

## Themes/Highlights Shared from Facilitator/Circle Keepers at Debrief Meeting

### Access to funding/resources

- Reduce barriers in the application process; use accessible language, more laymen terms
- Grant cycle is taxing, causing anxieties
- BIPOC artists/orgs helping others becomes compounded in the overall process
- Navigation partners/assistance needed in grant cycle/applications
- Grants don't always feel designed with these communities in mind; need to contort to be eligible
- Opportunities don't seem to reach all communities; how do we change that?
- Smaller cultural organizations can't access or receive much less opportunities
- Some feel bias in application reviews
  - Can grant reviews be audited?
  - How are panelists accepted; do they understand the applications?
- How to engage and participate when you're trying to survive?

### BIPOC voices/reflections

- Smaller cultural organizations can't access or receive much less opportunities
- Trauma exists in these communities; how to authentically address this and be intentional
- Have more BIPOC in institutional space to design opportunities and access to
- How can BIPOC drive the narrative?
- How can BIPOC artists/workers continue to connect to share and learn
- BLM needs to be intentionally rooted in change; not a marketing platform
- Create pathways for BIPOC artists in administration roles/work, technical support

### Food for thought/ideas

- How can larger institutions be instrumental and help those without resources?
- It's cathartic to connect and share in more intimate spaces
- How do we make space for newcomers?
- How do we uplift cultural keepers?
  - art isn't separate from culture in BIPOC communities
- How can artists/workers help other artists/workers?
- How to bring in a diversity of communities in opportunities and events
- People need more space to share and heal
- How do we stay connected!? Can there be a continuum of dialogue and communication?

## Breakout Room Notes from Facilitators/Circle Keepers

### Breakout Room 1 / Circle Keeper: R. Jackson, Jr. (25 mins)

- Thank you Renee
- Renee DeCarlo (she/her) to Everyone (5:30 PM)
- Thank you! Nice to meet all of you and grateful to be here.
- Me to Everyone (5:30 PM)
- Please add emails/websites to stay connected
- Renee DeCarlo (she/her) to Everyone (5:31 PM)
- renee@drawingroomsf.com www.drawingroomsf.com
- Nicole Winthrop, she/her, Center for Cultural Innovation to Everyone (5:32 PM)
- Nicole@cciarts.org / cciarts.org
- Me to Everyone (5:32 PM)
- Change form a systems perspective
- Lauren Benetua (she/they) | OF/BY/FOR ALL to Everyone (5:33 PM)
- Lauren@ofbyforall.org // www.ofbyforall.org :0)
- Me to Everyone (5:33 PM)
- Being pushed out, but still artistically rooted in sf
- Me to Everyone (5:35 PM)
- Model of Dreamkeepers initiative - intention based
- Renee DeCarlo (she/her) to Everyone (5:41 PM)
- I just got fiscal sponsorship through Intersection which has been amazing so far

### Breakout Room 2 / Circle Keeper: AL. Escobedo

Indi McCasey- a place community culture keeper, trusted to regrant to surpass the process. How do we need to create new systems and help build relationships. Invest cultural keeping and legacy. Ensure bipoc community are hosted arts education

Sophia Yau-creative exploration. Part of community- difficult to become an established org,

Sandra Martin- white, voices of music-- how to center student voices, beyond what has been done.

Exploring more ways to work new ways with their org. Appreciate this event.

-Sandra (sfac) racial equity: Indi a lot of transition.

Dismantling the plane while flying it.

Chat:

From Sandra Martin, she/her, Voices of Music to Everyone: 05:30 PM  
go for it!

From Me to Everyone: 05:33 PM

@sophie to me this also aligns to opportunities for new or smaller organizations. How to support them...how do we uplift them? And give them the tools they need to grow and be part of the sector.

From Indi McCasey (they/them) AEABA - Arts Education Alliance of the Bay Area to Everyone: 05:35 PM

Also for anyone interested, The Arts Education Alliance of the Bay Area works with SFUSD on the SFUSD Arts Community Collaborative to support young artists/teaching artists:

<https://www.artsedalliance.org/upcoming-events>

When can artists be the biggest supporters of other artists? Support each other.

*Here's info about the Cultural Strategists Program in Oakland.*

*<https://www.oaklandca.gov/news/2021/grant-award-to-foster-creative-solutions-in-oakland-city-government-announced>*

### **Breakout Room 3 / Circle Keeper: E. Scott**

*Breakout room 3: Ericka's room*

*Vickie, SFUSD acknowledge students to see arts as a career option, financial opportunities*

*Healing/ building BIPOC arts leaders*

*Jennifer ACT - arts as social justice platform - she believes art creates empathy, everyone thrives when art is an investment*

*Hang: OUCO - Vietnamese Cultural Complex (feels left out of mainstream art world) 2nd generation SF resident*

*Came to US as a refugee - hold on to culture yet be recognized*

*Strategy/ Development*

*Susana - Make sure Art is highlighted in economic recovery post covid*

### **Breakout Room 4 / Circle Keeper: A. Espiritu**

### **Breakout Room 5 / Circle Keeper: E. Soprani**

### **Breakout Room 6 / Circle Keeper: P. Zamora**

### **Breakout Room 7 / Circle Keeper: T. Davis**

A question I would love for granters to be able to answer: How much time did artists and arts organization staff spend on your applications? How many of them got the grant they applied for?

#1

Things that come up for me our housing and it's a deep concern that cultural artists are not being supported to be able to stay in SF. It's costly doing hybrid of zoom and live events is costly for art presenters

#2

Oakland - Some of the biggest concerns are around housing as well and the cumbersome nature it takes to complete grants and the amount of resources that it takes. There aren't any grants that are specific to Oakland and their not points for folks and folks not getting funded because they can't afford a grant. Figuring out how to raise the accessibility and to remove barriers

#3

What could the grant funding space look like if individuals could interview vs. submitting a long grant application? This model is more accessible.

#4

People would have anxiety reduced if grants were more accessible if people didn't need to jump through administrative hoops. If people could interview in front of people they can operate more effectively and in-person interviewing would be more accessible.

#5

Looking at the hotel tax - it's not equitable across the bridge. We need to come up with ways to have the developments be accountable to funnel arts back into the community. To support communities more sustainability.

#6

Tax Airbnb - There needs to be more ways to fund art on both sides of the bridge.

#7

The arts funding isn't built into the infrastructure.

#8

A question I would love for granters to be able to answer: How much time did artists and arts organization staff spend on your applications? How many of them got the grant they applied for?

## **Breakout Room 8 / Circle Keeper: J. Leung**

### **Segment #2: GROUP SUMMARY.**

- Dream Keepers initiative can be potential model
- Investment needs to happen in arts and culture, during COVID arts and culture spaces/venues were last to get funded. Restaurants were being prioritized
- Support for artist housing, health: how to keep artists in SF in holistic way, go beyond just tech support or grant making
- Role of SFAC/GFTA to support advocacy and holistic approach, beyond grantmaking
  - SFAC/GFTA need to be connector, connecting different agencies together to support arts
- Decrease barriers to support, SFAC some grantmaking programs OPG on hiatus

- Why don't we prioritize arts? Arts and culture is a strong asset for SF, provide so much to City - need to be prioritize, keeps neighborhood thriving, point of pride for City, why are we not upping our game
- Arts need to be commonplace, not an afterthought, need to prioritize!
- Identify what is unique about SF arts and sell it - resilience, community based, immigrant, grassroots, multidisciplinary, public policy
- SF has experience in artist housing
- Need to decrease barriers to access, and knowing about opportunities and avenues
- Leverage tech money to build artist housing - they are here because of arts

### **Breakout Room 9 / Circle Keeper: C. Sideco**

*Notes by C. Sideco*

*Themes:*

*Patience & staying power as BIPOC take time to attune to, acclimate to context of arts and funding in SF*

*Direct support - step by step accompanying - to artists in the application process, which is still cumbersome and deflating (related to broader practice of capacity building)*

*Concept of 'what will be funded?' and how artists are neutralizing their art to appease grantors or to fit funding criteria. This is especially amplified when artists delve into spiritual or religious cultural practices that are viewed with wye gaze & criteria*

*Centering BIPOC and historically marginalized folx is not a PROJECT but a PROCESS*

*CHAT FROM LAILA (SFMOMA) Hi, Carolyn! I want us to be encouraged to look at the specific make-up of the nine counties of the San Francisco Bay Area and ensure we are continually using our platforms, resources, and other tools to keep those stories at the forefront of art funding, recognizing that we have to do the work to educate ourselves and identify the gaps in the art stories because we are at a place of privilege even being in this room. Let's use that privilege well.*

### **Breakout Room 10 / Circle Keeper: A. Rivera**

#### **Segment #2: GROUP SUMMARY.**

KEBO - Healing has to happen because historically GFTA has not been accountable

Its not appropriate to say that BIPOC organization are not able to manage economics

Building relationships with the community is important. Its all about the community driving the mission.

Megan at Creativity Explored

Re-enforcing the idea that there should be accountability to BIPOC communities  
The deadlines are harsh and not realistic

Jesse from SAFEhouse Arts

The new art leaders have always been disconnected

Why are there two different funding institutions

Why do we have to deal with white artists that use white supremest behavior

It requires so much emotional labor

Move away from a capitalist model, what about longevity to survive?

How can we make authentic connections with our communities

We need more admin resources because we dont have those skills

Ani Rivera

We are fighting city bureaucracy as well as our white supremacy

Long standing institutions should have support

Arts should be part of holistic fabric

It doesnt matter if you were born here, all BIPOC communities deserve resources

### **Breakout Room 11 / Circle Keeper: C. Soriano**

*One person is there for restrategizing for Longevity within their organization. She was just there to listen and take in information about what is happening in the community.*

*One person has a lot of SF arts clients*

*She said the process to apply for a grant is not equitable.*

*ESP for folx who don't have the same access and language thats used in this field.*

*Grant professionals are predominantly white.*

*The whole process could be tweaked to help folks to engage more easily so the artists can do it themselves.*

*One person really like hearing about everyone speaking on transparency and how important it was for the community in terms of keeping accountability.*

*Also one person was speaking a little bit more on how they'd love to see all the smaller collective arts organizations to find ways to commune with one another, expand the multi-cultural integration and open up the lines of communication and support.*