



## Grantmakers in the Arts' Racial Equity in Arts Funding Workshop



Grantmakers in the Arts has partnered with Race Forward and True North EDI to develop the Racial Equity in Arts Funding Workshop, which we premiered at the 2017 GIA Annual Conference. GIA has been hosting the workshop for grantmakers since 2017 to overwhelmingly positive feedback. GIA continues to offer racial equity workshops as a way to support funders with nuts-and-bolts guidance on how to better serve African, Latinx, Asian, Arab, Native American communities through their grantmaking. This workshop will include information on the history of racialization in the United States, the history of cultural funding, and real-world examples of racial equity funding, strategies, and resources you may bring with you back to your organizations.

For more information, please visit Grantmakers in the Arts'

- [Racial Equity overview](#)
- [Racial Equity in Arts Funding Workshop](#)
- [Racial Equity in Arts Funding Workshop FAQ](#)
- [The History of Grantmakers in the Arts' Support of Racial Equity](#)

### May 2024 series

Wednesday May 8 | 10:00am-1:00pm PT | 1:00pm-4:00pm ET

<https://us02web.zoom.us/j/82790589004>

Wednesday May 15 | 10:00am-1:00pm PT | 1:00pm-4:00pm ET

<https://us02web.zoom.us/j/82790589004>

Wednesday May 22 | 10:00am-1:00pm PT | 1:00pm-4:00pm ET

<https://us02web.zoom.us/j/82790589004>

Wednesday May 29 | 10:00am-1:00pm PT | 1:00pm-4:00pm ET



<https://us02web.zoom.us/j/82790589004>

## Racial Equity in Arts Funding Workshop Agenda

May 8 2024 10am-1pm PT/1-4pm ET <https://us02web.zoom.us/j/82790589004>

Module 1: KEY CONCEPTS OF RACE, RACISM, ANTI-RACISM: Understand key concepts related to structural racism

Review [the slides](#) for Module 1: May 8, 2024. You will receive all the slides at the end of the workshop series.

10amPT/1pmET: Introductions and establishing context

10:30amPT/1:30pmET: Why lead with race?

11amPT/2pmET: Barriers to talking about race

11:50pmPT/2:50pmET: Key concepts related to race

Homework: Use [Race Forward's Systems Analysis: Understanding Racism in Your Organization](#)

12:45pmPT/3:45pmET: Wrap-up and assignments for next module

Post-workshop: Please fill in [this survey](#) to help inform the upcoming workshop modules.

Post-workshop resources for review:

- Why GIA foregrounds race: [GIA's Commitment to Racial Equity in Arts Funding: 2019](#) and [Being Pro-BIPOC is Being Pro-Humanity](#)
- Why GIA recommends a systems approach to racial equity in arts funding presented through the lens of arts in education: [Grantmakers in the Arts: Racial Equity and Arts Education: 2018](#)
- [Arts & Culture Interrupting Structural Racism Part 1 — The Reader \(giarts.org\)](#)
- [Arts & Culture Interrupting Structural Racism Part 2 — The Reader \(giarts.org\)](#)
- James Baldwin on The Dick Cavett Show [1968]
- Derald Wing Sue's [Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race](#)

May 15, 2024 10am-1pm PT/1-4pm ET <https://us02web.zoom.us/j/82790589004>

Module 2: CULTURE, DOMINANT CULTURE, & RACISM IN ARTS FUNDING



Review the [slides](#) for Module 2: May 15, 2024. You will receive all the slides at the end of the workshop series.

10amPT/1pmET: Introductions and establishing context

11amPT/1:40pmET: What is culture?

- How culture operates and is weaponized
- Dominant white culture

11:40amPT/2:40pmET: Equity in funding

- Policies and racialized outcomes
- History of arts funding
- Racial bias in language

12:55pmPT/3:55pmET: Wrap-up and assignments for next module

Please review GIA's racial equity [case studies](#) prior to next module

Please fill in [this survey](#) to help inform the upcoming workshop modules.

Post-workshop resources you may explore:

- [White Supremacy Culture — Tema Okun](#)
- [White Dominant Culture & Something Different](#)
- [White Supremacy Culture](#)
- [Not Just Money: Equity Issues in Cultural Philanthropy](#)
- Here are the [slides](#) we presented for Module 2: May 15, 2024. You will receive all the slides at the end of the workshop series.

May 22, 2024 10am-1pm PT/1-4pm ET <https://us02web.zoom.us/j/82790589004>

### Module 3: IMAGINING THE ARTS FUNDING SECTOR WE WANT

You may review the Module 3 [workshop slides](#) in advance.

10amPT/1pmET: Introductions and establishing context

10:10amPT/1:10pmET: Lay It On The Line activity

10:35amPT/1:35pmET: Overview of grantmakers' strategies and success stories



10:45amPT/1:45pmET: GIA Racial Equity [case studies](#)

- Denise Brown, Executive Director, Leeway Foundation
- Tariana Navas-Nieves, Deputy Director, Denver Art & Venues, City of Denver

12pmPT/3pmET: Peer-to-peer discussions: Applying lessons to our own work

12:45pmPT/3:45pmET: Wrap up

Please come to next Wednesday's Racial Equity in Arts Funding online workshop (our last together) with a challenge or opportunity to increase racial equity in arts funding that you can discuss with your breakout group.

Please fill in [this survey](#) to help inform the upcoming workshop modules.

**May 29, 2024 10am-1pm PT/1-4pm ET** <https://us02web.zoom.us/j/82790589004>

**Module 4: IMAGINING THE ARTS FUNDING SECTOR WE WANT II**

10amPT/1pmET: Introductions and establishing context

10:30amPT/1:30pmET: Peer-to-peer discussions of their opportunities and challenges

11:25amPT/2:25pmET: Review of past content

12:20pmPT/3:20pmET: What do I need to remind myself to do before I engage each element of my grantmaking? What have I learned that will help me to do it?

1pmPT/3:50pmET: Racial Equity primes & Racial Equity commitments to ourselves

1:15pmPT/3:55pmET: Wrap up



## Racial Equity in Arts Funding Workshop Facilitators:



**Jonny Altrogge (he, him)** Facilitator, True North EDI

Jonny, originally from the Pittsburgh area, has lived and worked in NYC for nearly 10 years. In addition to his work around Diversity, Equity, and Interdependent consulting and facilitating he is a school coach for the NYC public school system. Outside of work Jonny loves all things outdoor-related, and is a musician who previously performed in small venues around the city. Jonny is passionate about continuing his own learning as well as guiding and supporting others on their journey towards understanding what justice, equity, diversity, and inclusion mean in our ever-evolving world and communities. Jonny believes that organizational advancement and achievement begins with understanding the self, and reflecting and focusing on ways in which we can grow as individuals.



**Nadia ElokDAH (she, her)** Vice President & Director of Programs, Grantmakers in the Arts

Nadia ElokDAH is an urbanist and design strategist with more than a decade working at the intersection of public systems and cultural practice. She currently serves as Vice President & Director of Programs at GIA. Most recently she served as special projects manager with the New York City Department of Cultural Affairs coordinating the City's monuments commission. Prior, she served as coordinator in the development of the City's first cultural plan, CreateNYC, in which she coordinated and led hundreds of engagements with a broad cross-section of the public, as well collaborating in the writing and production of the plan. She is devoted to civic engagement through culturally responsible, inclusive, and equitable design practice, exemplified in collaborations with the International Design Clinic, [in.site collaborative](#), and Monuments Lab. Nadia is a trained architect and designer, researcher, professor, and published author, including *Identity Crisis*, a cultural exploration of urban planning through the *hammam*. She currently serves as steering committee member of the Women of Color in the Arts (WOCA) Non-Black POC Solidarity! into Action Committee. Nadia holds a Master of Arts in Theories of



Urban Practice from Parsons School of Design and a BArch in Architecture from Temple University.



**Jaime Sharp (she, they)** Program Manager, Grantmakers in the Arts

Jaime Sharp is a Black queer nonprofit leader, social impact strategist, and arts and culture innovator residing on the stolen territory of the Three Fire Peoples, also known as Chicago. Her mission focuses on evolving organizational culture by challenging structural exclusion and dismantling systemic oppression by disrupting the pipeline to executive leadership through the instillment of knowledge and access to adequate resources and mutual aid. An active community organizer, they serve on the steering committee for the Chicago Chapter of Emerging Practitioners of Philanthropy and the inaugural steering committee for the LGBTQ+ Network at OPERA America. Jaime is also on the board of Chicago's Young Nonprofit Professionals Network, the African American Network at the Chicago Symphony Orchestra, Lyric Young Professionals at the Lyric Opera of Chicago, and the Auxiliary Board at the Chicago Philharmonic. She holds a BM and MM in vocal performance, and certificates in Social Impact Strategy (University of Pennsylvania) and Fundraising and Development (University of Kentucky and The Tessitura Network). Jaime is a Lego enthusiast, vintage shopper, and cat parent. [jaime-sharp.com](http://jaime-sharp.com)



**Eddie Torres (we, us)** President & CEO, Grantmakers in the Arts

Eddie Torres is a social change leader in the nonprofit, philanthropic and public sectors - currently serving as president and CEO of Grantmakers in the Arts. Torres served as deputy commissioner of cultural affairs for New York City, where they played a leadership role in the development of the city's long-term sustainability plan, the city's first cultural plan and a study of



and efforts to support the diversity of the city's cultural organizations. Prior, Torres was a program officer with The Rockefeller Foundation, where they supported arts and culture, employment access, and resilience. Torres has also served in the dean's office at Parsons School for Design, at The Ford Foundation and at the Bronx Council on the Arts. Torres serves on the board of directors of United Philanthropy Forum, as well as serving on its Public Policy Committee. Torres holds a Master of Arts in Art History from Hunter College and a Master of Science in Management from The New School.



## Racial Equity in Arts Funding Workshop Guest Speakers:



### **Denise Brown** Executive Director, Leeway Foundation

Denise (pronouns: she/her) is currently Co-Chair of Bread and Roses Community Fund. In addition, she serves on the advisory committee of Philadelphia Volunteer Lawyers for the Arts and the boards of Philadelphia's newly formed Philadelphia Public Access Corporation, Delaware Valley Grantmakers, the Henrietta Wurts Memorial Fund, and Scribe Video Center, a Philadelphia-based media arts organization. She served as Associate Director of the Bread and Roses Community Fund from 1998 to 2005 and was a part of Leeway's program redesign process in 2001. In addition to consulting with the Foundation on a number of projects, she has served as a member of Leeway's Advisory Council and interim Board of Directors, officially joining the staff in July 2006. She previously served on the board of the Funding Exchange and the Women's Community Revitalization Project. A graduate of Brown University, Denise was a film programmer for the Philadelphia Festival of World Cinema, from its debut until 1998. She has also served as a panelist for the Philadelphia Cultural Fund, the Pennsylvania Council on the Arts, and the Pennsylvania Humanities Council.



### **Tariana Navas-Nieves** Deputy Director, Denver Arts & Venues

Tariana Navas-Nieves, the deputy director of Denver Arts & Venues, City and County of Denver, has 30 years of experience in management, equity and race and social justice work, philanthropy, curatorial practice, translation and interpretation, television, and communications. She oversees the City departments of Public Art, Cultural Programs & Events, Creative Industries, SCFD Tier III (Tax District) funding, Arts Education, and the agency's numerous cultural investments and grant programs. Navas-Nieves is also on the City's Equity Leadership Team responsible for the oversight and implementation of the City's equity platform working with all City agencies and ~13K employees. Navas-Nieves serves on national, regional and local boards including: GIA, Philanthropy Colorado (Vice Chair), Philanthropy Colorado Arts & Culture Funders (Co-Chair), Denver Latino Commission, and the Community ACTS Fund focused on funding to support BIPOC, people with disabilities, LGBTQ+, and other historically marginalized communities. She is co-author of Re-Tool: Racial Equity in the Panel Process, and created the learning series "How to be an Anti-Racist Organization: A Conversation with Dwinita & Tariana."





With an expertise in Latin American and American Indian art, she has also served in curatorial posts at the Colorado Springs Fine Arts Center, Denver Art Museum, Museo de las Americas, and for private collections in the US and Puerto Rico.