

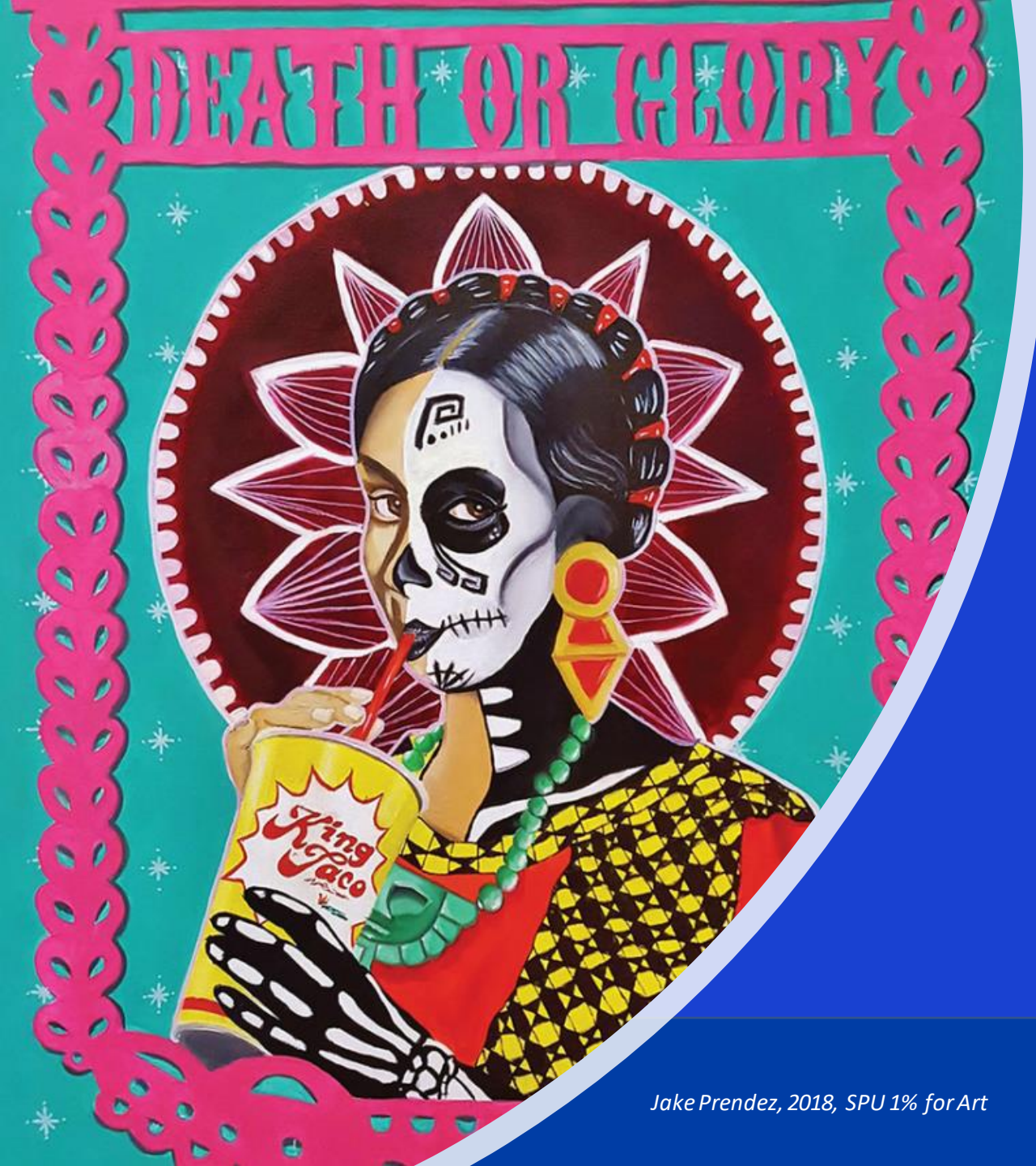
# Office of Arts & Culture Race and Social Justice Report 2021

9/15/2021

ARTS



City of Seattle



*Jake Prendez, 2018, SPU 1% for Art*

Cultural and Creative Workforce  
Development

The Creative Advantage

Cultural Space Agency PDA  
Council Nomination process

The Shape of Trust

Demographic and investment data  
collection



**City of Seattle**

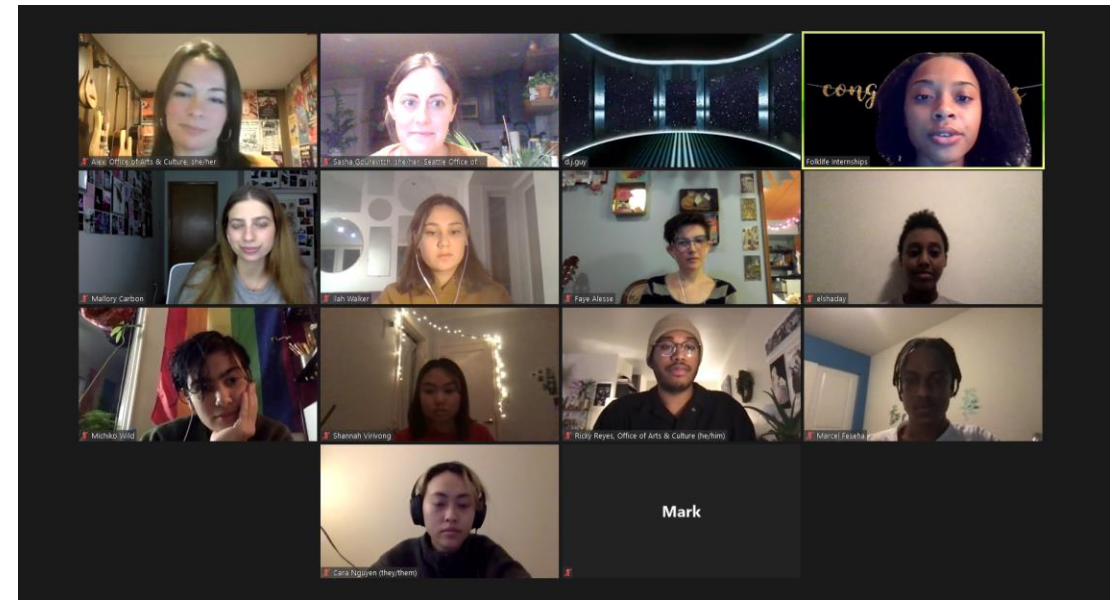
# Cultural & Creative Workforce Development

## Investing in Young Creatives of Color

To address the need for stronger pathways to careers for BIPOC creatives, in 2020 ARTS and OED partnered with Northwest Folklife to launch the Cultural & Creative Workforce Development program (CCWD), which quickly pivoted to take place virtually and continues to do so.

## Program Elements

- Cohorts of youth ages 16-26
- Program support from The Vera Project and TeenTix
- Hands-on experience
- Build professional networks (incl. guest speakers)
- Youth voice informs the program and the sector



*Screenshot from 2020 Year-end Celebration*

## Skills Development

Digital media/content creation  
Virtual event production  
Graphic design  
Sound engineering  
Email etiquette  
Social media  
Marketing  
Basic budgeting



Screenshot from an intern's social media video promoting the CCWD program

# Cultural & Creative Workforce Development

## To-date Numbers

- 37 interns
  - 81% identify as BIPOC
  - 63% are ages 16-21
  - 37% are ages 22-26
- 21 employer partner sites
  - 15 of the sites have BIPOC site supervisors and/or mentors for the interns
- Avg internship is 3-6 months
  - 7 interns have extended their internships to "level up" into new assignment
  - Some have been hired on as employees at their internship sites

"I was able to connect to other opportunities outside of the internship"

"We have two all staff meetings each week where we talk really candidly, recently about what disability justice means, especially during a pandemic [...] Accessibility in design and graphic design wasn't something I thought about before, but I do now"

"I really enjoyed seeing how a small business works"

# Amanda

NW Folklife Digital  
Storytelling and Archives

*"Amanda offers a passionate sense of dedication evident in her continued effort to perpetuate arts and culture through the sharing of human stories behind archives and memorabilia. Her self-motivation is stemmed from that passion as well."*



# Linda

Penguin Productions  
Digital Storytelling Intern

*"Linda's skills, perspective, and possibilities are exciting and inspiring - we are all learning a lot from each other!"*



# Meilani

NW Folklife Youth and  
Family Programs

*"Meilani has taken the initiative to learn about local artists that we be a good fit with Folklife's programming, and has a keen sense of the mission and vision of the events, programs, and overall scope. It's been inspiring to see the many ideas she has for the youth and family programming at Folklife!"*



# Sophia

Próxima Generación  
Teaching Artist

*"I love how Sophia shows her passion for Próxima Generación; where she's very dedicated to our mission. She helps our students with anything they need, and also makes sure to establish a safe environment for them."*



The Creative Advantage is restoring access to the arts for all students in Seattle Public Schools.

- Increased academic success
- More engaged learning
- School and college enrollment
- Civic engagement
- 21st century skills
- Racial equity and social justice



## goals

- High quality arts instruction that teaches sequential arts skills and techniques, develops students' 21st century skills, and is culturally responsive
- Instruction from certified arts teachers
- Integrated arts instruction
- Arts partnerships with community-based organizations and teaching artists
- Opportunities to connect arts to careers in high school

### 21st century arts learning

In Seattle, arts education includes dance, media arts, music, theatre, and visual arts. All disciplines are taught as a means of expression, culture, identity, and ideas, and intentionally foster the 21st century skills of creativity, critical thinking, communication, collaboration, growth mindset, and perseverance.

Students engage in 21st century arts learning through arts classes taught by certified arts teachers, through integrated arts instruction taught by classroom teachers and teaching artists, and through learning experiences facilitated by community arts organizations in and out of the school day.

**arts education now.  
innovative minds  
tomorrow.**



# LEADERSHIP

## THE CONSTITUENCY

BASE GRADUATES ARE ELIGIBLE

CORE OF THE CULTURAL SPACE AGENCY

NOMINATES THE GOVERNING COUNCIL

- MAYOR'S OFFICE APPROVES NOMINEES
- CITY COUNCIL APPROVES NOMINEES





# CRITERIA

## THE GOVERNING COUNCIL

- MEMBERS MUST:
  - REFLECT THE MISSION, VISION, & VALUES OF THE SPACE AGENCY
  - DEMONSTRATE A LIVED COMMITMENT TO SEATTLE'S CULTURAL LIFE
  - DEMONSTRATE A HISTORY OF ANTI-RACIST WORK
- MEMBERS SHOULD:
  - HAVE A LIVED CONNECTION TO ANTI-BLACKNESS OR BIPOC COMMUNITIES
  - HAVE A LIVED CONNECTION TO MARGINALIZATION
  - HAVE A CONNECTION TO HIGH-DISPLACEMENT AREAS
  - DEMONSTRATE A ROOTEDNESS IN INTERSECTIONAL WORK
- MEMBERS COULD:
  - HAVE EXPERIENCE, KNOWLEDGE, OR EXPERTISE IN COMMUNITY ORGANIZING
  - HAVE AN ACTIVE PRACTICE AS A WORKING ARTIST OR CULTURE-MAKER
  - HAVE EXPERIENCE, KNOWLEDGE, OR EXPERTISE IN COMMERCIAL REAL ESTATE
  - HAVE EXPERIENCE, KNOWLEDGE, OR EXPERTISE IN GOVERNMENT RELATIONS
  - HAVE EXPERIENCE, KNOWLEDGE, OR EXPERTISE IN THE PRACTICE OF LAW



# GOVERNANCE



## THE GOVERNING COUNCIL OF THE CULTURAL SPACE AGENCY



**Tim Lennon**, Executive Director, Langston  
**Cassie Chinn**, Executive Director, Wing Luke Museum  
**Nia Arunga**, Owner, Seaweed Int'l  
**Julie-C**, founder, Forever Safe Spaces  
**Melina Rivera**, Technology Access Foundation

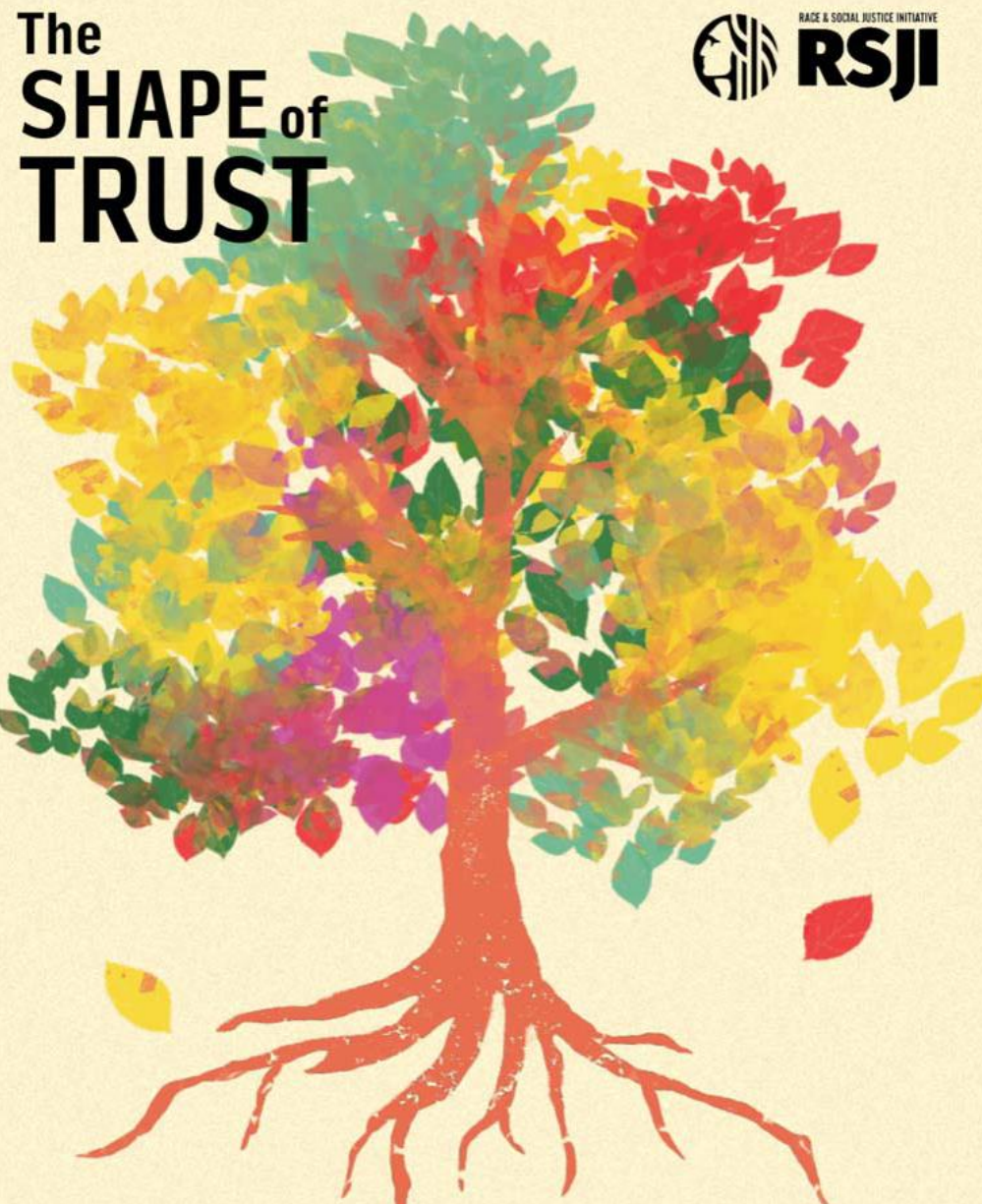


**Vivian Phillips**, founder, Arté Noir  
**Sarah Wilke**, Director of Planning, Meany Hall  
**Nyema Clark**, founder, Nurturing Roots  
**Geneva Arunga**, spoken word artist  
**Sergio Max Legon-Talamoni**, owner, La Union Studio



**Côté Soerens**, founder, Cultivate South Park  
**Randy Engstrom**, independent consultant  
**CM Ruiz**, founder, Nii Modo  
**Afua Kouyate**, founder, Adefua  
**Michael Seiwert**, executive director, SEED

# The SHAPE of TRUST



VIDEO FACILITATION GUIDE

“ There isn't a checklist... This work must be a practice.  
This work must be a way of living and being in the world. ”



## Artistic and Cultural Dollars Committed Segmented by Race, 2019

By RACE	Dollars Committed	# awards to indiv	# awards to orgs
Middle Eastern/North African	\$31,311	3	2
Native Hawaiian/Pacific Islander	\$136,274	5	1
Hispanic/Latinx	\$173,003	39	16
Different Identity Individuals	\$235,895	24	n/a
Unclassified Organizations	\$324,172	n/a	18
Native/Indigenous	\$654,948	38	11
Asian	\$1,087,600	97	29
Decline to State & Unknown Individuals	\$1,571,803	43	n/a
Cross-Racial/BIPOC-Led Organizations	\$1,703,602	n/a	43
Black	\$1,826,740	93	48
Diversifying Orgs	\$2,248,703	n/a	159
white/European	\$2,831,552	112	93
<b>Totals</b>	<b>\$12,825,610</b>		