

CAC SLP Questionnaire - July7, 2021

Is it possible that we should be implementing some of these ideas?

15. What kinds of RACIAL/CULTURAL EQUITY

activities has your organizations conducted over the past year? Please check all that apply & feel free to add others in text box.

- Created racial/cultural equity statement/policy for our organization
- Made racial/cultural equity statement/policy publicly available on website or newsletter or other
- Established racial/cultural equity task force or committee (of Board or Staff or from community) to meet with periodically and assist your efforts (e.g. help implement your equity policies, helped with CAC CARES Act BIPOC re-granting as a review panel, help identify BIPOC programs and orgs, help identify & recruit prospective Board members from the BIPOC community)
- Presented one or more programs on racial/cultural equity (e.g. how-to webinar for local arts organizations about creating equity statements, policies; program showcasing BIPOC artists; webinar showcasing local organization leaders sharing their experiences in creating and offering successful BIPOC programs, etc.)
- Hired a staff member, engaged an intern, or assigned a volunteer to focus specifically on racial/cultural equity for your organization and/or your arts community (e.g. to conduct research on what local orgs are doing in equity, to assist you in planning and implementing equity programs, etc.)
- Set a goal of more closely matching the demographics of your community in your organization's Board appointments and staff hiring
- Instituted indigenous people's land acknowledgments at the beginning of your programs and/or publish them on your website, newsletters, and other materials
- Instituted the use of self-identifying pronouns in presentations and/or staff bios on your website
- Made modifications to website to accommodate visually impaired and non-English language speakers
- Utilize sign-language interpreters at some or all public programs