



CULTURAL EQUITY

City of San Antonio
Department of Arts & Culture
Art Funding Guidelines Review
January 9th, 2018



AGENDA

CHANGES
CULTURAL SPECIFIC SUPPORT
CAPACITY BUILDING
BASE OPERATIONAL SUPPORT AND CRITERIA
NEW APPLICANTS



ART FUNDING GUIDELINES



Changes

- A. All funding is with an equity lens
- B. Cultural Specific Support
- C. Separate Capacity Building
- D. Base Operational Support Changes
- E. Criteria requires Collaboration and Accessibility
- F. Policy for New Applicants



EQUITY

*To support a full creative life for all, the San Antonio Arts Commission and Department of Arts & Culture commit to championing policies and practices of cultural equity that empower a **just, inclusive, equitable** city.*

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.



CULTURAL COMMUNITY



CULTURAL COMMUNITY - means a group of people united by shared experience of oppression and cultural resilience, based on such identities as race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion. We mean cultural communities whose access to resources and services has been – and often still is – limited.



CULTURAL SPECIFIC SUPPORT

Cultural Specific Organization's mission statement must clearly state that their purpose is to create, present, enhance and preserve artistic and cultural relevance of a specific cultural community and:

- Majority of the organization's programming must enhance the identity, the unique cultural value and character of the specific cultural community; and
- Engage participants in art and cultural activities that reflect the cultural practices/heritage and traditions of the cultural community with an outcome of genuine experience and demonstration of understanding of the specific culture.



CAPACITY BUILDING



Capacity Building should be driven by clearly defined objectives that state what the initiative/assistance is intended to achieve and how it will accomplish its objectives to increase the capacity and sustainability of the organization.

Organizations will need to provide a program plan and budget allocated for 3 years contingent upon submission annually of a revised program plan showing results of previous year and actions for the following year which meets all capacity building requirements. Examples of assistance below:

1. Strategic plan;
2. Marketing assistance;
3. Technology assistance;
4. Board development;
5. Development assistance



DEPARTMENT OF ARTS & CULTURE FUNDING



These grants are aimed to support a diverse portfolio of art organizations working across the City of San Antonio in the production of on-going, sustainable, high quality artistic activities. Programs will be funded in the following order:

1. Festivals will be at maximum 20% of Festival cost
2. Artist Re-Granting funded at a maximum of \$40,000 per re-granting agency
3. Cultural Specific will be funded at 10% (Operating Expenses) or a maximum of \$50,000 and only for agencies with an operating budget less than \$2,500,000
4. Capacity Building investment will be a separate competitive application with a maximum potential of \$50,000 and only for agencies with an operating budget less than \$2,500,000
5. Base Operational Support will assist arts and cultural organizations with general operating expenses of arts programming for the citizens of San Antonio.



BASE OPERATIONAL & GRANTS FUNDING



ORGANIZATION SIZE (Operating Expenses)	BASE OPERATIONAL SUPPORT	CULTURAL SPECIFIC SUPPORT*	CAPACITY BUILDING
Up to \$999,999	25%	10%	\$50,000
Between \$1,000,000 and \$1,499,999	20%	*\$50,000	\$50,000
Between \$1,500,000 and \$2,499,999	15%	*\$50,000	\$50,000
Between \$2,500,000 and \$3,999,999	10%	0	0
Between \$4,000,000 and \$9,999,999	5%	0	0
Between \$10,000,000 and \$14,999,999	3%	0	0
Operating Expenses over \$15,000,000	0%	0	0

*Note 1: Cultural Specific Grant award will be limited to a maximum of 10% of agency operating expenses shown on 990 filing (minus Debt) OR a maximum of \$50,000;



BASE OPERATIONAL SUPPORT CRITERIA



Organizations that apply for Base Operational Support must meet the minimum eligibility requirements set forth by DA&C and pass with yes/no on specific criteria.

Eligibility - All organizations must meet all eligibility criteria for funding.

Collaboration - All organizations applying for Base Operational Support must show evidence of collaboration with other arts organizations.

Policy on payment of Professional Artists – All organizations applying for Base Operational Support must provide a copy of their adopted policy stating they will pay Professional Artists for their work.

Diversity - All organizations applying for Base Operational Support must provide a plan to achieve a diverse board of directors/trustees within a three-year period. OR, applicant shall provide documentation that the diversity with their Board of Directors is already being met by the current board composition.



BASE OPERATIONAL SUPPORT CRITERIA



cont.

Accessibility Organizations applying for Base Operational Support must show accessibility for their events/exhibits/programs for San Antonio citizens and visitors participating in the arts and cultural activities that DA&C invests in. These opportunities must exist regardless of race, gender, ethnicity, language, sexual orientation, physical ability, or neighborhood. Clearly identify individuals benefitting from your programs, Title I Schools, Youth, Adults, Seniors, Latinos, African-American, Asian-American, etc.

Underserved – Define which underserved communities your program targets and how these individuals will access your programs;

Locations - Describe how these individuals will be attending your event, providing transportation or not or relying on schools/others to provide transportation.

Financial – Define which programs are free, and to whom? or what price you will be charging?



BASE OPERATIONAL SUPPORT



First Time Applicants - In order to ensure the City provides funds to agencies with the administrative capability to manage City funds, all first-time applicants to the Department of Arts & Culture, are eligible to receive one-third of eligible funding during their first year, second year applicants will receive two-thirds of eligible funding and the third year are eligible for 100% funding. All funding is predicated upon meeting eligibility requirements of each grant and available funds.