Group Agreements

- Share responsibility for the success of each session
- Participate fully, but evenly
- Respect confidentiality
- Listen well for deep understanding and respect
  - Be fully present and open
  - Share using "I" statements
  - Connect to your core values

Core Values Activity

Step 1: Circle the words that align with your core values.
Step 2: Choose your top 10 values that most align with your core values.
Step 3: Choose the top 5 values that most align with your core values.

Social Identities
The Goal: Liberation

Matrix of Oppression

Myth vs. Truth

Implicit Bias
- Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
Choosing the Path for Social Justice

The Arts Manager’s Social Responsibility
Keller (1989)

- Participate
  - Actively participate in the liberation of the culturally disadvantaged
- Support and Pursue
  - Support and pursue opportunities for decentralized cultural policy
- Encourage
  - Encourage local-based decision making and pluralistic distribution mechanisms in financing cultural activities
- Deter
  - Dedicate a significant portion of the work week studying the system in order to develop understanding of the sociopolitical environment
- Urge
  - Publicly urge the creation and periodic updating for a comprehensive and continuing cultural assessment
- Support
  - Support revision in the communities where past exclusionary social policies have established cultural response
- Maintain
  - Maintain an awareness of inequities in the nonprofit sector while seeking to develop compensatory responses to barriers of public entry
Our Journey....

- Identify organization strengths and weaknesses surrounding racial and cultural equity in arts funding
- Integrate our core values and social identities to better understand our intersectionality and help us identify our own implicit bias
- Analyze and understand the effects of racial and cultural equity in arts funding
- Create action to remove inequitable practices and/or barriers within organization
- Embrace a changing work environment

Thank You!

QUANICE G. FLOYD  QGFLOYD@GMAIL.COM