



Diversity, Equity & Inclusion Affinity Group

October 26, 2016

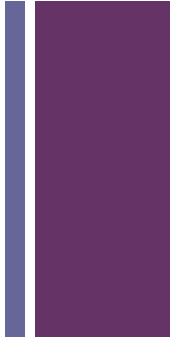
Greater Philadelphia Cultural Alliance

+ Meeting Agenda



- Welcome
- Icebreaker
- Affinity Group Goals and Schedule
- Guided Discussion
- Cultural Alliance Internal Bias Request For Proposal Discussion
- Closing

+ Ice Breaker



Today is about listening!

Find someone close to you that you do not know. Introduce yourself, tell them a little about your involvement with arts and culture, and why you are here today.



Affinity Group Goals & Schedule

+ Affinity Group Goals & Schedule



Goals

- Help to shape the Cultural Alliance's Diversity, Equity and Inclusion work moving forward
- Assist in the development of a DEI statement for the Cultural Alliance and our community
- Review findings of the Cultural Alliance's internal bias scan and help shape action steps

+ Affinity Group Goals & Schedule



Schedule

- Winter 2017: Focus group with consultants
- Spring 2017: Review results of the bias scan, determine action steps and begin work on DEI statement
- Summer 2017: Complete DEI statement and present to community



Guided Discussion

+ Defining Our Scope



- How do you define **diversity** for the arts and cultural sector?
- How do you define **equity** for the arts and cultural sector?
- How do you define **inclusion** for the arts and cultural sector?



Placing our Work in the Larger Context



- How do you see the larger context of Black Lives Matter and other social justice movements affecting the arts and culture sector?
- What do you see as priorities for DEI in the arts and culture sector?
- Is there a lens which we should be looking through when we think about DEI in the arts and culture sector in Philadelphia?



The Cultural Alliance's Role in DEI

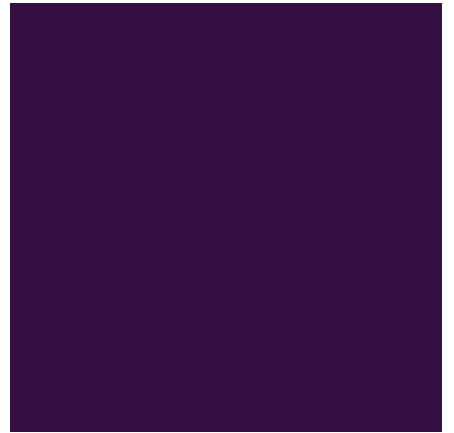
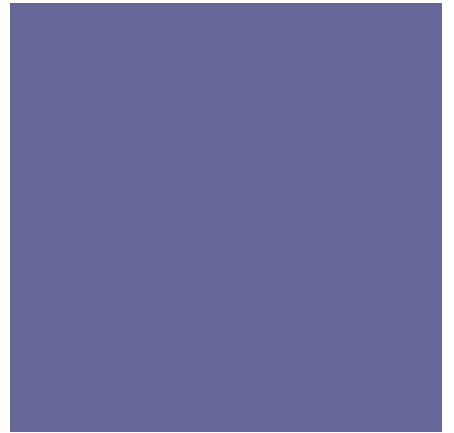
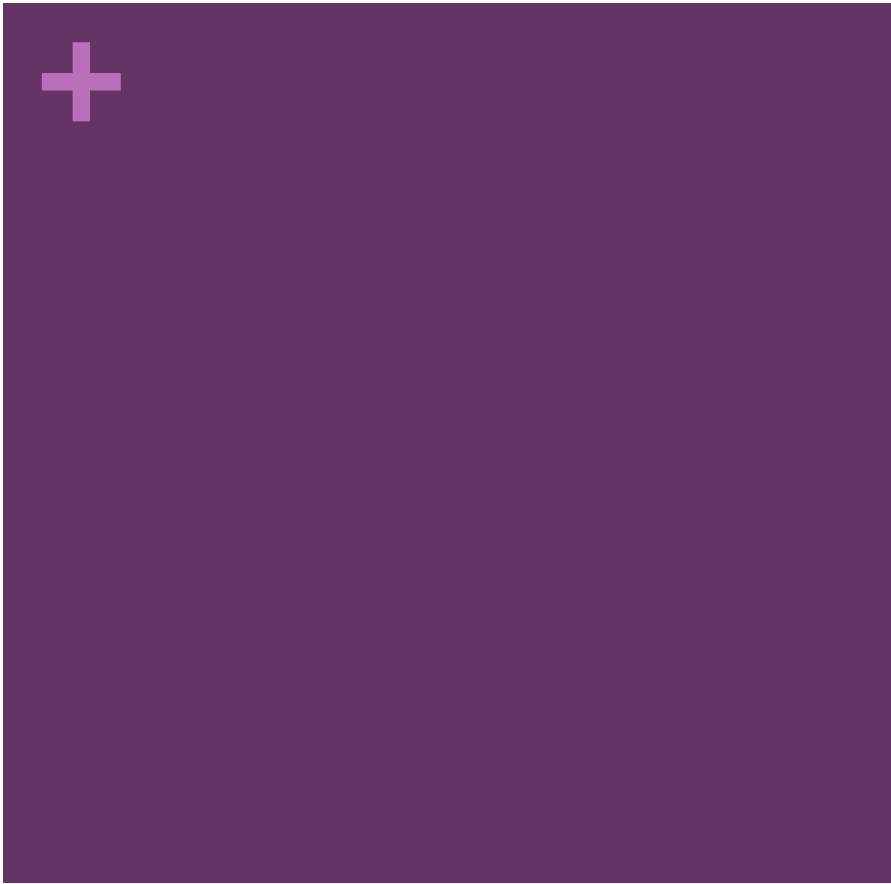


- How can the Cultural Alliance better serve the arts and cultural sector to address DEI?
- How does the Cultural Alliance appropriately balance building awareness in our community and taking actions to help organizations and individuals embrace DEI?

+ Being Fully Inclusive



- Look around, who is not here today who should be?



**Cultural Alliance Internal
Bias Request For Proposal**

+ RFP Review



Scope of work

- Scan existing programs, practices, and organizational culture of the Cultural Alliance as a first step laying the groundwork for our long-term DEI initiative

+ RFP Review



External Scan: Access perceptions of Cultural Alliance services, communications and public programs

- Marketing and Audience Engagement Programs
- Advocacy Programs and Initiatives
- Grantmaking
- Professional Support for Arts and Culture Groups

+ RFP Review



Internal Scan: Evaluate the internal practices and culture of the Cultural Alliance

- Cultural Alliance Staffing and Operations
- Board and Governance

+ RFP Review



Project Cost

- \$10,000, including fees and expenses

Timeline

- November 2016: RFP issued
- January – February 2017: Internal bias scan to take place
- March 2017: Final report

+ RFP Review



Comments, Questions & Suggestions

+ Thank You



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