



Approved by Executive
Committee March 2020.

Approved by Board of Directors
June 2020.

ArtsWave's Commitment to Diversity, Equity, Inclusion and Access: Lifting as We Learn

We acknowledge the deep-rooted systemic racism that permeates our society. The structural inequity and persistent injustice faced by African Americans has been even more starkly revealed by a global pandemic and unconscionable killings of Black Americans by law enforcement. We commit to accelerating and expanding programs and investments that will support the elimination of systemic racism and bridge cultural divides.

ArtsWave believes an inclusive arts community reflects the diversity of the region it serves. As the region's arts council and engine for the arts, our goal is to build and nurture an environment where diversity, equity, inclusion and access are embedded in everything we touch and do. We are committed to honoring and sharing our community's collective history and experiences through leadership, funding, programming and community engagement.

ArtsWave believes that a broad range of voices at all levels of our funded organizations are essential to driving authentic, inclusive, and sustainable community impact through the arts. ArtsWave further believes that a diversity of art forms, representative of all backgrounds and experiences, contributes to the dynamic environment necessary to be a welcoming, relevant and globally competitive 21st-century region.

ArtsWave promotes an environment where all artists from all backgrounds can find opportunity and can thrive. ArtsWave will connect artists in our community with appreciative public audiences through events and engagements that enliven neighborhoods; increase appreciation of our community's many cultures; and increase opportunities for participatory arts experiences.

As we continue to learn and grow on this journey, we will:

- Increase resources for under-capitalized or emerging arts organizations led by people of color.
- Invest in a diverse array of arts and cultural organizations that share our commitment to diversity, equity, inclusion and access.
- Build audiences for the arts that are increasingly reflective of the region we serve.
- Promote and celebrate the voices and expressions of all artists living and working in our community.
- Create a workplace culture that reflects the communities we serve and where everyone feels empowered to bring their authentic self to work.
- Establish robust internal systems to recruit staff, board members, volunteers, and vendors that represent our entire community

Strategies and Key Performance Indicators - Board Approved August 28, 2020

DIVERSE ARTS ECOSYSTEM

Strategy	1	Increase resources for under-capitalized or emerging arts organizations led by people of color.
KPI	1a	By 2027 (ArtsWave's Centennial), Greater Cincinnati is exponentially more vibrant and competitive because there is a visibly thriving, culturally diverse arts ecosystem that is supported broadly by the community.
KPI	1b	Each year, ArtsWave advances greater cultural equity through direct, indirect and aggregated support: YOY increased financial investment in BIPOC organizations and artists; indirect support such as technical assistance and services; baseline and targets for aggregated diverse spending by Sustaining Impact grantees on artists of color and BIPOC-related programming.
KPI	1c	By 2027, there is a roster of stable, sustainable BIPOC organizations in the arts ecosystem; one or more of these is competitive in ArtsWave's largest \$1M+ category of Sustaining Impact support.
KPI	1d	I. Building on 2020's Arts Vibrancy Recovery Fund, Flow and African American Arts grants, more pathways and partnerships are created for the community (including individuals, corporations/foundations, local government, and legacy organizations) to support BIPOC organizations and artists.
Strategy	2	Invest in a diverse array of arts and cultural organizations that share our commitment to diversity, equity, inclusion and access.
KPI	2a	By 2020, all large and midsize Sustaining Impact grantees adopt board-approved DEIA plans and by 2025, they show progress toward greater board, staff and artistic diversity and other self-identified key performance indicators.
KPI	2b	By 2022, ArtsWave has a pipeline to recruit and retain BIPOC arts board members and staff through training, mentoring and convening of current and prospective boards and staff.

AUDIENCES

Strategy	3	Build audiences for the arts that are increasingly reflective of the region we serve.
KPI	3a	By 2022, the region's BIPOC professionals report awareness of/consistent cadence of, local arts events that reflect their culture and experience.
KPI	3b	By 2023, Flow has identified and coalesced larger African American audiences around the arts.
KPI	3c	By 2023, Flow has attracted consistently mixed Black and white audiences to experience professional Black arts on Cincinnati's premier stages and in its museums, helping to establish a broad base of support for BIPOC arts.
KPI	3d	By 2023, a new baseline on audience demographics of Sustaining Impact grantees is established and appropriate targets, particularly around age and racial/ethnic composition, are collaboratively determined.
KPI	3e	By 2025, collaborative arts education initiatives begin to address 'arts deserts' identified through ArtsWave's SI arts education data collection.
KPI	3f	By 2023, tracking and reporting the number of engagements of regional young professionals by grantees is resumed and shared with business organizations working on talent attraction/retention.

ARTISTS

Strategy	4	Promote and celebrate the voices and expressions of all artists living and working in our community.
KPI	4a	By 2025, independent artists can access support from ArtsWave through grants, fellowships or contracts, with support for Black and Brown artists available by 2021.
KPI	4b	By 2027, artists and arts professionals in all disciplines, including BIPOC artists, call Cincinnati a great place to make a living as measured on local surveys and in national rankings.

WORKPLACE CULTURE

Strategy	5	Create a workplace culture that reflects the communities we serve and where everyone feels empowered to bring their authentic self to work.
KPI	5a	Annually, the ArtsWave team is growing to become more culturally competent (baseline aggregated was established in 2020 through the Intercultural Development Inventory).
KPI	5b	Annually, the ArtsWave team is engaged in bias training and awareness exercises to reduce the impact of implicit bias in their work.
KPI	5c	Annually, ArtsWave team members show commitment to the ArtsWave ARIA (core values) through their actions and decisions.
KPI	5d	By 2021, ArtsWave is Queen City Certified. (Gender/Racial Equity Certification)

STAFF, BOARD, VOLUNTEERS, VENDORS

Strategy	6	Establish robust internal systems to recruit staff, board members, volunteers, and vendors that represent our entire community.
KPI	6a	By 2020, at least two BIPOC candidates are included in the in-person interview process for all ArtsWave Director level staff positions and above.
KPI	6b	By 2021, each of ArtsWave's committees* has at least 20% BIPOC representation and is equally balanced in terms of gender.
KPI	6c	By 2025, people of color comprise 30% of ArtsWave's Board of Directors up from 19% in 2020.
KPI	6d	By 2025, ArtsWave's controllable spend with Minority-Owned and Women-Owned Businesses is at least 20% up from 11% in 2020.

*Committees Include: Executive, Finance & Investment, Governance, Audit, Compensation, ArtsWave 100, Sachs Fund Prize, Technology, Campaign Cabinet, CAALA, Pride, WLR, YP, Flow, Community Investment, Grants Panels