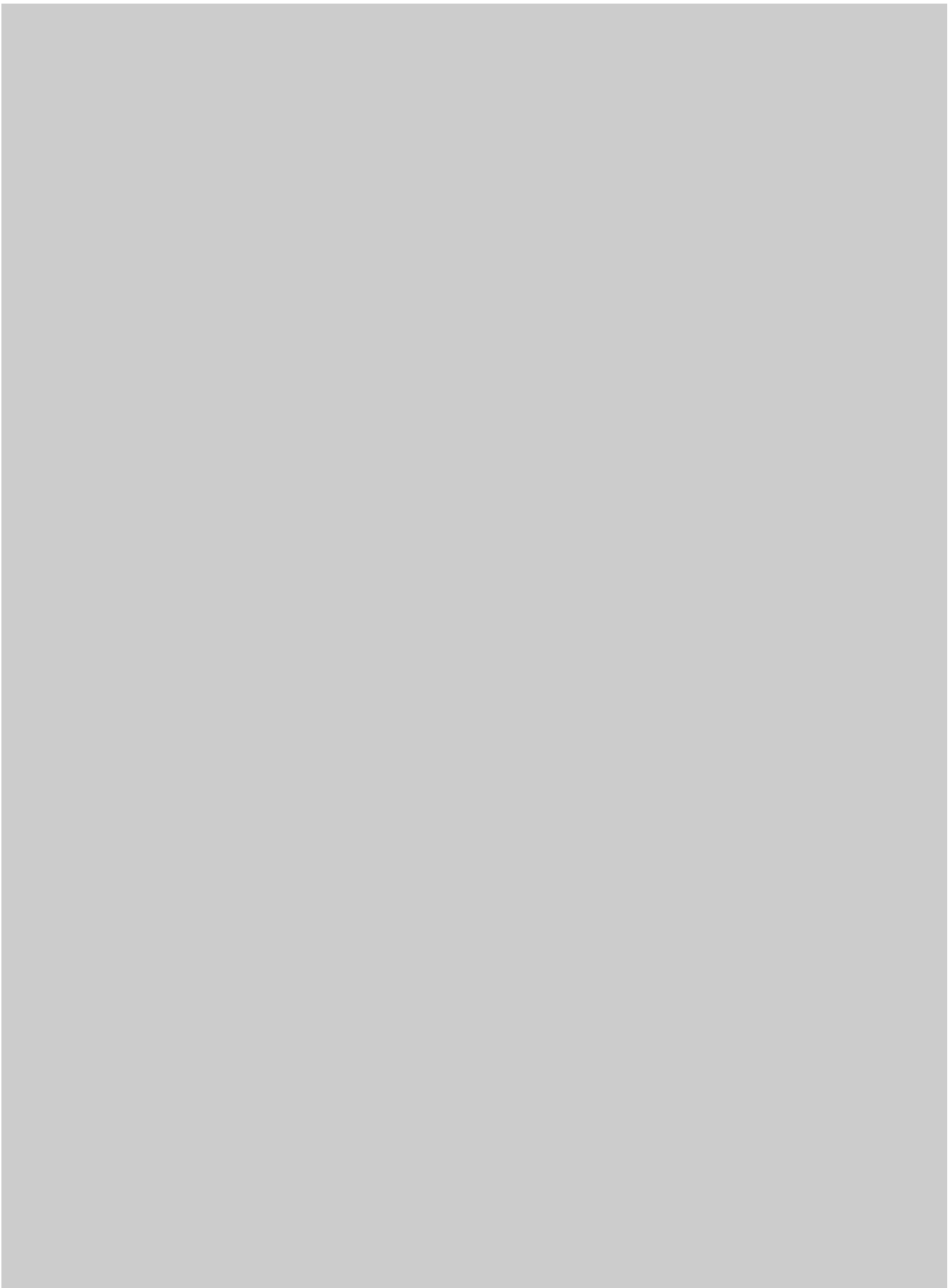
Please respond directly to the questions below. This is what the review panel will rank each application on.

1. Quality of relationship and commitment to communities of color

Expressed by the depth and nuance of long-term relationships established between the Applicant Organization and artists / cultural practitioners with communities of color.

Artist/Cultural Practitioner Biographies

- a. Artist / Cultural Practitioner Biographies: Provide a brief biography for each artist / cultural practitioner participating in the pilot program. Include name, relationship with applicant organization, overview of artistic or cultural practice, any relevant experience, and describe the relationship between the artist / cultural practitioner and communities of color. (800 words Max.)



2. Quality of racial equity analysis

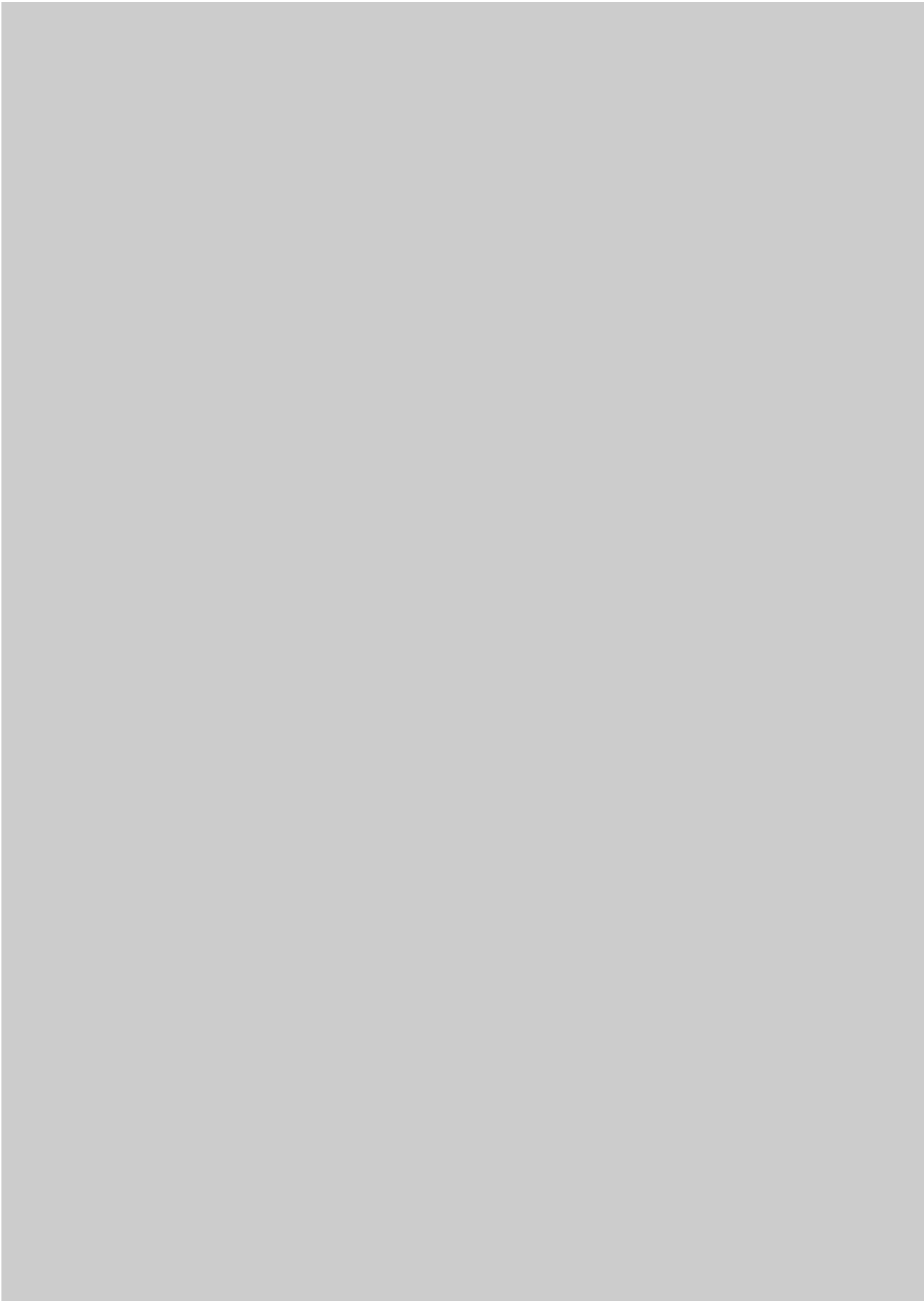
The specificity and nuance with which the Applicant Organization and artists / cultural practitioners understand systemic racism through an intersectional approach and how it impacts their communities. Expressed also by the vision for racial equity their work has or could address.

The racial equity statement could include, but is not limited to:

- A description of the artists / cultural practitioner's community landscape and how systemic racism has impacted them and their community.
- A description of the nuance in understanding systemic racism through an intersectional approach and how that impacts the applicant organization and artists / cultural practitioners' communities.
- A description of how the artists / cultural practitioners are addressing or would like to address issues of systemic inequities through artistic process/expression or cultural practice?

Racial Equity Statement

- a. Describe the artist / cultural practitioner and applicant organization's understanding of racial equity and systemic racism through an intersectional approach. How is this understanding expressed or addressed through their creative / cultural practice? (350 words Max.)



SECTION 4: WORK SAMPLES

Please respond directly to the question below. This is what the review panel will rank each application on.

Depth of artistic or cultural practice

Expressed by the connection of the artists / cultural practitioner's past work to the purpose of the pilot program. The depth of understanding or exploration of racial equity is evident through their artistic or cultural practice. This can be seen in either the work samples or the work sample narrative.

Work Samples

Provide up to (2) work samples per artist / cultural practitioner. Work samples should exemplify work relevant to the grant program. These may include artistic/cultural work, press materials, flyers, brochures, programs, newsletters, and other marketing pieces.

Work Sample Folder Link: 

Work Sample Narrative

Describe the relationship of the work sample to the grant program. (50 words Max. per work sample)

- a. Provide brief descriptions of work samples, include:
 1. Name of the artist(s)
 2. Year
 3. Context for the work
 4. A brief explanation of how this work sample is relevant to the pilot program.
 5. For video or audio samples, provide specific start and end times for the portion you would like the panel to review.

| Work Sample # | Work sample description |
|---------------|-------------------------|
| 1 | |
| 2 | |
| 3 | |

| | |
|---|--|
| 4 | |
| 5 | |
| 6 | |

SECTION 5: DEMOGRAPHIC INFORMATION (Optional)

This data will not be viewed or considered by the review panel while adjudicating applications. This information is strictly for data collection purposes and will help use determine outreach best practices. We may use aggregated data in reporting about this program.

Your figures should be reflective of the Applicant Organization alone (i.e., do not provide figures for partnering agencies or fiscally sponsoring organizations). This data should be self-reported, which means that staff and board members should have the opportunity to provide this information to you for reporting purposes. Please complete the chart below. If you do not have the requested data, please put N/A in the appropriate fields.

Total Number of Board Members:

Total Number of (Upper) Management Staff (if applicable):

Total Number of Staff:

| Race and Ethnicity | Board | Management Staff (if applicable) | Staff |
|----------------------------------|--------------|---|--------------|
| Asian | | | |
| Black/African/African American | | | |
| Hispanic/Latino | | | |
| Middle Eastern | | | |
| Mixed Heritage | | | |
| Native American/Native Alaskan | | | |
| Native Hawaiian/Pacific Islander | | | |
| White/Caucasian | | | |
| Other Race and Ethnicities | | | |

| Distinct Population | Board | Management Staff (if applicable) | Staff |
|----------------------------|--------------|---|--------------|
| LGBTQ2S+ | | | |
| Female | | | |
| Male | | | |
| Transgender | | | |
| Immigrant | | | |
| Refugee | | | |
| Veteran | | | |
| Person with Disability | | | |
| Justice Impacted Person | | | |
| Other Distinct Population | | | |