

# 2016 RSJI Accomplishments

Office of Arts & Culture



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# Commitment to Racial Equity

- “[A]n anti-racist work practice that centers the creativity and leadership of people of color - those most impacted by structural racism - to move toward systems that benefit us all”
- Commitment and guidepost to accountability
- Co-signed by the Seattle Arts Commission



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# Public Art

## Public Art Boot Camp

- Two-day intensive training on succeeding in the field for emerging and artists of color
- 50% artists of color, 2/3 subsequently received first commission
- National award by Americans for the Arts, Public Art Network

## Collection Purchases

- Increase artists of color in City collection
- 66 new works from 45 artists (40 artists of color)



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# Cultural Partnerships

## Innovating government funding processes to foster racial equity

- Increase funding that benefits artists and communities of color
- Racial equity self-assessment for organizational applicants
- 31% of our \$2.8 M invested in serving communities of color

## ***Arts in Parks*** partnership with Seattle Park District

- 45% of projects and \$94,000 out of \$193,412 in funding to communities and artists of color
- Interpreters/ambassadors for outreach to Chinese, Vietnamese, Somali and Latinx communities



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# Cultural Partnerships (cont'd)

## ARTISTS UP Grant LAB

- Tested new strategies in outreach, application and panel processes
- Two years of funders collaborative focus group data
- 18 artists selected to receive \$3K each
  - 11 people of color
  - 2 artists with a disability or differently abled
  - 3 LGBTQ
- Findings being incorporated throughout our many funding programs



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# The Creative Advantage

## **2016 Partnerships: Central Area (13 schools) and South-Southwest (10 schools) Pathways**

- 200% increase in students receiving music instruction on a weekly basis
- 34% increase in students' demonstration of 21st century skills

## **Professional development series**

- Culturally responsive teaching workshops
- 257 teachers, community partners, administrators and youth workers

## **Media arts professional learning series**

- More than 100 SPS teachers



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# Cultural Space

## Cultural Facilities Fund

- Less than 10% of cultural spaces orgs self-reported as people-of-color-run, but 20% of those funded were people-of-color run

## Cultural Space Inventory

- First in the country to ask questions about race related to mission, leadership and audience
- Data on racial identity and control of cultural space

## Arts & Cultural Districts

- Helped form the Historic Central Area Arts & Cultural District, focused the neighborhoods needs for African and African-American communities



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# ARTS' Racial Equity Toolkits

## King Street Station

- Increasing people of color-led arts programming

## Turning Commitment into Action (Track II)

- Galvanizing creative strategies for racial justice across sectors

## Public Art Boot Camp

- Addressing structural racism in public art commissions

## Twitter Party

- Maximizing social media for racial equity

## Commitment to Racial Equity

- Declaring our values, accountability and intended impact



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# RET: King Street Station

## Racial Equity Outcome

- Increase the opportunities for communities of color to present their work, at minimum in proportion to Seattle demographics.

## Large-scale listening tour and three public meetings; targeted artists of color

### Actions the community has requested for King Street Station:

- Honor that King Street Station is built on native land
- Create a space accessible to all – multi-lingual and ADA focused
- Honor the communities that call this neighborhood home – CID and Pioneer Square
- Investigate opportunities to use this space as a maker-space (not just a presentation space)
- Provide community a voice in programming decisions



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# RET: Turning Commitment into Action (Track II)

**Outcomes:** Artists, teaching artists, organizers and other creative, cultural activists and organizers – particularly those of color – have:

- Increased ability to work as creative strategists for projects that build racial equity across sectors
- A peer network working to build racial equity within and through arts and cultural organizations
- Increased ability to use arts and culture to bring about racial justice in key policy areas

## Actions

- A capacity building series with national leaders and a funding component



# 2017: A look ahead

Racial equity IS our work

Arts and culture are effective, necessary strategies to achieve racial equity

- New Manager of Arts & Racial Equity
- Explore anti-displacement strategies
- Culturally responsive teaching & learning project (with Seattle Public Schools)
- Embed a cultural impact study within the RET (with OCR and the Racial Equity Lab)
- GARE briefing paper: government arts agencies best practices for building racial equity
- Embed racial equity in our strategic plan



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