Cultural Organization Program (COP)

Diversity and Inclusion for Non-Profits

Office of Business Diversity
City of Dallas
OUTLINE

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3. Introduction to the Office of Business Diversity
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4. Diversity, Equity, and Inclusion (DEI) Exercise
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6. What does it look like?
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Cultural Organization Program
Overview

Updated OCA vision and mission statement in the COP Guidelines based on the Dallas Cultural Plan 2018 and Cultural Policy

1. Commitment to Cultural Equity
2. Five-year goals to advance equity, diversity and inclusion – specifically related to board and staff diversity
3. Expanding access to events citywide
4. Updated funding limits

Goals for organizations funded through COP,

1. 100% of organizations have board-approved safe workplace policies (including, but not limited to, anti-discrimination and anti-harassment policies)
2. 100% of organizations have a policy and measurable goals related to equity, diversity and inclusion that is board-approved and published on their website
3. Board diversity goals established in Cultural Plan

Six priorities guiding more than 100 initiatives to be implemented over the next 7-10 years:

1. Equity
2. Diversity
3. Space
4. Support for Artists
5. Sustainable Arts Ecosystem
6. Communications
The Office of Business Diversity Team
To ensure non-discriminatory practices and eliminate barriers while resourcing businesses to the next step in their business life cycle.

**OPPORTUNITY CREATION**
Provide conditions for growth and development through training, communication, and resource connections.

**BUILDING CAPACITY**
Develop strategic partnerships through intentional, coordinated, and mission-driven efforts aimed at strengthening the management and operations of S/M/WBE businesses to improve their performance and economic impact.

**DIVERSITY COMPLIANCE**
Advocate for the importance of diversity and inclusion in the awarding of City contracts.
Diversity, Equity, Inclusion

Exercise

1. Take out a piece of paper and jot down our three key words: diversity, inclusion, and equity.

2. Now define them. Write buzzwords, bulleted definitions — whatever comes to mind.

3. What do you notice? Are there clear differences between the terms? Overlap? Are you able to explain how they all relate?

If we aren’t clear on the definitions and the differences, how can we be clear on the solutions and begin setting measurable goals?
Diversity, Equity, Inclusion
What’s the difference?

Diversity
Respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion
• Use those differences to make the organization stronger and achieve a common goal

Equity
Ensuring individuals or groups of individuals are treated fairly and equally and no less favorably
• Actively eliminating discrimination while promoting equality

Inclusion
Refers to an individual’s experience within the organization and in wider society, and the extent to which they feel valued and included.
• It is about allowing everyone equal access to services and resources.
Adherence to Cultural Policy Diversity Criteria

Opportunities for Diversity, Equity, and Inclusion

• Board Make-up
  • Is your board diverse?
• Workforce
  • Does your staff reflect the people you serve?
• Collaboration
  • Do you partner with minority/women lead non-profits?
• Minority/Women Owned Business Enterprise (M/WBE)
  • Do you utilize or are there opportunities to utilize M/WBEs?
Cultural Policy Diversity Scoring Criteria
12 Points Total

Tier Structure

All COP funding applicants will be reviewed in tier levels based on their adjusted operating budget from the previous year’s official audited records. There will be one review panel for each tier level. The tier levels are as follows:

- Tier I $500,000 and Under
- Tier II $500,001 - $999,999
- Tier III $1,000,000 – $4,999,999
- Tier IV $5,000,000 and Above
Board Diversity
5 Points Maximum

Is your board Diverse?

The following goals have been put in place for cultural organizations to demonstrate a commitment to diverse community representation of the organization’s board. Diversity numbers taken from the FY 2019-20 COP Application:

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<th>Tier I</th>
<th>Tier II</th>
<th>Tier III</th>
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Staff Diversity
5 Points Maximum

Does your staff reflect the people you serve?

While the Cultural Policy does not set specific goals for staff diversity, the Office of Cultural Affairs will mirror staff diversity goals based on those of board diversity goals and definitions for the purposes of this scoring category. Staff is considered pay-rolled staff, not contracted labor. Because organizations in Tier I generally do not have significant numbers of staff, they are exempt from staff diversity goals.

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Equity, Diversity, and Inclusion Policy

2 Points Maximum

Organizations receiving operational support through COP must have measurable goals related to equity, diversity and inclusion that are board-approved and published on the organization’s website.

• 2 Points – Organization **has** completed and published their board-approved policy
• 0 Points - Organization **has not** completed and published their board-approved policy
Equity, Diversity, and Inclusion Policy

Equity, diversity and inclusion statements should include the following:

- Organizational Statement on Cultural Equity
  - Similar to mission statement, but focused on Equity

- What diversity, inclusion, and equity mean for your organization

- Diversity initiative goals for your organization
  - High level initiatives for your organization that hold leadership accountable

- Diversity, inclusion, and equity principals
  - Action Plan that detail how the organization will uphold the diversity initiative set for your company
Community Collaboration Opportunities

Recognizing the opportunity to partner with minority and women lead non-profit organizations in your community during the day to day collaborative efforts of the organization.

- Collaborative efforts with existing businesses or other non-profits in the community you serve to achieve common goals
- Minority and women lead non-profits in the community(ies) your company serves
- Minority and women owned businesses in the community(ies) your company serves
Minority & Women-Owned Participation (M/WBE)

Identify opportunities to utilize minority/women owned business enterprises

**Inclusion Opportunities**
- Janitorial Services
- Landscaping Services
- Training Opportunities
- Delivery
- Material
- Labor
- Office Supplies
- Promotional Items

**Inclusion Goals**

**Construction**
- 25.00% inclusion

**Architectural & Engineering**
- 25.66% inclusion

**Professional Services**
- 36.30% inclusion

**Other Services**
- 23.80% inclusion

**Goods**
- 18.00% inclusion
Recognized Certification Agencies

- **North Central Texas Regional Certification Agency**
  - Fee - $100.00
  - Phone - (817) 640-0606

- **Dallas/Fort Worth Minority Business Council**
  - Fee - $270.00
  - Phone - (214) 630-0747

- **The Women's Business Council – Southwest**
  - Fee - $250.00
  - Website - [http://www.wbcsouthwest.org/](http://www.wbcsouthwest.org/)
  - Phone - (817) 299-0566
The Office of Business Diversity Commitment

Our office is committed to providing resources to current and potential vendors doing business with the City of Dallas.

Set up meetings with our Outreach Team:

- Minority/women owned business listings
- Identify opportunities for your company to utilize minority/women owned business enterprises
- Register as a vendor with the City of Dallas
- Assistance with becoming M/WBE Certified

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