



Cultural Community Benefits Institute Memorandum of Understanding

October 2019

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: \$683,187

Region: USA

Description: 5 -year national cultural-organizing initiative

URL: <http://www.artsinachangingamerica.org/>

Organization Inclusivity

Staff size/composition: 3 full-time and 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. 5 paid CalArts graduate student fellows; 3 additional languages spoken.

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

Arts in Changing America is organizing the **Cultural Community Benefits Institute**, in the **Twin Cities, Mni Sóta Maȝoce** (Minnesota) from **October 11-13, 2019**.

These Cultural Community Benefits Principles were collaboratively developed by ArtChangeUS with Detroit cultural activists based on their ongoing efforts to seek accountability, through community benefits agreements, from private developers who receive public support for large-scale development projects. ArtChangeUS and its Core Partners are sharing this template with the wider cultural sector to provide a values-driven and pragmatic approach to shifting our field's institutional practices while building equitable relationships. Through planning *REMAP: Detroit* in 2016, we collaborated with Core Partners to develop the Cultural Community Benefits Toolkit & MOU, free and downloadable on our website as of September 2018.

ArtChangeUS Cultural Community Benefits (CCB) Institute, based on the new [ArtChangeUS CCB Toolkit](#) (edited by Core Partner Cézanne Charles), will train facilitators of the Toolkit. The Institute will take place in the Twin Cities from October 11-13, 2019, and the first workshops debuted in Los Angeles in January 2020. The Institute draws from the ArtChangeUS team, and individuals nominated by our Twin Cities and Detroit Core Partners in order to prepare facilitators who have

lived experience on the ground in the arts and social justice field. It is a goal that a cadre of artist trainers, comprised of artist organizers and ArtChangeUS staff, be trained to address the demand for quality, strategic, grass roots-led cultural equity strategies in the arts field. There is a cottage industry of consultants being paid to do DEI (Diversity, Equity, and Inclusion) work. Most have not been practicing artists and lack the experience of how culture lives in communities. The Institute is an effort to provide training from the artist practitioner and grass roots perspective – training by those who have done that work as artists, in communities and with organizations. The Institute will prepare facilitators who can lead workshops across a spectrum of diversity and equity practice, including those organizations that lack diversity organizationally and seek strategies to build a future with their communities. The workshops seek to build internal consensus and commitment to change by providing tools to self-assess, develop consensus on goals, shift values, and develop appropriate strategies.

The CCBI was planned in collaboration with Halima Cassells, ill weaver, Ananya Dance Theater and Pangea World Theater.

About Partners: [Halima Cassells](#) + [Ananya Chatterjea](#) + [Dipankar Mukherjee](#) + [Meena Natarajan](#) + [Gary Peterson](#) + [ill weaver](#)

[About ArtChangeUS team](#)

Kassandra Khalil will lead our efforts to advance cultural community benefits and can be reached at kassandra@artchangeus.com.

We commit to building equitable lasting relationships with our home and host communities. ArtChangeUS Cultural Community Benefits Institute will take place in Minneapolis and St. Paul, two U.S. cities in Minnesota on Dakota land. Minnesota is transforming: 19% of its residents are people of color, compared to about 1% in 1960. The population of color in the Twin Cities region is expected to be at least 40% by 2040.

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, Latinx, Asians, and other people of color, in aggregate, will eclipse the historic White majority of the US. 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. We acknowledge that this place has a minority population of people of color. In planning this event, we have formed a 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 an ArtChangeUS principle to ask “Whose land are we on?” in the beginning of the planning process. This question and continuous recentering of indigenous perspectives in our planning work helped us to understand the complex histories of Dakota and Ojibwe peoples, understanding the histories of inter-tribal relations, and US-enforced violence and genocide against Native people.

Our organization has equitably engaged and compensated members of the Dakota, Lakota, Ojibwe, and Tataviam in the planning and programming of our event as featured artists, consulted experts, and as facilitators or grounding leaders. With the consultation of historian Kate Beane (Flandreau Santee Dakota and Muskogee Creek) and Sharon Day (Ojibwe), we have developed the following acknowledgement of Indigenous People and Lands for our event.

We acknowledge that the ArtChangeUS Cultural Community Benefits Institute takes place in Minneapolis and St. Paul, two US cities in Mnisota Makoce on Dakota land. We recognize that this land is the past, current, future home of Dakota and Ojibwe peoples.

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. Janice Bad Moccasin (Dakota) and Sharon Day (Ojibwe) will offer grounding and prayer during the Institute on October 11 and October 13, 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 Mnisota Makoce, the ArtChangeUS team has programmed and consulted local indigenous artists and organizers Sharon Day (Ojibwe), Kate Beane (Flandreau Santee Dakota and Muskogee Creek), and Dyani White Hawk (Sicangu Lakota) who have informed ArtChangeUS and Core Partners' presence in Native land and led sessions at this and *REMAP: Twin Cities* ([2018](#)), and Learning Exchanges ([2016](#), [2017](#)).

Beyond our host community, in 2018 ArtChangeUS began a relationship with the Fernandño 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 convenings and events, we were able to connect First Nations narratives across California, Minnesota, New York, Hawai'i, South Dakota, and Maryland, and invite participants from the broader region to attend. We will continue to lift up the networks we made during our convenings, 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 the organization and specifically in the planning and programming of the event valued for their specific skill sets in their areas of expertise. As an initiative staffed by people of color, ArtChangeUS integrates its mission of "embracing the cultural assets of demographic change" at a structural level. Our 35 Core Partners—cultural leaders from across the country who inform planning and location of our programming—are 75% people of color. The indigenous voices embedded in our core partners and programming go beyond inclusion to leading with cultural values. The diversity of genders and sexual orientations amongst our partners and participants has been an intrinsic asset to the breadth and depth of our programs.

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. Local facilitators and grounding leaders were nominated by our Twin Cities Core Partner Cohort. The Cohort also led the logistical planning for the trainings, specifically regarding event location, structure of the sessions, and vendors.

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 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.

Our organization commits to producing event documentation including but not limited to photography, videography, e-publications, presentation materials etc. 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.

Access to our event is open to invited participants nominated by our Core Partners and the ArtChangeUS team. A \$200 (local) and \$300 (non-local) honorarium has been provided to participants in addition to airfare and lodging support. We have asked individuals coming from large budget organizations to support their travel. There is no fee for the Institute trainings.

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, Printing, 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.

Our organization will gather quantitative and qualitative feedback from advisors, presenters, participants, partners, and attendees. The ArtChangeUS team will be responsible for event evaluation plan/strategy which will include: a survey & feedback compilation, a Cultural Community Benefits Institute 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 with collaborators 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, CCBI recap emails, a list of additional learning resources, Cultural Community Benefits trainings in Los Angeles, and online archives including the NYU Hemispheric Institute Digital Video Library.

Attachments

[Twin Cities Core Partner contacts](#)

[Cultural Community Benefits Institute 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 Twin Cities Core Partners:

Dipankar Mukherjee (Pangea World Theater)

Ananya Chatterjea (Ananya Dance Theatre)

Meena Natarajan (Pangea World Theater)