



AMADORARTS ROAD MAP

For Creative Impact

A Real-Time Strategic Plan & Process for 2020 and Beyond

Supported by an Organizational Development Grant from the California Arts Council, a state agency, and developed by the Board of Directors and staff of Amador County Arts Council.

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Executive Summary

Supported by a California Arts Council Organizational Development grant for strategic planning and board development, preliminary research began in January and the consulting process commenced in June 2019. Founded in 1982, Amador County Arts Council (AmadorArts), the designated State Local Partner for rural Amador County (pop. 39,752) enjoyed top-ranking by the 2018-19 peer review panel.

Following video conferences with key stakeholders and staff, a daylong, on-site, facilitated workshop, held June 6, 2019, included the Board of Directors, staff, and contract staff. Customary planning techniques were used to celebrate accomplishment of a previous five-year plan. Goals and requirements of the State Local Partnership Program were reviewed alongside AmadorArts' mission and goals. An analysis of the organization's internal attributes, and a scan of the external context and trends informed. Discussions on cultural equity, access, and inclusion helped unpack implicit bias. Stakeholders gathered in September and October to deepen the conversation and identify potential allies. Programs were reviewed at AmadorArts' annual retreat in January 2019. This information was utilized in mapping program sustainability and impact.

Even as the board and staff maintained its remarkably busy public program schedule, two shorter planning sessions followed to cover legal responsibilities of board members, new board agreements, and conflict of interest policy. The need to update bylaws for corporate compliance was discussed as was representation of county demographics. Members self-selected one of three pilot board committees, Governance, Internal, or External, and huddled to identify initial priorities and objectives.

In the late fall of 2019, the change quotient and converging factors, including burn-out of long-standing, dedicated board members, unchecked term-limits, recommended restructuring of board committees, a dynamic new executive director, and the organizational transition from an all-volunteer managed operation to staffed, led to a gradual exodus of the former guard. In cooperation with the executive director, three stalwart board members served as a transition team and bridged the seating of a new board of directors.

At the January 10, 2020 Board retreat, the planning process was reset. A new board member orientation was built-in to the day-long, special meeting. Prior discovery was reviewed, and participants expressed their hopes for the agency and the public. The three-board committee structure was formally adopted as policy to streamline future work and communication. New board members and officers were elected. Chairs and co-chairs for each of the three Board committees were appointed. These working teams began in earnest to develop strategic objectives and action plans and met again in person at the February board meeting.

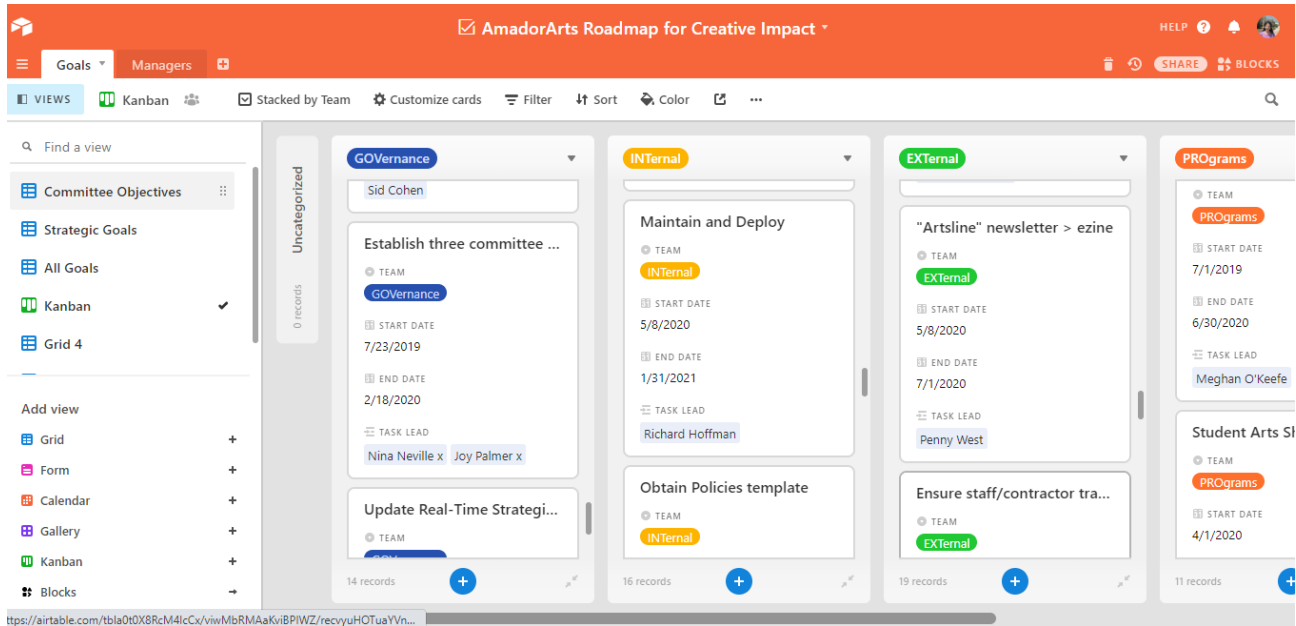
Even the COVID-19 pandemic could not keep this new governance team and its determined staff down. AmadorArts, also a pilot participant in the Disaster Preparedness Network, an initiative of the California Arts Council, quickly pivoted to convene monthly board and committee meetings digitally via Zoom.

Admirably, following the March 13th County social distancing and March 19th California shelter-in-place-orders, staff worked from home to provide creative respite in an array of digital content and at-home arts education prompts. Regular programs, such as *Poetry Out Loud National Recitation Competition: Amador County Finals*, were modified. As second responders, the AmadorArts team helped (and continues to help) keep the public well-informed and creatively encouraged.

Board committees "Zoomed" monthly to refine objectives and prepare recommendations to the board. A 45-minute planning session followed March, April, and May board meetings for discussion and action. As part of the strategic planning process, a public survey was launched digitally in April. The resulting public input highlighted public values to inform future focus.

As the global pandemic and climate change would continue to be unknown factors in the future health, economy, and environment of Amador County communities, AmadorArts recognized the need to remain nimble. A traditional five-year strategic “plan and implement” blueprint would well be rendered irrelevant by rapid changes. Therefore, to ensure AmadorArts keeps to its mission, serves equitably, remains relevant, and stays solvent, a rapid response planning process with decision-making tools was preferred.

Rather than a static document, the [AmadorArts Roadmap for Creative Impact](#), was recorded in Airtable, a cloud-based, accessible, spreadsheet-database hybrid, and provided for reference and ongoing use by the Board of Directors, Board Committees, and staff.



Above, screen snip of selected objectives in Airtable Kanban view, and below in Strategic Goals view.

	S.M.A.R.T. Objective	Team	Start Date	End Date	Task Lead	Description	Task Assist	FOCUS	
11	H.R. California	Complete policies an...	INTERNAL	10/22/2019	12/17/2019	Nina Neville x	Research, recommen...	Meghan O'Keefe	Personnel
S.M.A.R.T. OBJECTIVE									
Consistently produce and...									
12	"Artsline" newsletter > ezine	Consistently produce...	EXTERNAL	5/8/2020	7/1/2020	Penny West	(Grant requirement) ...		Marketing/Communicati...
13	Press Releases	Consistently produce...	EXTERNAL	7/1/2020		Penny West	Whenever events ar...		Marketing/Communicati...
14	Online Press Calendars	Consistently produce...	EXTERNAL	7/1/2020		Penny West	Because print media...		Marketing/Communicati...
15	Ensure staff/contractor training	Consistently produce...	EXTERNAL	5/8/2020	6/16/2020	Carol Brown	Provide adequate ti...	Alyssa Vargas	Marketing/Communicati...
S.M.A.R.T. OBJECTIVE									
Develop Board of Directo...									
16	Establish Recruitment Proceed...	Develop Board of Dir...	GOVernance	7/1/2020	6/30/2021	Sid Cohen	Research and establi...	Nettie Fox, Angela	Board Development
17	Assessment Survey	Develop Board of Dir...	GOVernance	7/1/2020	6/30/2021	Nettie Fox	Determine assessme...	Meghan O'Keefe	Board Development
18	Board Orientation & Training	Develop Board of Dir...	GOVernance	7/1/2020	6/30/2021	Nettie Fox	Schedule board orie...	Board of Directors	Board Development

The State-Local Partner Perspective and Real-Time Approach

Concurrent to AmadorArts organizational development process, the California Arts Council, a state agency, endeavored to update its 2014 strategic plan, engaging stakeholders statewide. In February 2020, the Council released their strategic framework to cover 2020-2027, *Creative Impact: The Arts & The California Challenge*.

As a State Local Partner, Amador County Arts Council provides services and programs in keeping with California Arts Council goals, leveraging public and private sector support to match state funds and meet countywide needs and interests. They work with and benefit residents and visitors, schools and communities, artists and organizations, and towns and businesses.

Just as a “real-time” operating tactics were needed when the pandemic presented obstacles to business as usual, so was it determined that a real-time planning approach is needed into the future.

Therefore, this document emulates aspects of the state agency’s strategic framework and as a continuing means for AmadorArts to remain relevant and functional beyond this consultancy, recommends methods and tools outlined in *The Nonprofit Strategy Revolution: Real-Time Strategic Planning in a Rapid-Response World* by David La Piana with Melissa Medes Campos.

AmadorArts Mission, Vision & Values

Mission

Encourage, support, and promote the arts in our schools and community.

Countywide Vision & Values

- Foster the **arts and cultural ecosystem**
- Address **local priorities** in schools and communities
- Promote **equity** in programming and services **for communities, cultures, and creative practices**
- Advocate with and for **visual, literary, performing, and traditional artists** and groups
- Encourage **arts participation and access** to the arts for all



Board of Directors in action at their January 2020 retreat, Jackson, CA.

Research

SWOT Analysis | In June 2019, an external context check saw some members of the rural community as still recovering from a fire disaster and the great recession. Tourism was ticking up (pre-pandemic). So were agricultural and other effects of climate change as increasing heat causes drought, shifts the wine-grape crop season, increases heat-related hazards for laborers, spreads invasive pests, and enables more frequent wild-fires. Under-served residents, including low-income Tribal, Veteran, Latinx, and black and white families, and seniors, were still in need, presenting challenge and opportunity to fill gaps. Interest in collaboration with AmadorArts was peaked. Many potential alliances with community agencies and groups were identified as prospects.

Key internal observations, highlighted below, proved prophetic.

<p>Strengths</p> <ul style="list-style-type: none"> -many excellent programs -experienced, long-term board -dynamic P.T. executive staff -reserves 	<p>Weaknesses</p> <ul style="list-style-type: none"> -not enough executive staff time -policies/procedures update needed
<p>Threats/Challenges</p> <ul style="list-style-type: none"> -board burn out -too many excellent programs -potential executive director burn out (workload) 	<p>Opportunities</p> <ul style="list-style-type: none"> -partnerships with Tourism, Veterans, Tribal, Senior Center -Disaster Preparedness Initiative -new grant programs -alliance with Amador Unified School District

Program Screen | Plotting program information on an axis of impact and sustainability (from the January 2019 program review), helped the group look at programs from a public value perspective. Notably, the popular and long-lived *Taste of the Arts* event served a limited number of persons for the investment.

By contrast, the *Fine Artists in the Schools* program covered far more constituents, serving all elementary schools and more than 2200 students. Related to the *Fine Artists in Schools* program, an annual Student Arts Showcase was valued and looked at carefully to consider further reach. Both had been coordinated for years by a volunteer Board member who retired from the position in April 2020. Fortunately, they worked with the executive director to ensure continuation of the Fine Artists in Schools & Community program.

Poetry Out Loud covered high school students for a smaller investment and included state grant support.

The T.G.I.F. Summer Concert series was found both highly impactful and sustainable, drawing sponsorships and donations and serving a wide diversity of county residents and visitors of all ages.

Staff and volunteer capacity to manage so many programs were discussed. Retiring some programs to allow more time for resource, referral, and gap services--for more equitable public benefit--was debated.

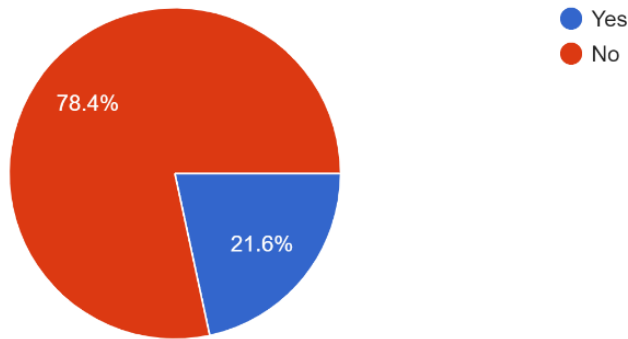
Public Survey | Results from the digital *Your Voice Matters* Amador County survey, which was sent to over 1500 community members, April 27- May 13, 2020, revealed the following from 185 respondents:

- 82.7% Amador County residents
- 9.7% second homeowners in Amador County
- 13.0% visitors to the county
- 11.9% own a business in the county
- 41.0% work in county
- 14.1% employed in the county
- 15.1% self-employed in the county
- 6.5% unemployed due to the COVID-19 lockdown
- 5.9% live in the county and work outside the county

21.6% of respondents were by parent or grandparents. 93% of their kids or grandkids attended public school.

Are you a parent or grandparent with children/students who go to school in Amador County?

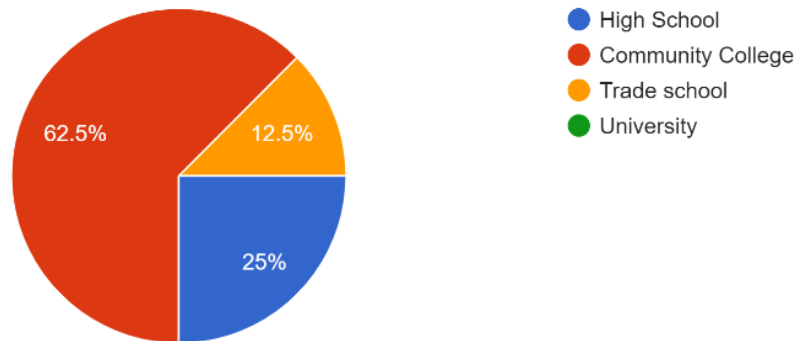
185 responses



Eight students responded, five in community college, two in high school, and one in trade school.

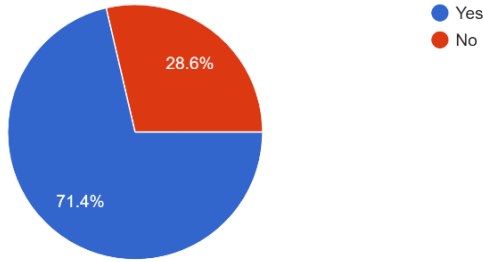
If Yes, when school is in session, do you attend:

8 responses

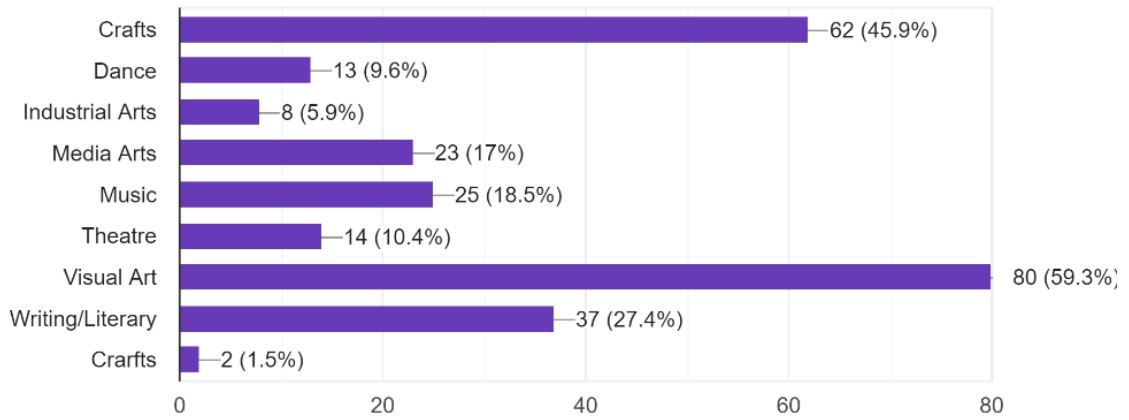


71.4 percent of respondents owned their creativity. The breakdown of disciplines follows:

Are you a creative, maker, artist, artisan or craftsperson?
185 responses

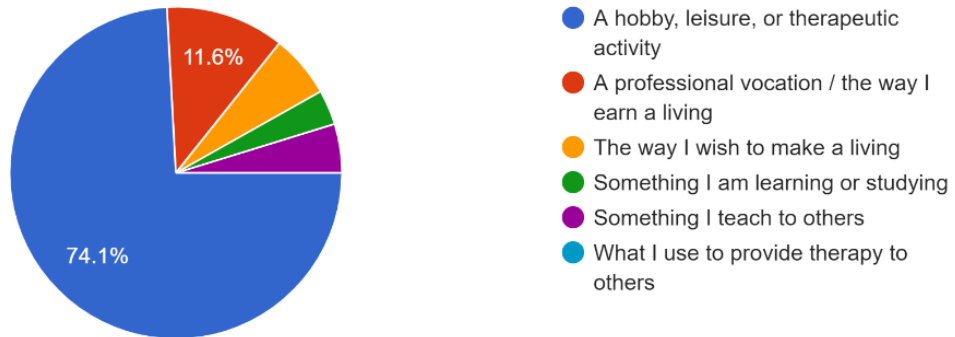


If Yes, tell us more about your discipline(s) by checking all that apply:
135 responses



When asked more about their creative expression, here is what was said:

Is your creative expression?
147 responses



“Non-artists” said what they liked about the arts:

If you are not an artist, please tell us what you like about the arts. 58 responses

- They are Entertaining
- The talent
- music
- Nature paintings
- Creativity
- **I like to see how others see things**
- I believe that everyone should have an outlet to express themselves and feed their own creativity.
- Freedom of expression
- **The benefit to the community**
- Music, crafts, **art collecting**, art classes,
- love the colors and talent that these artists put in. It always puts me in a good mood. Even if I am not having a good day.
- The **ability to relax** and enjoy the beauty presented in whatever art form.
- I'm not an artist (wish I were), but I love enjoying experiencing live art from locals
- **I'm a teacher. My students need the arts like they need air (and math and reading)**
- I love to see different arts when it comes from the locals
- Appeals to my aesthetic sense
- I believe that **the arts are an essential element to our culture and our world**. It describes who we are and the world around us. It is a crucial part of all components in life and education including but not limited to **cognitive development**, academic achievement, social interaction, self-expression, critical thinking, and problem solving.
- Local music and artists
- Think **everyone should have a chance to try the arts**, especially kids.
- Creativity and variety
- **knowing that others have an outlet**
- I love to view and collect **fine art** and participate in Arts & Crafts and Maker Arts.
- I feel it is important for every child / person to have many forms of the arts in their life! Most adults don't even realize how much the arts effect their lives even if they don't actually do anything in them themselves!
- Seeing the work of others.
- I love **dance**.
- The cultural soul
- My kids are more into art. My son loved coming to AmadorArts on Tuesday's and it hurts me to not Be able to take him to enjoy the one thing he enjoys outside the house
- **They invoke emotion**
- Seeing things made or produced by others and **maybe purchase for my home** or garden
- I am not a theater artist, but it is my very favorite art to follow and enjoy because it can **connect the world** with its different themes and stories.
- Music, theater

“Non-artists” said what they liked about the arts, continued:

- I'm not devoted to any one discipline. My passion is to enable artists and arts organizations to do their work and to advocate for education that includes the **arts in public schools**.
- I love to see others create beauty through art. I am also a big supporter of the arts.
- **I am a patron** of the arts; museums; concerts; shows, galleries; etc.
- stress reduction, self-expression, it **opens up a part of my mind and soul**
- I like to try, and I can follow instructions well
- **A distraction from reality, then often helps one focus and see the reality more clearly or with a new perspective.**
- I like listening to the arts and I love viewing the arts
- The originality and creativity of people’s minds and how they bring that into reality for the rest of us to enjoy.
- I love seeing color and creativity, having it around me.
- Unusual and unique artwork
- **Music**
- I enjoy going to art galleries and interesting stores where they have arts and crafts
- **Art is a way for us to express our inner soul.**
- Brings **peace** and beauty to the world we live in.
- Retired CA public elementary school teacher.
- **Helping children learn the arts**
- I enjoy the beauty that others share. It’s remarkable what the mind can see and create, it **inspires me and refreshes my hope in humanity.**
- It’s an outlet for creative expression; **teaches patience** and the ability to think differently
- I like to buy art.
- Relaxing.
- I like to go to the arts and **crafts** fairs to buy and decorate. Love going to see the **theater** shows and the wine walks to support the arts.
- The “Taste of the Arts” fills my need for expression in different genres. I love being able to take **drumming**, doodling, and floral wreaths. **Makes me feel good!**

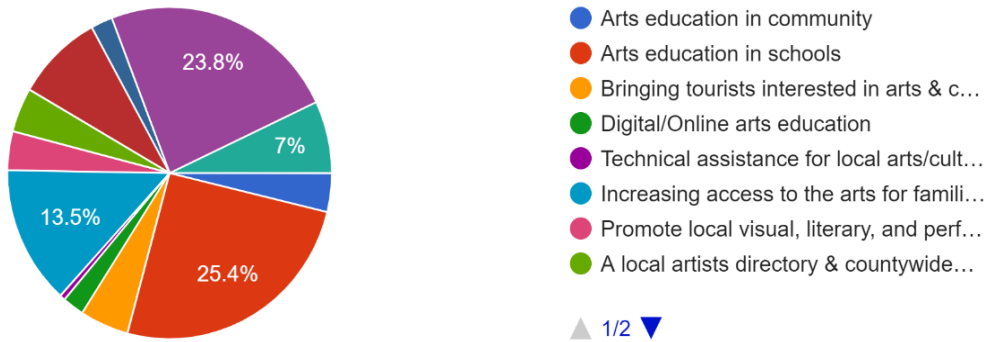


Free, drop-in studio time at the AmadorArts center.

Two key questions provided insight into community needs and values and knowledge of AmadorArts programs and services:

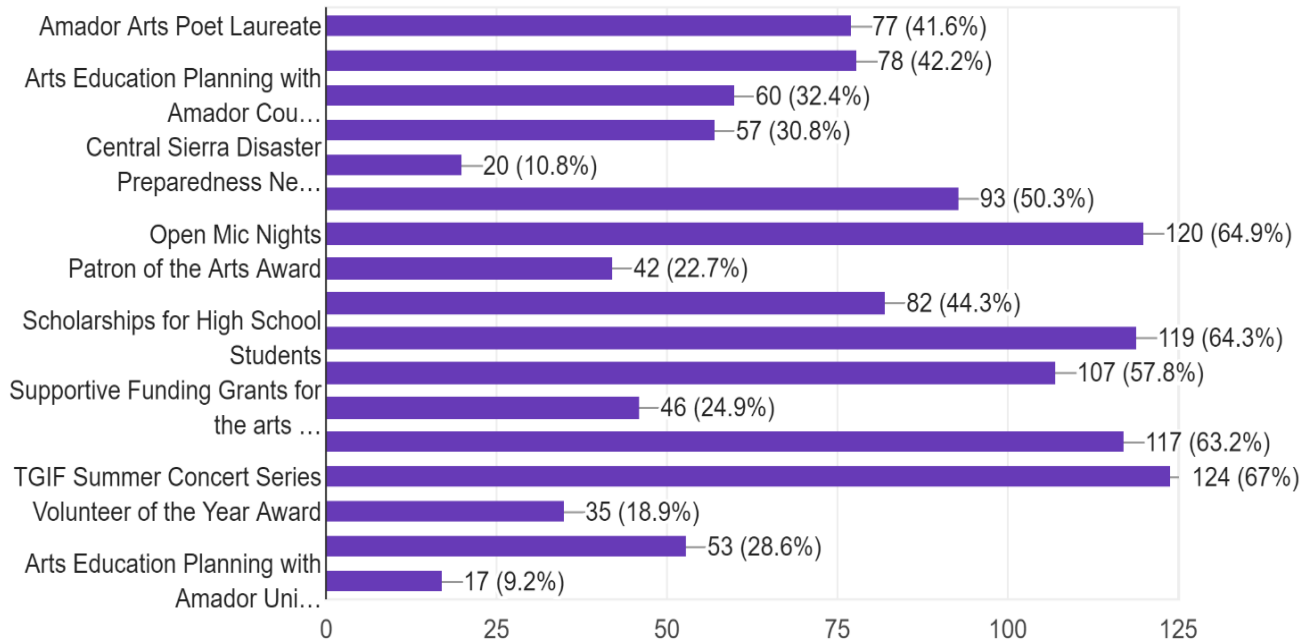
This Question is for Everyone: If you had three dollars to spend on creativity / the arts in Amador County, what's the ONE thing you would you spend it on?

185 responses



Did you know the Amador County Arts Council, Amador Arts, provides or produces many FREE programs and services? Please check those you've heard about or enjoyed.

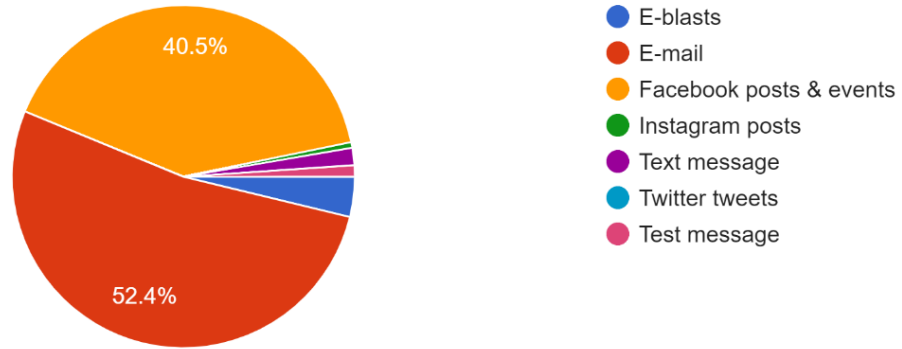
185 responses



Useful for the office were answers to two questions 1) how best to reach audiences, and 2) about volunteer interest:

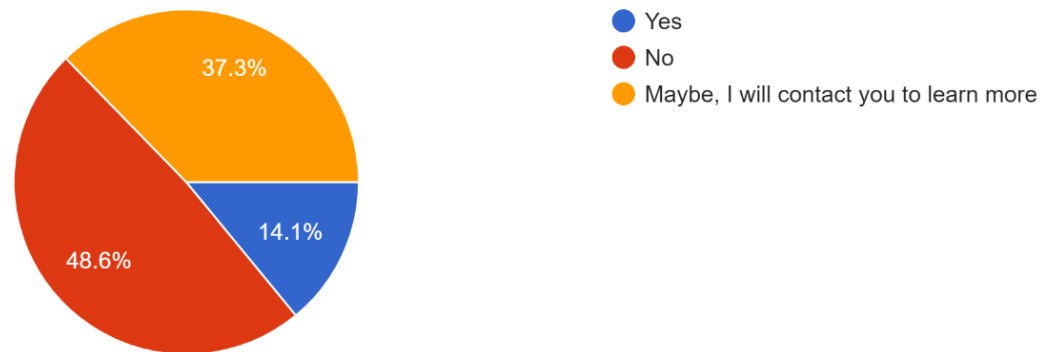
What is the best way to reach you about our FREE programs and services?

185 responses



Are you interested in volunteering with Amador Arts?

185 responses



Brand Identity and Messaging

Analysis and the public survey indicate that AmadorArts has a respected profile in the rural county. AmadorArts enjoys the competitive advantage of being designated 1) the State Local Partner of the California Arts Council, by resolution of the County Board of Supervisors, renewed annually and in place for 38 years at the time of this writing, and 2) the planning partner of the Amador County Unified School District, the singular district in the county. There is no other agency like the Amador County Arts Council working countywide. Their unique position and mission to serve and collaborate is the focus of a brand update. Their website, and a print and digital collateral material facelift, is in progress as of this report.

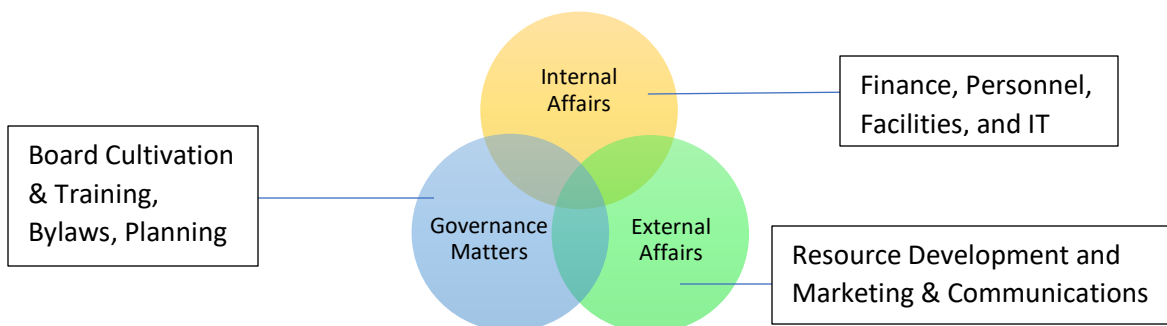
Conclusions and Tools for Ongoing Real-Time Strategic Planning

Public input via board member, staff, and volunteer phone interviews, a digital survey, focus group input, and community involvement in live and video planning meetings, yielded a cloud-linked table entitled, *AmadorArts Roadmap for Creative Impact*. This living document reflects the commitment of the board of directors, board committees, and staff team to work together to imagine solutions and transcend challenges. They have proven resilient and nimble even in the face of a global pandemic, of which the depth and duration of health and economic consequences are yet unknown. They remain ready for business, even as the business model is being changed in real-time to meet social distancing guidelines and keep the public, staff, featured artists, and volunteers safe. **In Amador County, the arts are essential.** The discipline spectrum includes dance, media arts, music, theatre, and visual arts. Industrial artisans, such as wood and metal workers, viticulturalists, and culinary and folk artists, are also embraced by AmadorArts' active mission to encourage, support, and promote the arts in schools and community.

Readiness Planning meetings, board orientation sessions, restructured committee policy, and executive coaching calls have served to increase board and staff understanding of their respective roles, responsibilities, boundaries, and engagement. This group has committed to update human resource and operations policies and procedures, improve agency infrastructure to better leverage collaborative software and digital marketing and fundraising tools, formulate a three-year financial plan, update their communications plan, and cultivate board candidates and committee volunteers on a year-round basis.

The AmadorArts Board of Directors, staff, and key volunteers have learned about the real-time Strategic Planning Cycle and now move from a traditional fixed “plan and implement” mode to a real-time “think and act” approach utilizing decision-making tools.

Three board committees, **Governance Matters**, **Internal Affairs**, and **External Affairs**, assisted by a staff liaison, advanced recommendations to the full board for consideration and/or action. As of June 2020, they recognized and have adopted equity as a central and defining theme in the ongoing decision-making process, annual program assessment, vision work, planning, and budgeting (racial equity policy appended).



Tool Kit | For adapted use by the Amador County Arts Council is the [Decision Support Tool](#), released in February 2020 by the California Arts Council, as part of their 2020-27 Strategic Framework. This support tool provides a series of questions to ask when considering proposed actions, including for new or existing programs, policies, or practices.

- The questions are designed to improve equitable outcomes, particularly for people who may be disproportionately impacted by actions and/or may have a significant stake in the results.
- Several of the prompts lead to considerations of equity and accessibility, reinforcing continual forethought on these subjects, even as technology, demographics, and AmadorArts' resources and capacity may change.

Lastly, this organizational planning consultant remains a phone-call away and leaves behind a planning tool kit in *The Nonprofit Strategy Revolution Real-Time Strategic Planning in a Rapid-Response World* book and its digital companion by David La Piana with Melissa Mendes Campos. Included in the toolkit are:

- A **strategy screen** for board and staff to use in considering mission consistency, financial implications, sustainability, competitive advantage, and community need and perceptions.
- An **opportunity matrix** for executive staff to evaluate programs, services, activities, initiatives, and potential grant projects, screening for value to mission, economics, public need, competition and/or collaboration, and capacity.



TGIF Summer Concert Series, since 1998, provided ten free concerts, each one in a different public park.

Resources for Board & Staff

Californian for the Arts

<https://www.californiansforthearts.org/>

California Arts Advocates

<https://californiaartsadvocates.org/>

Americans for the Arts

<https://www.americansforthearts.org/>

California Association of Nonprofits

<https://calnonprofits.org/>

Blue Avocado

<https://blueavocado.org/>

The Impact Foundry

<https://impactfoundry.org/>

SPOKES: Resources for Nonprofits

<https://www.spokesfor nonprofits.org/>

Nonprofits Insurance Alliance

<https://insurancefor nonprofits.org/>

California Arts Council | *Art Beat*

<http://cac.ca.gov/news/artbeat.php>

National Endowment for the Arts | publications

<https://www.arts.gov/publications>

Participant List

2018-19 Board of Directors

Kelly Langelier, Nina Nevelle, Joy Palmer, Sue Kendell, Carol Crofts, Sue Lagomarsimo, B. Troy Bowers, Sid Cohen, Lilliana Falco, Farren Holmes, Christie Lane, Polly Miller, and Nan Muzinich.
Student Directors: Lulu McBroom Briggs, Deja Douglas, and Emily Ann Hopkins.

2020 Board of Directors

Nettie Fox, Linda Desedare, Deborah Yates, Sid Cohen, Darreon Brooks, Scott Berrian, Sue Lagomarsimo, Melissa Haines Lavin, Christie Lane, Marleen Olive, Michele Curran, Rich Hoffman, and Deja Douglas.

Community Participants & Advisors to Organizational Development Process (not otherwise listed)

Dede Ryan, Stan Lukowicz, Jim Guidi, Lee Eal, Steph Strong, Celina Clark, Chris Kalton, Sheri Gibbons, Vanessa Compton, Larry Nunez, Donna Custodio, Jolene Stark, Victoria Bordwell, Noah Bunting, Fiona Pulskamp, Betzaida Arroyo, and Glen Villa.

Staff

Meghan O'Keefe, Executive Director
Carol Brown, Executive Assistant
Alyssa Vargas, Program Coordinator

Penny West, Publicist
Terra Forgette, Grant Consultant

Acknowledgements & Appreciation

Gratitude to the indigenous ancestors and present-day relations of the Nisenan, Washoe, and the Plains and Northern Sierra Miwok of the Amador County and greater Mother Lode region.

Thanks to executive director Meghan O’Keefe and their board presidents, Polly Miller (2017-18), Kelly Langelier (2019), Nina Neville (2019), Joy Palmer (2019-2020), and Nettie Fox (2020), for attention and responsiveness to the organizational development process.

Hats off to President Emeritus Dede Ryan, who came out of retirement to inspire others at “one more board retreat” before moving out of state.

Credit to the talented Penny West, publicist and retired Executive Director, Calaveras County Arts Council, who recommended the consultant and helped write the Organizational Development grant proposal.

Special thanks to the Sierra Disaster Preparedness Network whose work guided AmadorArts’ staff and board in responding to the pandemic while staying on mission.

Thank you Mr. Stan Lukowicz, for complimentary accommodations at the National Hotel, Jackson, California, during this consultancy.

Appreciation to La Piana Consulting, whose recommended best practices work in the real world, and in real-time.

Many thanks to the California Arts Council for their support of this Organizational Development Consultancy and their enduring commitment to strengthen arts, culture, and creative expression as the tools to cultivate a better California for all.

This activity was supported in part by the California Arts Council, a state agency.

To find out more: cac.ca.gov



Appendix

Amador County Arts Council Tribal Lands Acknowledgment

AmadorArts Racial Equity Statement & Anti-Racism Statement

Amador County Arts Council Tribal Lands Acknowledgment

Background:

Tribal Land Acknowledgement is a way that people insert an awareness of Indigenous presence and land rights in everyday life. This is often done at the beginning of performances, lectures, meetings, or any public event. It can be a subtle way to recognize the history of colonialism and a need for change in settler colonial societies.

However, these acknowledgements can easily be a token gesture rather than a meaningful practice. All settlers, including recent arrivants, have a responsibility to consider what it means to acknowledge the history and legacy of colonialism.

In our decisions around funding, programming, and services, the Amador County Arts Council Board of Directors, Staff, and Volunteers consider the following questions:

- What are some of the privileges settlers enjoy today because of colonialism?
- How can individuals develop relationships with peoples whose territory they are living on in the contemporary Amador County geopolitical landscape?
- What are you, or your organization, doing beyond acknowledging the territory where you live, work, or hold your events?
- What might you be doing that perpetuates settler colonial futurity rather than considering alternative ways forward for Amador?
- Do you have an understanding of the on-going violence and the trauma that is part of the structure of colonialism?

The following Tribal Land Acknowledgment will be read/recited by the appropriate, designated person at the beginning of all meetings, events, and gatherings.

The Amador County Arts Council invites you to join us as we carry forward a practice of sharing respect deference for, offering gratitude to, and recognition of the original inhabitants of the lands we now call Amador County, California.

We acknowledge and offer gratitude to these indigenous ancestors, and present-day relations of the Nisenan, Washoe, and the Plains & Northern Sierra Miwok of the Amador County and greater Mother Lode region.

We acknowledge their long history and respect of these lands, their respect for the plants, animals and native landscapes in these lands, their contributions in the establishment and sustenance of our towns and community, and uplift their legacies as they continue to build and sustain their culture and practices today and for future generations.

Some language adapted from California Arts Council, a state agency at arts.ca.gov and from native-land.ca/.

Special Thanks for the input and assistance from Glen Villa, Executive Director of Miwok Heritage Center in Ione, California and from Fiona Pulskamp, artist and cultural leader from Sacramento, California.

AmadorArts Racial Equity & Anti-Racism Statement

Introduction

As the designated State-Local Partner to California's state arts agency, the Amador County Arts Council is committed to racial equity and anti-racism both internally through our work environment, and externally through our programming and services.

Amador County Arts Council is committed to creating a universal sense of belonging. This pursuit benefits everyone by making space to critically explore, investigate, and interrogate systems of oppression – systems that undercut fairness across multiple demographics, conditions, and experiences. By prioritizing racial equity and anti-racism, everyone will benefit because racial injustice has no place in our work to encouraging, supporting, and promoting ALL arts and cultures in Amador County. (Source: California Arts Council)

Why should an Arts Council be a leader in Anti-Racism & Racial Equity?

For centuries, low-income communities and communities of color have used arts and culture to navigate and survive systemic racism and oppression. Creative strategies are essential to retaining collective memory, promoting healing, and liberating the potential within all of us. (Source: PolicyLink)

Building an anti-racist culture requires intention and effort. This Amador County Arts Council Statement on Racial Equity should inspire greater collaboration in policy making, strengthen public will and input, and develop policymaking that has a strong commitment to advancing equity. Led by our Statement on Racial Equity, we will fully integrate race equity and anti-racism into every aspect of our operations and programs and work toward the dismantling of structural racism wherever we encounter it; improving the arts and cultural verve throughout Amador County.

DEFINITION: PEOPLE OF COLOR

A term used to refer to nonwhite people, used instead of "minority," which implies inferiority and disenfranchisement. The term emphasizes common experiences of racial discrimination or racism. (Source: Colours of Resistance Archive)

Amador County Arts Council Statement on Racial Equity*

At Amador County Arts Council (AmadorArts) a diverse, inclusive, and equitable workplace is affirmed as a workplace where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory and anti-racist approach to provide equal opportunity for employment and advancement in all of our departments, programs, events, and worksites. We respect and value diverse life experiences, heritages and orientations. We strive to ensure that all Amador County voices are valued and heard.

AmadorArts believes that bringing together Council, staff and other partners with differing backgrounds and life experiences will enhance our ability to increase opportunities for all Amador County artists, artisans, art students, and arts & cultural organizations to succeed. We commit time and resources to expand more diverse leadership within our board, staff, committee, volunteer, and advisory bodies.

AmadorArts is committed to modeling diversity and inclusion for the entire arts industry of Amador County, and to maintaining an inclusive and anti-racist environment with equitable treatment for all.

AmadorArts ensures that every policy enacted will reflect the principles of equity, justice, and anti-racism. We pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.

AmadorArts will collect data to evaluate the impact of our equity goals: population served and/or affected by race, color, national origin, and income level. This will include diverse communities across Amador County such as: communities of color, racially and ethnically diverse individuals, Indigenous communities, immigrant and refugee communities, and communities that have principal languages other than English.

AmadorArts understands that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that require concerted and purposeful actions. We are committed to acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress. Policies, programs, and activities will be administered to identify and stop discrimination, racism, and barriers to access, and to halt all disproportionately high and adverse effects on communities of color.

AmadorArts is dedicated to the just and equitable disbursement of resources, including programs, scholarships, supportive funding, and all AmadorArts services. To ensure that all disbursements and decisions are made in an equitable, anti-racist, and non-biased manner, AmadorArts will rely on the Decision Support Tool, as provided by the California Arts Council.

Diversity, inclusion, equity, and anti-racism are connected to our mission and critical to ensure the well-being of our staff, volunteers, contractors, board members, and the overall arts and cultural communities of Amador County.

We expect all employees, volunteers, contractors, and board members to embrace these principles and to express them in all AmadorArts interactions and in everyday practices as representatives of the Amador County Arts Council.

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<http://cac.ca.gov/aboutus/racialequity.php>

<https://view.publitas.com/ca-arts-council/california-arts-council-strategic-framework/page/36-37>

<https://www.racialequityalliance.org>

<https://www.policylink.org/about-us>

<http://www.coloursofresistance.org>

Decision Support Tool as provided by the California Arts Council Strategic Framework,
<https://view.publitas.com/ca-arts-council/california-arts-council-strategic-framework/page/42>

*This statement was inspired by the statement as originally conceived by the California Arts Council's Equity Committee. The data supporting this statement can be found in documents such as Portrait of Promise: The California Statewide Plan to Promote Health and Mental Health Equity. A Report to the Legislature and the People of California by the Office of Health Equity. Sacramento, CA: California Department of Public Health, Office of Health Equity; August 2015.