

## Section 2. Commitment to Cultural Equity

### A. Statement on Cultural Equity.

In Dallas, we envision a city of people whose success and well-being are not pre-determined by their race, age, disability, sexual orientation, gender, social status, zip code, or citizenship status. We recognize that artistic and cultural expression are fundamental to the development of our identity, as individuals and as a community at large. We assert the right for all people to have access to arts and cultural experiences throughout Dallas.

We recognize the historic legacies of racism, overt bias and injustice that shape our present reality. In fact, the City of Dallas' arts funding originated to support organizations of the Western European canon, collectively referred to as "The Big Six."<sup>1</sup> Going forward, we will strive to support the broadest range of art forms and creative producers, considering inclusivity, diversity and neighborhood impact to direct resources equitably to artists and organizations. We will work to build a robust arts ecosystem that continually evolves to better reflect the diverse composition of Dallas. Towards this end, we recognize and affirm the potential of new and emerging artists and organizations.

The Office of Cultural Affairs will serve as convener and connector to catalyze equity in the policies and practices of its partners across the Dallas arts ecosystem. Core to this is leading other organizations and private resource providers to advance diversity, equity and inclusion in concrete, measurable ways. Annually, the Office of Cultural Affairs will summarize its own support for artists and arts organizations, highlighting measures of equity and diversity.<sup>2</sup>

As we work together to create a more vibrant Dallas, the Office of Cultural Affairs is committed to nurturing the wide diversity of creative culture and experiences that make up this great city.

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<sup>1</sup> Note: "The Big Six" were the Dallas Ballet (no longer exists), the Dallas Opera, the Museum of Fine Arts (Dallas Museum of Art), the Dallas Health and Science Museum (Science Place, now part of the Perot Museum of Nature and Science), the Dallas Symphony Association, and the Dallas Theater Center. In 1977, these six organizations received over 90% of the OCA equivalent organizational support, and 1.26% of total funds were awarded to four "ethnic" organizations. The Office of Cultural Affairs was established in 1989.

<sup>2</sup> This annual report shall, at a minimum, appear in the Annual Report of the Arts and Culture Advisory Commission.

B. Definitions (Based on Grantmakers in the Arts definitions as of 2018). In this section:

- (i) ALAANA means African, Latinx, Asian, Arab, and Native American. This also includes Native Hawaiian and Pacific Islander (category as defined by the US Census Bureau).
- (ii) ALAANA Organizations means an ALAANA organization is one whose primary intentions, practices, and mission are by, for, or about ALAANA artists, cultures, and communities. The word “for” refers to the intention of the organization to perpetuate, promote, and present art that is representative of an ALAANA culture and people and/or is given form by ALAANA artists.
- (iii) Cultural Services Funding mean funds awarded through contracts via annual cultural services support programs, as defined in Section 5 of this Cultural Policy, whose funding guidelines are approved by City Council. This includes organizational support, project support for artists and organizations, neighborhood engagement support for artists and organizations, and artist residencies.
- (iv) Diversity (as relates to board goals) means the percentage of non-majority (based on race/ethnicity) members of a board. For example, if the goal is at least 30% diversity on a board, an organization meeting that goal must have no more than 70% of any one racial/ethnic group on their board.
- (v) LGBTQIA+ means Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other associated communities.
- (vi) Urban Core Arts Destinations Neighborhoods means neighborhoods identified in the 2018 Dallas Cultural Plan that have a high concentration of OCA-funded arts and cultural experiences, and a high level of access to public art and dedicated cultural venues.

C. Five-year goals to advance equity, diversity and inclusion by 2023:

- (i) At least 40% of cultural services funding to ALAANA Organizations or artists. This goal is based on findings from the study conducted by the consulting team as part of the *Dallas Cultural Plan 2018*.
- (ii) Renegotiate largest legacy facility master agreements to release more resources for equitable distribution.

- (iii) Begin measuring and tracking the number of funding applicants, funding recipients, and the amount of funds awarded to those who voluntarily choose to self-identify as members of other historically marginalized groups, e.g., LGBTQIA+.
- (iv) Pilot and track neighborhood impact of new programs that increase the number of cultural experiences outside of Urban Core Arts Destinations Neighborhoods.
- (v) For organizations funded through the Organizational Support program:
  - (1) 100% of organizations funded through this program have board-approved safe workplace policies (including, but not limited to, anti-discrimination and anti-harassment policies).
  - (2) 100% of organizations funded through this program have a policy and measurable goals related to equity, diversity and inclusion that is board-approved and published on their website.
  - (3) At least 30% board Diversity for organizations with an operating budget of \$5M and above.
  - (4) At least 20% board Diversity for organizations with an operating budget of \$1M-5M.
  - (5) At least 10% board Diversity for organizations with an operating budget of \$500K to 1M.
  - (6) Urge organizations with operating budgets over \$1M to offer paid internships with livable wages to increase the diversity of the pipeline for future arts leaders.