

Policy Chart: Arts and Culture

Equity Goal:

Ensure the arts and culture sector serves current and future communities of color and low-income communities across sectors

Equity Policy

Arts and Culture Strategies

Incorporate arts, culture, and equity into foundational planning documents

- Develop an arts, culture, and equity chapter in long-term general plans or comprehensive plans of municipalities.
- Develop a cultural equity plan that maps assets, assesses access to arts and culture resources, and lays out cultural investment and cultural preservation strategies.
- Develop a cultural economy plan to invest in and strengthen the cultural vibrancy of the local economy.

Direct arts and culture funding and programming to communities of color and low-income communities

- Conduct an equity assessment of arts and culture funding allocation and barriers to underserved communities.
- Address barriers in grant application processes to enable arts and culture organizations who serve underserved communities to successfully compete for funds.
- Include board and staff diversity in grant scoring criteria.
- Include artists of color and cultural representatives on boards, commissions, and other infrastructure/development agencies to reflect demographics and interests of their communities, and to inform projects in their communities.
- Create targeted procurement and commission policies that support purchases from artists and cultural groups of color.

Create citywide and statewide efforts to address racial equity in the public, nonprofit, and private sectors

- Designate an Office of Arts and Culture to facilitate/train across agencies for racial equity and to lead equitable public engagement processes across departments.
- Incorporate cultural impact assessments into public sector review processes (e.g., California Environmental Quality Act, National Environmental Policy Act, redevelopment plans, and fair housing assessments).
- Develop learning cohorts of public sector staff and community leaders led by an Office of Arts and Culture to train and support ways to address racial equity barriers across sectors.

Build the capacity of disadvantaged communities to influence decisions of local development processes

- Use arts and culture as an organizing mechanism to deliver development that reflects priorities of low-income communities and communities of color.
- Incorporate arts and culture into community development design processes and have artists of color and cultural organizations leading community design processes.
- Create strategic partnerships among artists, activists, businesses, and policymakers to discuss and activate arts and culture roles in strengthening communities.