



Reno Arts & Culture Commission
Notice and Agenda of Special Meeting
Date: September 17th, 2018
Time: 9:00 a.m.
Place: DeLaMare Science and Engineering Library
Mackay Mines, 1664 N Virginia St, Reno, NV 89512

Commission Members
Sharon Honig-Bear, Chair
Geralda Miller, Vice Chair
Dave Aiazzi
Bryce Chisholm
Doug Erwin
Erik Fong
Dana Hatjakes
Nettie Oliverio
Colin Robertson
Mario DelaRosa
Shaughn Richardson
Naomi Duerr, City Council Liaison

AGENDA

1. Call to Order/Roll Call

Meeting called to order at 9:00 a.m. by Sharon Honig-Bear, chair. Present: Sharon Honig-Bear, Chair; Geralda Miller, Vice Chair; Bryce Chisholm, Doug Erwin, Erik Fong, Dana Hatjakes, Mario DelaRosa, Shaughn Richardson. Also Present: Megan Berner, Public Art Program Coordinator; Alexis Hill, Arts, Culture & Special Events Manager; Clay Lord, Americans for the Arts. Absent: Dave Aiazzi, Nettie Oliverio, Colin Robertson.

2. Public Comment on Agenda Items or Other Matters

Honig-Bear thanks the Commission for taking a day out to come to the Special Meeting and asks that each person takes the time to think what they can do for any of the issues brought up, and also asks to think about how to bring forth change.

3. Approval of the Agenda

Geralda Miller moves to approve, seconded by Doug Erwin. All in favor: 8, 0 abstain, 3 absent.

4. City Council Liaison Report – Council Member Naomi Duerr

Council Member Naomi Duerr was unable to attend the Special Meeting.

5. Discussion on inclusion and diversity with Clay Lord from Americans for the Arts –presentation and discussion on topic of equity and inclusion.

Lord gives a brief introduction and synopsis of the discussion to be covered. He begins the discussion by asking what we can do as individuals, what the Commission can do, and what the arts can do for the Reno community.

Points that Lord wants to discuss include:

- A discussion on how to talk about equitable thinking in investment strategies.
- How the arts impact community.
- Local arts agency.

- The Privilege Wheel.
- The Yellow Brick Road.

To summarize there are nine ways in which the arts can help communities be better. This includes:

- The Arts create empathy
- Arts & Culture allow people to see different points of view
- The Arts strengthen bridges and bonds
- The Arts strengthen connections (to cultural values and traditions)
- The Arts/Culture create a sense of belonging
- Arts & Culture encourage critical thinking
- The Arts create pathways to potential (creativity in the arts is the core of innovation)
- Putting Arts into education increases learning and enriches learning experiences
- The Arts increase participation civic process by breaking down barriers

7 Ways Local Arts Agencies Work

- Advocacy and Policy
- Facilities
- Funding and Financing
- Partnerships and Planning
- Programs and Events
- Services
- Visibility

Defining the distinction between, diversity, inclusion, equality and equity

- Diversity simply means representation and the recognition of individual differences
- Inclusion is about intentional engagement
- Equality is the state of being equal in terms of status, rights and opportunities
- Equity is action for fair treatment, the ability to treat everyone fairly within an organization

The Privilege Wheel – a handout that explains concepts such as:

- Race/Ethnicity
- Religious Affiliation
- Sexual Orientation
- Household Income/Class
- Educational Attainment
- Gender identity
- Political Affiliation
- Disability Status
- Age
- Citizenship Status

The Yellow Brick Road – an activity that will promote thinking about equity to be discussed during the afternoon portion of the Retreat. Points include:

- Assessing your demographics
- Creating a guiding document

- Reviewing your programs policies
- Understanding where your own bias and privilege come into play
- Where can you change your system to include equity

Staff led sharing of results from group Yellow Brick Road exercise. Result of the Yellow Brick Road Exercise that begins, 'There was once an Arts & Culture Commission who wanted to...'

Group One (Doug Erwin, Dana Hatjakes): ...create an art program that worked with businesses and communities, to address specific issues within the community but had trouble engaging with the community and had to overcome challenges within its own community, overcome the challenge of legacy art programs, and had trouble addressing the lack of education of the impact of art within schools. To combat these issues the Commission decided to work on communication within the Commission, to set up NAB meetings and engage with the broader community, to work with legacy art programs to connect them to diverse neighborhoods and help businesses connect with the community.

Group Two (Geralda Miller, Bryce Chisholm, Eric Fong): ...require legacy programs and groups to develop their own outreach program to underserved and diverse communities, but they found that there were internal and external challenges. One was money, another entitled attitudes, and internal struggle within the Commission as well. Within the Commission there was the fear of backlash, the fear of change, the fear of seeing their own arts community diminish, and even the fear of their own City Council. However there was the opportunity for volunteers, for civic pride and by going into communities bringing in new interest and membership and the hope of support from the diverse communities.

Group Three (Shaughn Richardson, Mario DelaRosa, Sharon Honig-Bear): ... to distribute money to artists throughout the land. In an attempt to democratize the process, they wanted to provide funding to small groups and individuals but were met with opposition. The Commission devised a plan to reach more people by offering translating services and identifying organizations that could help them target these under-served communities.

6. Case Studies – RACC members will discuss provided case studies.

Hill introduces some NEA out of town grant lists for the Commission to consider, including:

- KEVA loan grants
- P.S. You Are Here
- THRIVE program by Metro Arts

Hill also wishes to discuss the inherent discrimination within non-profits

Miller states that she would like to discuss the shift of grants to other methods of giving money to communities and looking at different ways of getting money to the community.

Hill replies that the KEVA loan with Springboard for the Arts was for arts based businesses and there has been a realization in the last few years the 501 3C system is exclusionary towards diverse groups. Hill continues to say that the goal now is to get under-represented groups educated on the grant process.

Hill continues to suggest different methods of distributing grants and offers the suggestion to decrease requirements for forms as there is difficulty for organizations going through the process. There is some

thought to not give to program grants and just give directly to the organizations you wish to support but then there is the issue of not knowing what the money will be used for and there could be embarrassment for the city.

Honig-Bear states that she wants to see transition within the community. No organization should apply for more than one category and the Commission should think about how to level the playing field. An idea is to pick a project, goal or community to give money to and start thinking about creative solutions.

Chisholm states that grants are doing good things but are there grants directed towards non-profits?

Erwin states that the Commission must take lead on preparing City Council for change because as of now the small businesses and diverse groups are getting crushed.

Miller states that she likes the idea of pairing legacy groups with the community, and to not cut them off but encourage them to get money by reaching out to community.

7. Discussion of RACC Committees – Tabled for special meeting.

8. Preparation of a strategic plan – the RACC will discuss how they would like to move forward with all of the information shared, identify strategic goals for 2018/19.

Equitable Funding

- 3 year RACC plan with objectives and measurements of inclusion, diversity and equity
- Set a specific goal for a percentage of funding to go these groups, increase over time.
- Allocate money to individuals or groups
- Enable funding for 'for profit' groups and individuals
- Develop funding sources that want to support our goal of diversity and equity
- Streamline grant process increasing accessibility, shorter form, multi-year
- Redesign grants to serve entire arts & culture ecosystem

Identify Underrepresented Groups

- Assess/identify the diverse/underserved communities
- Identify groups that are not being funded, educate them on the process in understandable language
- Create a NAB based community grant with inclusion requirements

Education and Outreach on D.E.I.

- Educate organizations and community, outreach on diversity, equity and inclusiveness
- Educate legacy groups on our goals and hold them accountable in their programming and services
- Develop communication strategy to reach underserved communities
- Pair legacy organizations with community partners

Arts & Initiatives

- Work with City Council to identify needs and provide artistic participants (?) and solutions
- Strengthen and seek community partnership

Create Evaluation Tools

- Measure success

Extra

- Redesign RACC structure (committees)
- Cultivate more art everywhere
- Develop increased funding

9. Announcements not anticipated at notice date

None

10. Set date, time and agenda for the next meeting (For Possible Action).

a. Upcoming Committee Meetings

- i. Public Art Committee: Wednesday, September 19th, 11:00 am.**

September 24th, 2018 12:00 pm – 2:00 pm

11. General Public Comment –

None

12. Adjournment

Dana Hatjakes motions to approve, seconded by Doug Erwin. Adjourned at 4:10 pm.