




A COLLECTIVE
 **VISION**
FOR DENVER

A faint, stylized line drawing of a person's head in profile, facing right. From the top of the head, several small squares containing various icons (a question mark, a person, a heart, a lightbulb, a sun, and a gear) are floating out, representing thoughts or ideas.

IMAGINE 2020 Speaker Series

Equity, Diversity and Inclusion 101



DENVER
ARTS & VENUES



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**





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!





Deborah Jordy
Executive Director
SCFD



Nita Mosby Tyler
Chief Catalyst and Founder
The Equity Project, LLC

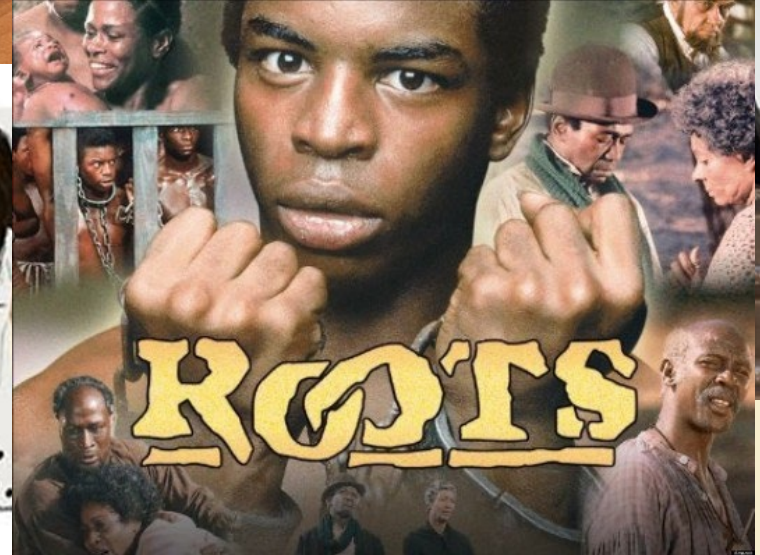


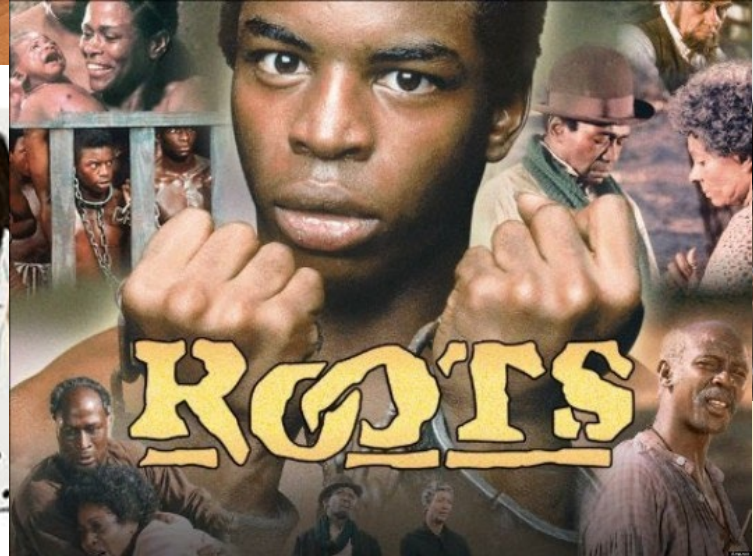
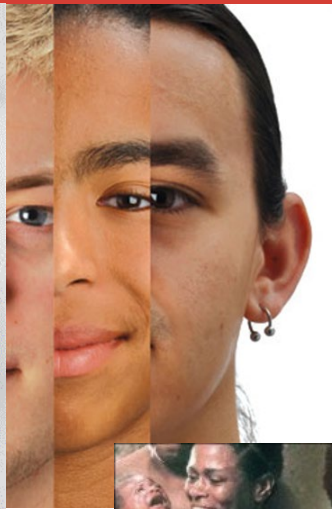
Tariana Navas-Nieves
Director, Cultural Affairs
Denver Arts & Venues













I LOVE SOMEONE
ON THE
AUTISM SPECTRUM



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



LATIN@ IS AN ETHNICITY NOT A





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





3 ACCESSIBILITY

Achieving Access & Inclusivity to Arts, Culture & Creativity

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 and ***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

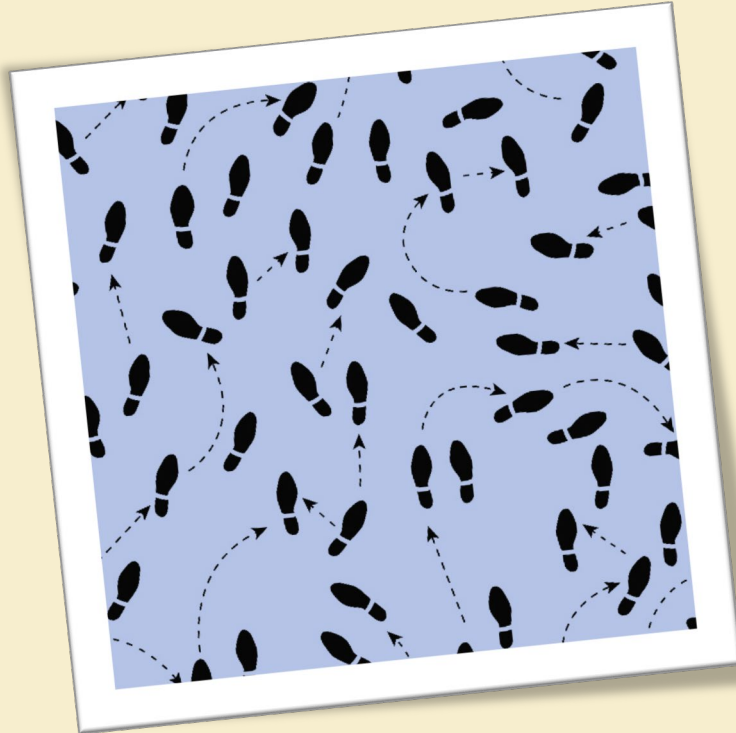




Let's get to work



Now what?



Where do I start?



1 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*)

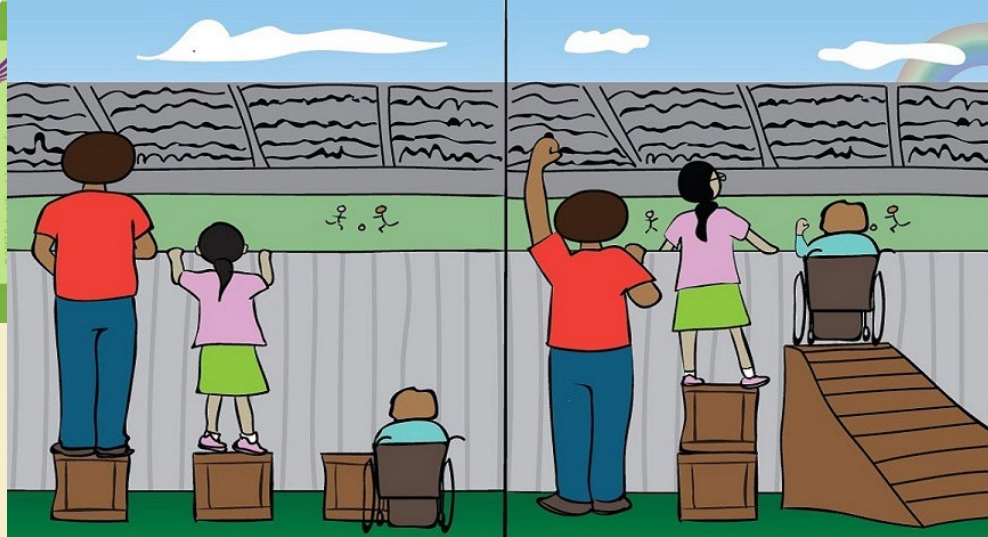


Equality vs. Equity

Equality



Equity





2 Making the case for EDI

Establish the framework

Why does equity, diversity and inclusion matter?

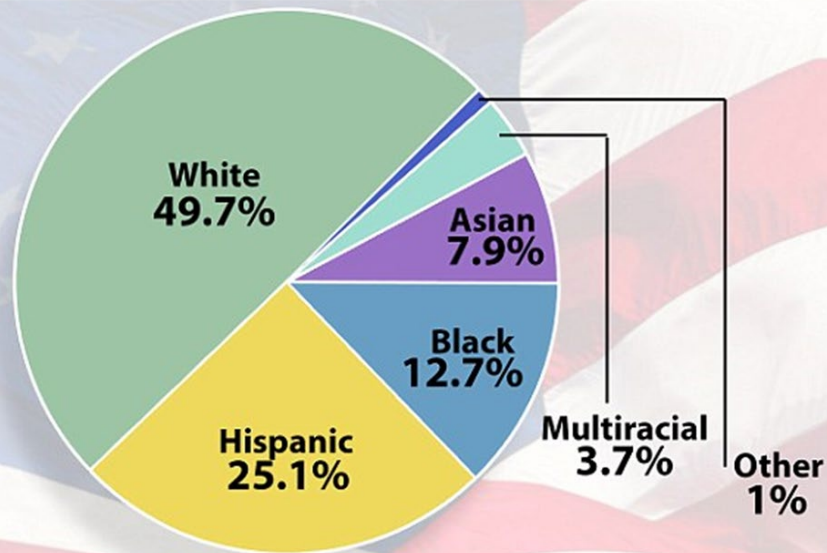
- Leadership responsibility
 - Demographic shifts
- Sound business practice
 - Moral imperative
 - Builds trust



Demographic Shift



Racial make-up of the US



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

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

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



3 Buy-in from leadership and board is critical for changing culture

- *Make it a priority*
- *Collect data to make a case*
 - *Set goals*



4 Set the stage – Build Trust

- *Accept that process will be uncomfortable*
 - *Normalizing*
- *Create a trusting environment*
 - *Intent vs. Impact*
- *We will ALL make mistakes*



- 5 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...”



6 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



9 Programming

-Build authentic relationships



NOTHINGABOUT**ME**
WITHOUT**ME**



EDI in Action!





UAF: Engage

Denver Health Methadone Clinic



"Hi mom, I am painting and I am happy."



10 One step forward, two steps back

- Organizations that “lean in” and embrace difficult conversations experience more meaningful shifts in culture



11 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**