

Arts in a Changing America (ArtChangeUS) commits to equity within our own organizational structure as evidenced by our racially, generationally, and gender diverse leadership and collaborators and is reflected in our planning process and programmatic structure. To learn more about ArtChangeUS and our actions towards equity, [please click here](#).

Mission: Arts in a Changing America (ArtChangeUS) is a five-year national initiative based out of the California Institute of the Arts. Our mission is to reframe the national arts conversation by embracing the cultural assets of demographic change. ArtChangeUS has created an innovative network of artists, idea producers, and organizations that serves as an urgently needed catalyst to bring unheard leadership voices to the forefront of arts production, community change, and social justice.

Founded: 2015

Director: Roberta Uno

Operating budget: \$665,760

Region: USA

Description: 5 -year national cultural-organizing initiative

URL: <http://www.artsinachangingamerica.org/remap-la>

Organization Inclusivity

Staff size/composition: 3 full-time, 2 part-time staff; 1 Asian American woman, 1 mixed-race African American woman, 1 African Caribbean woman, 1 Latinx woman, 1 Native Hawaiian/White mix man. 6 languages spoken. 4 paid CalArts graduate student fellows

Board size/composition: 35 national Core Partners; 1 Alaska Native woman, 4 AAPI Women (Bengali, Native Hawaiian, Pilipinx, Tamil), 3 African American women, 1 Lakota woman, 6 Latinx women (Afro-Peruvian, Chicana, Cuban, Mexican, Nuyorican), 4 White American women, 1 White Trans/Gender-Nonconforming person, 5 AAPI men (Bengali, Chinese, Lebanese, Pilipinx, Native Hawaiian), 2 African American men, 1 Choctaw man, 2 Latinx men (Guatemalan, USA/Puerto Rico), 5 White American men

The Project

ArtChangeUS is organizing *REMAP: LA*, in Los Angeles, CA, from April 17, 2019 - January 2020 according to the Cultural Community Benefits Principles. *ArtChangeUS REMAP: LA* is a series of collaborative events, experiences and workshops uplifting the extraordinary diverse cultural resources and leadership of Los Angeles, and engaging an array of stakeholders including artists, grassroots activists, educators, cultural community anchor organizers and others across sectors and publics. *REMAP* will take place April 17, 2019, August 23-26, 2019 (in conjunction with the Western Arts Alliance), and January 2020, engaging in deep learning about the cultural communities of LA, cultural equity, the active legacy of cultural anchors, strategies for arts-led

and place-based advocacy through participatory workshops, Cultural Community Benefit training, discussion, and grounding activities around the city of Los Angeles.

Daniela Alvarez is the ArtChangeUS LA lead for REMAP, along with Roberta Uno, ArtChangeUS Director. They can be reached via email at daniela@artchangeus.com and runo@calarts.edu respectively.

REMAP: LA Core Partners are: Alison De La Cruz (Japanese American Cultural and Community Center), Ben Johnson (City of Los Angeles Department of Cultural Affairs), Amy Kitchener (Alliance for California Traditional Arts), Natalie Marrero (Viver Brasil), Debra J.T. Padilla (Arts Activist/Consultant), Randy Reinholz & Jean Bruce Scott (Native Voices at the Autry), and Tamica Washington-Miller (Lula Washington Dance Theatre). Advisory Council: Sofia Klatzker (Roman Mars Foundation), Leslie Ito (Armory Center for the Arts), Dr. Mishuana Goeman (University of California, Los Angeles), and Pamela Villaseñor (Fernandeño Tataviam Band of Mission Indians).

Why LA?

We commit to building equitable lasting relationships with our home and host communities. The United States is being remapped by its people. The U.S. Census Bureau has projected that by the year 2042, Blacks, Latinos, Asians, and other people of color, in aggregate, will eclipse the historic White majority. This shift to a new American plural identity has already occurred in the majority of metropolitan areas, and in entire states like California, Hawai‘i, New Mexico and Texas. While the population has shifted on the ground, institutional leadership and funding, across all sectors, has not kept pace with the country’s growing diversity.¹ California, and particular, Los Angeles, are in the position to demonstrate national leadership to illuminate what demographic and cultural change mean and how we can move towards a shared future. We acknowledge that this place has a majority population of people of color. In planning this event, we have formed a Los Angeles Core Partner cohort and Advisors that reflects the experiences, expertise and interests of people of color, LGBTQ+, women and other marginalized groups. Core Partners and Advisors are a mix of compensated and voluntary supporters. Core Partners and Advisors, in addition to planning and programming guidance, provide a nuanced contextual understanding of the complex histories, politics and frameworks of our host community.

Honor Indigenous Peoples and Lands

It is ArtChangeUS principle to ask “Who’s land are we on?” in the beginning of the planning process. This question among others began the deep discussions necessary to understand the complex histories of Tongva and Tataviam peoples and the diverse communities of the LA Basin. Our organization has equitably engaged and compensated members of the Tongva people and Fernandeño Tataviam Band of Mission Indians in the planning and programming of

¹The New York Times 2016 “Faces of Power” surveyed 503 of the most powerful people in U.S. business, education, culture, and government – there were only 44 people of color. ArtChangeUS updated the survey in 2018 and that number has dropped to 39. Keller, Park, and Williams. (2016, February 26). “The Faces of American Power, Nearly as White as the Oscar Nominees”. *The New York Times*. www.nytimes.com.

our event as featured artists, consulted experts and as part of the advisory group. Pamela Villaseñor (Fernandeño Tataviam Band of Mission Indians) has helped craft the following acknowledgement of Indigenous People and Lands for our event, which was modified and approved by Advisors.

ArtChangeUS would like to acknowledge the Tongva peoples and Fernandeño Tataviam Band of Mission Indians as the traditional, current, and future inhabitants and caretakers of the lands of the City and County of Los Angeles.

We commit to using this Land Acknowledgement in verbal delivery, printed materials and as part of our presenter/participant resources and instructions for this event. Rudy Ortega Jr., Tribal President of the Fernandeño Tataviam Band of Mission Indians and Julia Bogany (Tongva Tribal Council member & Cultural Consultant) will offer an opening grounding during our launch program *REMAP: LA Cultural Equity Summit* on April 17, 2019. Beyond acknowledgement Indigenous people have been engaged in our organization, event planning and programming, valued for their specific skill sets in their areas of expertise and in the following capacities:

ArtChangeUS actively works to re-center indigenous voices in arts programming. Connected to the land Los Angeles, the ArtChangeUS team unveiled more stories and connections to first nations leaders like Dr. Mishuana Goeman (Tonawanda Band of Seneca), Pamela J. Peters (Tongva), and Tribal President Rudy Ortega Jr., Kimia Fatehi, and Pamela Villaseñor (Fernandeño Tataviam Band of Mission Indians) who have informed the sessions, and have helped coordinate artists and presenters featured during *REMAP: LA*.

In 2018, ArtChangeUS began a relationship with the Fernandeño Tataviam Band of Mission Indians seeking to establish a truthful relationship and land acknowledgement practices for our institutional home of CalArts. While the Institute is yet to adopt this practice, we are setting an example as a national organization by: 1) prioritizing the expertise of indigenous leadership to inform the language and delivery of our printed and spoken land acknowledgement; and 2) beginning our *REMAPs* with grounding activities and/or an opening offered by a local indigenous leader or elder, instilling knowledge of place and cultural respect.

In conjunction with prior *REMAPs*, we were able to connect First Nations narratives across California, Minnesota, New York, Hawai`i and South Dakota, and invite participants from the broader region to attend. We will continue to lift up the networks we made during *REMAP*, find ways to pull those connections forward into LA-located work, and center First Nations narratives in every ArtChangeUS program.

Commit to Cultural Equity

We are a people of color led and staffed organization and have centered and engaged other people of color, women, LGBTQ+ and other groups marginalized in arts funding within the organization and specifically in the planning and programming of the event valued for their specific skill sets in their areas of expertise.

Our organization and event benefits from the cultural capital, credibility, and knowledge of people of color and other marginalized groups. Our programming stems from a foundation of cultural awareness, sensitivity and insights grounded in the historical analysis and lived experience of marginalized people; ideally locally-rooted. Our event will engage and uplift authentic narratives about the location hosting us.

Beginning January 2017, ArtChangeUS conducted an extensive and ongoing planning process in Los Angeles — meeting arts leaders across the city including in Leimert Park, Mid City, Arlington Heights, Exposition Park, Highland Park, Westlake, Downtown LA, Skid Row, Echo Park, Boyle Heights, Hollywood, South LA, Venice, Tejon headquarters, San Fernando Valley, and Santa Monica.² In these listening sessions, the issues of funding inequality, displacement and placekeeping surfaced as priority concerns. In particular, arts leaders in historically marginalized communities of color are facing waves of gentrification, compounded by persistent underfunding, and a generational shift in leadership, as organizations catalyzed by Civil Rights era activism.

The issues of displacement and placekeeping, as well as strategies towards cultural and funding equity, will be a central focus of *REMAP: LA*. This is a critical time for the arts to play a larger role in advancing creative strategies towards a pluralistic country and to actively find solutions.

Led by our LA Core Partners, all of whom are public sector or POC-serving nonprofit leaders, ArtChangeUS has collaborated to highlight issues and voices of interest to these Partners and Advisors. Guiding issues determined are arts funding inequity in Southern California and the impact of gentrification on cultural neighborhoods.

We will create and facilitate safe and brave spaces within events to center and prioritize the experience of marginalized people. Potentially challenging or emotionally triggering content will come with verbal and written warnings. We acknowledge our inability to foresee the full breadth of participants' emotional and physical needs as they engage with our content. An open-door experience allows participants to interact with programming as best suited for their own self-care. Participants are also welcomed to anonymously share their feedback with our staff through our surveys.

Leveraging our networks and relationships to other artists, creative practitioners, culture-bearers, cultural workers, funders, policymakers, organizers, activists and community members benefits our host community. Throughout event planning, implementation and beyond; our organization commits to providing access, engagement and meaningful

² Visits included: Dolores Chavez, Inner City Arts; Rachel Moore and Ming Ng, the Music Center; Michael John Garcés, Cornerstone Theater; Megan Steinman, The Underground Museum; Nobuko Miyamoto, Great Leap; Karen Mack, LA Commons; Ben Caldwell, KAOS Network; Snehal Desai and Carolina San Juan, East West Players; Meldia Yesayan, The Machine Project; Jose Luis Valenzuela, Los Angeles Theater Center; Lula Washington and Erwin Washington, Lula Washington Dance Theatre; Judy Baca and Carlos Rogel, SPARC; Elizabeth Lim and Ann Burroughs, Japanese American National Museum; Joel Arquillos, 826LA; Kathy Gallegos, Ave 50 Studio; Betty Avila, Self Help Graphics; Maori Holmes, Executive Director, ARRAY Alliance; Dr. Mishuana Goeman (Tonawanda Band of Seneca), UCLA; Dr. Kyle Mays (Black/Saginaw Anishinaabe), UCLA; Claire Peeps, The Durfee Foundation; Louise Bryson; Susan Steinhauer, CalArts Trustee; Daria Yudacufski, USC Visions and Voices; Willaim Warrener, USC Visions and Voices; Kenneth Foster, USC Arts Leadership Program, Tribal President Rudy Ortega Jr. and Kimia Fatehi, Fernandeano Tataviam Band of Mission Indians.

introductions to our national networks for members of our advisory, presenters and other participants.

Create Local Economic Benefits and Value

Our organization commits to providing tangible economic benefits and value for our host community. Where possible we have used research and best practices to establish fair and just compensation for advisory, presenters and participants. Artist/presenter compensation rates are commensurate or competitive with W.A.G.E. standards.

Access to our event is open to the public. Our event registration is a mix of ticketed free and sliding scale registration. The Cultural Equity Summit will offer registration at the following levels: \$200 for representatives of organizations with operating budget over \$5 Million, \$150 for representatives of organizations with operating budget under \$5 Million, and Free to Artists, Students, Cultural Organizers, and those with financial need. Remaining *REMAP: LA* programming will follow a sliding scale with free registration option or remain fully free to the public. We have secured scholarship funds for *REMAP: LA* are available through the LA County Arts Commission and through the City of LA Department of Cultural Affairs for their grantees.

Attached to this MOU is our working budget shared for planning with Core Partners and collaborators. A finalized budget will be made post-event. The organization commits to investing in and contracting with qualified small, person-of-color-owned, LGBTQ+ and/or woman-owned businesses for event services and goods in the host community. Together with the advisory, we have established a goal to spend 60% of the total program budget on goods and services sourced locally; with priority given to historically/currently marginalized groups. Our organization will share the list (with contact information) of the businesses and people contracted with to further support a thriving local economy.

Categories of event expenditures include but are not limited to: Artist Fees and Honorariums, Presenter/Panelist participation, Subsidized Participation/Registrations, Hotel/Lodging, Transportation/Tours, Printing, Marketing and Advertising, Audiovisual equipment and services, Catering services, Photography services, Graphic and Web Design, Media Production services, Writing and Editing, Evaluation and reporting services, and Assistive Services and Technologies.

Contribute to Field-Wide Change

To share learning with the larger field, our organization commits to producing event documentation including but not limited to photography, videography, live streaming, audio recording, publications, presentation materials etc. (all media). Advisory, presenters and participants will receive attribution and credit for their specific contributions and ideas. Advisory, presenters and participants will be provided with copies of event documentation related to their contributions. Advisory, presenters and participants will still be appropriately credited for their ideas and contributions even if they deny permission to use their personal image rights or rights to images of their intellectual property.

Our organization will gather quantitative and qualitative feedback from advisors, presenters, participants, partners, funders and attendees. Our organization specifically commits to

evaluating our performance against the CCBP and our stated aims contained within this MOU. The ArtChangeUS team will be responsible for event evaluation plan/strategy which will include: a survey & feedback compilation, a *REMAP: LA RECAP* page, a summary of activities provided to all partners/collaborators, a shared attendee contact sheet, and budget-to-actual available 90 days after the event. We commit to holding a post-event debrief as part of the evaluation process. Feedback on the successes and areas of improvement will be incorporated into future organizational plans and endeavors.

Our organization will further contribute to field-building by sharing learnings, outcomes, resources, contact information and analysis of methods and strategies used through our REFRAME e-journal, *REMAP RECAP* emails, a white paper, Cultural Community Benefits and other trainings, and online archives including the NYU Hemispheric Institute Digital Video Library.

Attachments

Los Angeles Core Partner contacts

Cultural Equity Summit Proposed Project Budget

Goods/Services Contact Lists [shared post-event]

This agreement is published alongside the above attachments to increase transparency and accountability to the community and the field.

Signed,

A handwritten signature in black ink that reads "Roberta Uno". The signature is written in a cursive, flowing style.

Roberta Uno
Director, ArtChangeUS

In agreement with Los Angeles Core Partners:

Betty Avila (Self-Help Graphics)

Alison De La Cruz (Japanese American Cultural & Community Center)

Ben Johnson (City of Los Angeles Department of Cultural Affairs)

Natalie Marrero (Viver Brasil)

Debra J.T. Padilla (Arts Activist/Consultant)

Randy Reinholz & Jean Bruce Scott (Native Voices at the Autry)

Tamica Washington-Miller (Lula Washington Dance Theatre)

