IMAGINE 2020 Speaker Series

Equity, Diversity and Inclusion 101
The IMAGINE 2020 Speaker Series is intended to:

1. Continue the conversations that began with IMAGINE 2020
2. Keep the Cultural Plan at the forefront of our thinking as a community
3. Inspire implementation by all of our cultural partners
4. Find opportunities for professional development to learn and grow collectively
Share Your Experience With Us!

Post pictures, quotes or thoughts about this workshop using #IMAGINE2020

@denverarts  @denverarts  @denverartsvenues
OUR COLLECTIVE VISION

1. INTEGRATION
   Increasing Art, Culture & Creativity in Daily Life

2. AMPLIFICATION
   Amplifying Arts, Culture & Creativity to Residents & the World

3. ACCESSIBILITY
   Achieving Access & Inclusivity to Arts, Culture & Creativity

4. LIFELONG LEARNING
   Filling Our Lifetimes with Learning

5. LOCAL TALENT
   Building Careers & Businesses by Nurturing Local Talent

6. ECONOMIC VITALITY
   Fueling Our Economic Engine

7. COLLECTIVE LEADERSHIP
   Leading Cultural Development to 2020 and Beyond
Thank You!

We Fund Culture.
SCFD
Deborah Jordy
Executive Director
SCFD
Nita Mosby Tyler
Chief Catalyst and Founder
The Equity Project, LLC
Tariana Navas-Nieves
Director, Cultural Affairs
Denver Arts & Venues
LATIN@ IS AN ETHNICITY NOT A RACE.
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LATIN@ IS AN ETHNICITY NOT A RACE.
I LOVE SOMEONE ON THE AUTISM SPECTRUM

"Eye contact may be difficult for us at times."

LATIN@ IS AN ETHNICITY NOT A RACIAL CATEGORY.
12 Things You Should Never, Ever Say to an Autism Parent
2012 - 2014

- Strength of Cultural Affairs Programming
- Development of Cultural Plan

2014

IMAGINE 200 Cultural Plan

- Launched by Mayor Michael B. Hancock to provide strategic vision for arts, culture and creativity to thrive in Denver
- First cultural plan since 1989
- Community-based cultural plan
Arts, culture and creativity are truly inclusive and accessible for all. Denver is a model community demonstrating how cultural institutions, community and faith-based groups, city government, the business community, and individual citizen can come together to advance diversity and inclusion with lasting results. Strong public will and community leadership have forged an unshakeable commitment to address issues of cultural diversity, accessibility, social equity, and barriers to participation, as they pertain to the arts and engagement. Arts, culture and creativity serve as both a social equalizer and a mode for authentic expression.
2012 - 2014
Strength of Cultural Affairs Programming

2014
IMAGINE 200 Cultural Plan

2015-2016
• Evaluation of EDI in agency’s practices/offerings
• Development of Statement of Commitment/Action Plan

2017
Arts & Venues Equity, Diversity & Inclusion Initiative

2018
City’s Race & Social Justice Initiative
Let’s get to work

Now what?

Where do I start?
Definitions of “equity” vary, but having one is important

Diversity → Representation *(who’s at the table?)*

Inclusion → Interaction *(perspectives valued)*

Equity → Action to address historical disparities/eliminate barriers *(practices & policies)*
Equality vs. Equity
Making the case for EDI

Establish the framework

Why does equity, diversity and inclusion matter?

- Leadership responsibility
- Demographic shifts
- Sound business practice
  - Moral imperative
  - Builds trust
Demographic Shift

Racial make-up of the US

- White: 49.7%
- Asian: 7.9%
- Black: 12.7%
- Hispanic: 25.1%
- Multiracial: 3.7%
- Other: 1%

2044: US is Majority Minority
10 Benefits of Workplace Diversity

- Variety of different perspectives
- Increased creativity
- More innovations
- Increased profits
- Higher employee engagement
- Better decision-making
- Reduced employee turnover
- Better company reputation
- Improved hiring results
- Faster problem-solving
Funding

IMAGINE 2020 & Music Advancement Fund
Focus/Communities impacted

- First Nations People
- Latino community
- African American community
- Asian American & Pacific Islander community
- Mental Health
- People experiencing homelessness
- People with disabilities
- Victims of domestic violence
- People formerly or currently incarcerated

Denver County Cultural Council
Cover Values

- Authentic community engagement
- Programming Planning
- What does EDI mean for your organization
- Board and staff makeup
- 2040 changing demographics
Buy-in from leadership and board is critical for changing culture

- Make it a priority
- Collect data to make a case
- Set goals
Set the stage – Build Trust

- Accept that process will be uncomfortable
  - Normalizing
  - Create a trusting environment
    - Intent vs. Impact
  - We will ALL make mistakes
Make a formal commitment tied to your organization’s mission and priorities

- Publicly acknowledge the gaps
- Own where you’re missing the mark
“Denver Arts & Venues is committed to equity, diversity and inclusion in all our programs, initiatives and decision-making processes.”

“Our commitment to inclusion across race, gender, age, religion, identity, and experience drives us forward every day.”

“Commitment to diversity in all staff, volunteers, and audiences, including full participation in programs, policy formulation, and decision-making.”
“...the Board of Directors of Grantmakers in the Arts has made racial equity in arts funding a primary focus of the organization. We have committed financial and human resources to educating funders on institutional racism and the power struggle innate within grantmaking. We are committed to addressing structural inequities and increasing philanthropic and governmental support in the arts for ALAANA artists, arts organizations, children, and adults...”
Equity should start from within

- Requires internal AND external goals
- Strike a balance between quick wins and systems change
- HOW are you making decisions? And WHO makes them?
  - Policy changes
7 Consultants and trainers are highly valuable, and in most cases absolutely necessary
8. Get a partner for the long journey ahead - ideally one that doesn’t look like you.
Programming

-Build authentic relationships
EDI in Action!
UAF: Engage

Denver Health Methadone Clinic

“Hi mom, I am painting and I am happy.”
One step forward, two steps back

- Organizations that “lean in” and embrace difficult conversations experience more meaningful shifts in culture
Expect push back. Expect doubt.
Who’s on the panel?

Moderated by
Nita Mosby Tyler, The Equity Project

Suzi Q. Smith
Lighthouse Writers Workshop

Tariana Navas-Nieves
Arts & Venues

Eleanor Savage
Jerome Foundation
Thank You!

Please fill out and return your evaluation