



IDEA Committee
Friday, June 4, 2021
WebEx

Agenda

Welcome and Introductions Abigail Gómez

Recap of meeting of May Meeting Abigail Gómez

Follow up to (action steps):

- Policy Manual/Background check policy
 - Final Draft to Budget & Policy on June 14 for approval/recommendation to the full Board
- Additional definitions –
 - BIPOC – Black, Indigenous, People of Color
 - ALAANA – ref. [Grantmakers in the Arts](#)
 - Other -
- IDEA Video/Photo Project

Accomplishments

- Revised Policy Manual, including Background Check Policy
- (Since 2018) – establishment of IDEA Committee
- Established IDEA Cmte as a Standing Committee
- IDEA Leading and Learning at each Board Meeting
- IDEA track at Art Works for Virginia conference (since 2019)
- Revisions to Guidelines for Funding
- Other -

Goals and Objectives (continued/ongoing)

Abigail Gómez
Janet Starke

- 1) Review Cultural Equity Statement (annually) – include more definitions as research demonstrates
- 2) Policy – internal
 - Employee/Administrative/Accounting Manual – hiring policies
- 3) Policy – external
 - Continued review/revision to external Policy Manual
 - Submission of agency DEI plan – July
 - Integration into [One Virginia Plan](#)
- 4) Grantmaking – policy informs the grantmaking
 - Increased emphasis on grantmaking to BIPOC/Rural constituents, among others
 - Fellowship for Arts Administrators of Color

Samples/resources to learn from:

- https://nasaa-arts.org/wp-content/uploads/2020/09/NASAA_EQUITY_CHOICE_POINTS.pdf

- <https://massculturalcouncil.org/about/>
- https://nasaa-arts.org/nasaa_research/diversity-equity-and-inclusion/

5) Programmatic - how does all of the above inform other programmatic efforts, i.e. Creative Aging, Creative Forces (other arts/military initiatives), Creative Placemaking, potential programs to support BIPOC/rural communities, etc.

Looking Ahead: [Strategic Plan 21|24](#)

Janet Starke
Abigail Gómez

With Gratitude

Janet Starke

New Business

Abigail Gómez

Open for Public Comment

Abigail Gómez

Adjourn

Abigail Gómez



Statement on Cultural Equity

To support a full creative life for all, the Virginia Commission for the Arts commits to championing policies and practices of cultural equity that foster a just, inclusive, and equitable Commonwealth.

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for creative expression; and the fair distribution of resources.

FACING THE ISSUE

We acknowledge and affirm that...

- Cultural equity is critical to the long-term viability of the arts sector and the community at large.
- Everyone deserves equal access to a full, vibrant creative life. This is a bedrock principle of a healthy and democratic society
- Change happens when we acknowledge and challenge our inequities and work together as partners.

MODELING THROUGH ACTION

To provide informed, authentic leadership for cultural equity, we strive to...

- Practice intentional outreach to promote cultural opportunities beyond existing constituencies.
- Periodically review our policies, systems, programs, and services to assure that not only do they meet the letter of the law, but that they also serve as exemplars in the pursuit of cultural equity.
- Actively promote diversity among program advisors and participants.

FUELING FIELD PROGRESS

To pursue needed systemic change related to equity, we strive to...

- Promote diverse cultural leadership throughout the Commonwealth.
- Encourage constituents and audiences to identify ways to build cultural inclusion and diversity.
- Measure, track, and share progress on greater and more diverse cultural participation.
- Advocate for public and private sector policies that promote cultural equity.



IDEA (Inclusion, Diversity, Equity and Access)

Working definitions

In support of Virginia Commission for the Arts' [Statement on Cultural Equity](#), the Virginia Commission for the Arts suggests the following working definitions:

Inclusion

The active, intentional, and ongoing engagement of the diversity of an organization, creating and cultivating a sense of belonging, which allows people to participate and contribute within an environment.

Diversity

The characteristics of a group of people that recognize all dimensions of human identity and differences. ¹These differences may include, but not be limited to, race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background.²

Equity

The adoption and enactment of policies, practices, attitudes, and cultural messages designed to treat everyone fairly and justly, regardless of their identities.

Access

The ability to easily participate in or with arts experiences, regardless of age, disability/special need, geographic positioning/transportation availability, economic status, and cultural/racial background.

BIPOC

Black, Indigenous, People of Color

ALANNA

African, Latinx, Asian, Arab and Native American

¹ National Assembly of State Arts Agencies.

² Americans for the Arts.

