



Power of culture

**SPECIAL MEETING
OF MASS CULTURAL COUNCIL**

**TUESDAY, SEPTEMBER 21, 2021
3:00-4:00 PM**

ON-LINE MEETING

(CALL-IN INSTRUCTIONS POSTED AT
<https://massculturalcouncil.org/about/board/>
UNDER "SEPTEMBER 21, 2021 SPECIAL COUNCIL MEETING")

AGENDA

VOTE

-
1. Call to Order, Welcomes, Open Meeting Law Notice
 2. Presentation by Staff and Invited Guests on Racial Equity Plan
 3. Discussion and Vote - Racial Equity Plan **X**
 4. Adjourn

OPEN MEETING LAW STATEMENT

Please note that this meeting is an open meeting of a public body subject to the Massachusetts Open Meeting Law. A notice of this meeting together with the agenda was posted on Mass Cultural Council's website 48 or more hours ago (excluding weekends and holidays).

This meeting shall be open and accessible to all members of the public except at such times when this body has voted to go into closed executive session under the Open Meeting Law.

This meeting is a virtual meeting held under the Open Meeting Law as modified under current law to permit online open meetings. As a safety measure, in order to prevent disruption of Mass Cultural Council's on-line open public meetings, the Chair, Vice Chair and Executive Committee of Mass Cultural Council has asked staff to implement the following protocols for on-line meetings of Mass Cultural Council or its committees:

- Any "chat" or similar function will be disabled.
- Other than Council members, invited guests or individuals specifically recognized by the Chair of the meeting, attendees will be muted and have no ability to share media or documents or project or type images or text.
- All attendees must enter a waiting room and digitally sign-in before being admitted.
- Any attendee who nonetheless causes a disruption will be summarily removed from the meeting at the discretion of the Chair.

While Mass Cultural Council welcomes the public to attend its on-line meetings under the Open Meeting Law, any attempts to disrupt a meeting will result in immediate expulsion of the responsible party.

This meeting is not a public hearing and public testimony will not be taken. Individuals may not address the meeting without permission of the Chair.

Any member of the public may record this meeting provided that they first notify the Chair and must not interfere with the meeting. The Chair will then inform the members of the meeting that they are being recorded.

Draft minutes of the open session of this meeting shall be kept and shall be posted on Mass Cultural Council's website no later than 30 days after the meeting provided that such minutes shall not be considered official until they have been approved by this body in open session. Individuals asserting a violation of the Open Meeting Law may file a complaint with this body within 30 days or with the Attorney General's office thereafter.

TIPS FOR PARTICIPATING IN A VIRTUAL OPEN MEETING USING VIDEOCONFERENCING

WHEN THERE ARE SEVERAL PARTICIPANTS

(adapted from several sources)

- In order to minimize background noise, please mute microphone when not speaking.
- Please raise hand in order to be recognized by the chair.
- In order for all members to have an opportunity to speak and be heard, please wait to speak until specifically recognized by the chair.
- If there are questions, please direct them to the chair and the chair will then recognize the appropriate person to respond.
- Please limit statements to three minutes.
- The chair will reserve the right to limit discussion in order to allow sufficient time for every member to be heard who wishes to speak.
- Modify Video Settings to “Hide all non-video participants”- this will make it easier to follow who is speaking and participating
- In the event of a service interruption during a Zoom call due to hackers, so-called “zoom bombing” or other technical difficulties, staff will indicate the call is to be terminated. Please exit the call and staff will circulate instructions by email for a new Zoom call to continue the meeting.

MASS CULTURAL COUNCIL SPECIAL MEETING CALL-IN INSTRUCTIONS
TUESDAY, SEPTEMBER 21, 2021
3:00 P.M.

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IF MEETING IS INTERRUPTED FOR ANY REASON AND TERMINATED ABRUPTLY, PLEASE CONTACT DAVID.SLATERY@ART.STATE.MA.US FOR NEW CALL-IN INSTRUCTIONS

Topic: Special Meeting of the Mass Cultural Council

Time: Sep 21, 2021 03:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/85497766209>

Meeting ID: 854 9776 6209

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Power of culture

MASS CULTURAL COUNCIL

WEDNESDAY, SEPTEMBER 21, 2021

ON-LINE MEETING

RESOLUTION

RESOLVED: To approve Mass Cultural Council's Racial Equity Plan as recommended by the Executive Committee in the form provided to the Council for this Meeting.

Racial Equity Plan

FISCAL YEARS 2022-2025

Table of Content

- [Purpose](#)
- [Mission](#)
- [Racial Equity Statement](#)
- [From the Executive Director](#)
- [From the Chair and Vice Chair of the Council](#)
- [Serving a Diversifying Massachusetts](#)
- [Following National and State Leadership Efforts](#)
- [A Continuation of Mass Cultural Council's 2017 DEI Commitment](#)
- [The Process: Designing and Updating the Plan](#)
- [External Actions for Grant Recipients & Applicants](#)
- [Internal Actions for Agency Processes](#)
- [Legal Requirements](#)
- [Glossary of Terms](#)
- [Acknowledgements](#)

The Purpose: Racial Equity and Anti-racism

Mass Cultural Council's Race Equity Plan proposes to strengthen and extend the work of the Agency's 2017 Strategic Plan's goal of *Advancing Inclusion and Equity* to align with the Governor's [Executive Order No. 592](#) and to provide racially, equitable investment in the cultural sector. This document is a living document and will be revised and updated as needed.

Mass Cultural Council stands in solidarity with movements that are working to improve the lives of those oppressed, marginalized, and targeted by the breadth of White Supremacy in the United States. With this three-year plan, Mass Cultural Council commits to doing the ongoing and long-term work of being an anti-racist Agency. The Agency is dedicated to racially, equitable investments in historically underinvested communities, and will focus on two (2) main areas:

- **External** – Support and encourage an equitable and anti-racist cultural sector in the Commonwealth by increasing the financial investments and support services for under-resourced organizations, communities, schools, and artists.
- **Internal** – Strengthen Mass Cultural Council's operational and governance practices, policies, and procedures by evaluating them through a racial equity/anti-racism lens.

Mission

Mass Cultural Council is an independent state agency that promotes excellence, inclusion, education, and diversity in the arts, humanities, and sciences; fosters a rich cultural life for all Massachusetts residents; and contributes to the vitality of Massachusetts's communities and economy.

The Agency pursues this mission through a wide range of grants, initiatives, and advocacy for artists, communities, organizations, and schools.

Racial Equity Statement

Mass Cultural Council works to invest financial, programmatic, and informational resources equitably. It also provides leadership to repair, heal, and build toward a cultural sector where racial diversity flourishes, decolonization of art and the cultural sector is achieved, and inclusion and belonging is the norm.

Massachusetts' communities, residents, and visitors benefit from robust diversity in the cultural sector, without which the Commonwealth cannot continue to thrive.

A vision of the world that honors a breadth/variety of perspectives makes for a richer and more productive cultural sector. Seeing the world through different perspectives and bringing those ideas to life is the charge of the cultural sector and its leaders. Mass Cultural Council supports these creative visions and visionaries with co-creative, innovative, equitable, inclusive, and decolonized programming and grant making.

From Michael J. Bobbitt, Executive Director

"As a Black, gay, cis-gendered, able-bodied, educated, Boston-based male artist, married to a white man, and the father of a Vietnamese child, I believe that racial equity, anti-racism, decolonization, diversity, inclusion, access, and all the words used to describe these incredible social justice movements are acts of love. Through these actions, we are showing love to people who may have never been loved, or felt loved, by this country. These acts of love must be more than statements and performative gestures to support beliefs and principles of anti-oppression and anti-racism. They must shift the culture toward intolerance for oppression and dismantle marginalization. These acts of love are also an acknowledgement of past harm. Even as a person who has been educated, enjoys middle class means and is in a leadership position with privileges of power, I experience acts of hate, discrimination, and oppression, daily. Every oppression that I encounter fuels my desire for change. All my privileges provide me with the power to affect change. That is my charge. I dream of a utopia where we are all captivated, fascinated, and rivetted by people's uniqueness, because we feel that it is the thing that makes the world...the world."

For nearly a decade, [Michael J. Bobbitt](#) has been committed to racial equity: leading workshops, speaking on panels, delivering keynote Addresses, and consulting with numerous organizations in the cultural sector and beyond. He received his Diversity, Equity, and Inclusion (DEI) training from [NTL Institute](#), [ArtEquity](#), [The People's Institute for Survival and Beyond](#), [Leadership Greater Washington/Washington Regional Association of Grantmakers](#), and [Cornell University](#).

From Nina Fialkow, Council Chair & Marc Carroll, Council Vice Chair

"The Council is committed to supporting the strategic leadership needed to advance equity, diversity, inclusion, decolonization in the cultural sector, access, and racial justice work as a core principle of Mass Cultural Council. We believe it is not enough to envision a better world: we must build it, starting with the Agency's support and services to the cultural sector. As BIPOC leaders of the Council, we know that culture is intrinsically valuable and unique in its ability to lift the human spirit. Cultural diversity is as necessary for humankind as biodiversity is for nature. Mass Cultural Council strives to be a leader in making Massachusetts a place of celebrated diversity, equity, and inclusion."

Serving a Diversifying Massachusetts

"The 2020 decennial U.S. Census painted a portrait of a diversifying Massachusetts, and those changes stretched far beyond the state's burgeoning urban centers to touch nearly every single municipality...Every single city and town in the Bay State except for one saw its share of white residents as a

percentage of the local population decrease from 2010 to 2020, matched by corresponding increases in the share of residents identifying as Black, Hispanic or Latino, Asian or some other racial demographic, according to data Census Bureau officials released last week.” - www.wtlp.com on August 19, 2021.

As a state agency, Mass Cultural Council's mandate is to serve all residents of the Commonwealth. Although Mass Cultural Council does not have reliable data to determine the demographic makeup of the Massachusetts cultural sector at present, the Agency is committed to collecting clear and inclusive identifications of BIPOC and systemically excluded individuals and organizations to better measure and increase our investments in those communities moving forward.

We acknowledge that philanthropy has failed nationally to invest in and meet the need of BIPOC individuals and organizations. 30% of the U.S. population is Black and/or Latinx, but only 4% of the philanthropic sector's contributions go to organizations led by Black or Latinx individuals reports [New Profit](https://www.newprofit.org/). Likewise, as reported by [CANDID](https://www.candid.com/), Alaska Natives and Native Americans represent 2% of the total U.S. population, but only receive 0.4% of total annual funding from large U.S. foundations. Asian Americans and Pacific Islanders represent 7% of the population, but only receive 0.2% of domestic foundation funding, reports [AAPI.org](https://www.aapi.org/).

While Mass Cultural Council is a state agency, and its grantmaking is not philanthropic but a public investment into an important economic sector, this data supports the need for the Agency to become more intentionally inclusive when designing programs and services to ensure we are reaching all residents of the Commonwealth.

Following National and State Leadership Efforts

“A historic movement for justice has highlighted the unbearable human costs of systemic racism.” – President Joe Biden

Our efforts to be an equitable Agency align with the public outcry and demand for equity, the goals of the President of the United State and the beliefs of Massachusetts's Governor Charlie Baker.

- **Massachusetts Executive Order No. 592: Advancing Workforce Diversity, Inclusion, Equal Opportunity, Non-Discrimination, and Affirmative Action**

“WHEREAS, while acknowledging the many efforts and accomplishments of the past, the Commonwealth can and must do more to ensure that non-discrimination, diversity, and equal opportunity are safeguarded, promoted, and reflected in state workplaces, programs, services, policies, activities, decisions, and contracts...” - Governor Charlie Baker

- [Presidential Executive Order Advancing Racial Equity and Support for Underserved Communities through the Federal Government](#)

“Whole-of-government initiative to embed racial equity across federal policies, programs, and institutions. That starts with a review of policies and institutions to redress systemic racism where it exists and to advance equity where we aren't doing enough. Every agency will place equity at the core of their public engagement, their policy design, and program delivery to ensure that government resources are reaching Americans of color and all marginalized communities.” - Susan Rice, Domestic Policy Advisor to the President of the United States

Mass Cultural Council has further referenced DEI tools and resources provided by other state offices:

- [Department of Higher Education \(DHE\)'s Equity Agenda](#)
- [Department of Mental Health \(DMH\) Office of Race, Equity & Inclusion](#)
- [Committee for Public Council Services \(CPCS\) Children & Family Law Division](#)

A Continuation of Mass Cultural Council's 2017 DEI Commitment

This Plan is a recommitment and deepening of [Mass Cultural Council's 2017 Diversity, Equity, and Inclusion Plan](#). In 2017, Mass Cultural Council approved its Strategic Plan, which was then extended in 2021 for an additional year. The Strategic Plan directs the Agency's goals and desired outcomes, and by a legislative act ([FY22 State Budget](#) Chapter 24 of the Acts of 2021, Section 2, Line Item 0640-0300), our distribution of resources must align with our Strategic Plan goals. One of those goals is:

ADVANCING INCLUSION AND EQUITY

Promote more diverse and inclusive participation in the cultural sector by ensuring equity in policies, practices, and opportunities.

Objectives

- Cultivate a culture of equity and inclusion within Mass Cultural Council to ensure these values are reflected in all the grants and initiatives.
- Encourage full participation in Mass Cultural Council-supported programs by promoting universal design principles, inclusive practices, and equitable access for all.
- Increase diversity in the sector by creating connections and expanding leadership opportunities for people of color, people with disabilities, and other underrepresented groups.
- Support artists and organizations working in diverse cultural traditions and/or underrepresented communities, with improved outreach, focused investment, and technical assistance.

A few highlights of Mass Cultural Council's work since 2017 include:

- Intentional diversification of employees
- Expansion and investment in access programs and access to Agency services
- Creation and support of a racial affinity group

[Read the Full 2017 DEI Action Plan](#)

The Process: Designing & Updating the Plan

Using an inclusive process, every Mass Cultural Council employee was invited to submit action items and the Racial Equity Plan Task Force (created in April of 2021), made up of diverse members of the Agency's employees and governing Council, gathered for several meetings to turn those action items into [S.M.A.R.T Outcome Goals](#) (Specific, Measurable, Attainable, Relevant and Time-based).

This FY22 Racial Equity Plan comes after years of training and education.

- The Agency engaged with the Disruptive Equity Education Project (DEEP) on a year-long series of workshops to educate the Agency and Council on the personal challenges of engaging in equity work, encourage the development of a mission and vision for equity, and build our capacity to develop actionable plans to sustain professional development learning.
- The Agency contracted with Third Eye Cultural Collaborative to provide an organizational assessment framework to help us assess our current ability to meet the goals of our new strategic plan, specifically the goal of advancing diversity, equity, and inclusion.
- The Agency began a series of cultural competency trainings with Multicultural BRIDGE.
- In September 2020, Mass Cultural Council launched a Racial Equity Listening Series with the cultural sector.
- The Agency also created an internal People of Color Employee's Affinity Group, which has and continues to provide valuable input and perspectives.

This plan is both a continuation and an evolution of Mass Cultural Council's response to the world's demands for change. The agency has learned much in the creation of this plan and will continue to learn.

In addition to our work on racial equity, the Agency will acknowledge and deepen the work on:

- Intersectionality as it relates to racial injustice. The Agency understands that equity involves many aspects around disenfranchisement, but this plan focuses solely on racial equity. This will help:
 - Develop the framework to build a suite of subsequent plans that provide space to specifically name and address other inequities like disability, gender, sexuality, rural communities, etc.
- Decolonization as it relates to the cultural sector. The Agency acknowledges the necessity to understand how decolonization works practically in a cultural context. The focus will be on decolonization as a part of creating equitable grantmaking, inclusive programming, and recognition of marginalized cultural communities.
- The use of the term [BIPOC](#) (Black, Indigenous and People of Color). The Agency recognizes that language is fluid, and the intersectional justice and equity movement is redefining terminology regularly. The use of the term BIPOC is not meant to erase or exclude.

The plan is a working document and new actions will be added as needed. A quarterly progress report on the Race Equity Action Plan will be shared at open Council meetings and with the cultural sector.

The plan outlines the Agency's goals, desired outcomes, and action items. Each action item will have numerous, specific, and carefully considered tactical steps to assist in achieving the stated outcomes over the course of executing the plan.

As tactical steps are developed, the Agency will engage with tools provided by the state and national colleagues, like:

- [Racial Equity Data Roadmap from Department of Public Health](#)
- [Racial Equity and School Health Resources](#)
- [National Assembly of State Arts Agencies Equity Choice Points](#)

THE PLAN

External Actions for Grant Recipients & Applicants

The following action steps are designed to support Applicants receiving grants and services from Mass Cultural Council.

- [Organizations](#)
- [Communities](#)
- [Artists](#)
- [Youth \(Creative Youth Development and Education\)](#).

Programs in these categories include CIP Portfolio, Gateway, and Projects; Cultural Facilities Fund; Universal Participation Initiative; Social Prescription; Gaming Mitigation; Local Cultural Council; Festivals; Cultural Districts; Artist Fellowships, Traditional Arts Apprenticeships, YouthReach; META Fellowships; and other programs serving Mass Cultural Council constituents.

Grants

Goal: To center racial equity, build relationships/trust, and sustain investment in the most marginalized and historically underfunded BIPOC applicants, Mass Cultural Council will:

FISCAL YEAR 22 (JULY 1, 2021 – JUNE 30, 2022)

- Create an ongoing outreach plan, utilizing BIPOC Outreach Coordinators, to engage, connect, meet, and welcome prospective and current BIPOC applicants who are not presently or sufficiently supported by Mass Cultural Council programs by Fall 2021.
- Review and revise all steps of the grantmaking process with a racial equity lens by Winter of FY22 and implement the new process for FY23 grant cycles.

FISCAL YEAR 23 (JULY 1, 2022 – JUNE 30, 2023)

- Develop capacity building grants to fund operational infrastructure & professional development for BIPOC applicants by Summer 2022 with Council approval.

FISCAL YEAR 24 (JULY 1, 2023 – JUNE 30, 2024)

- Design and implement programs and services that promote the participation of BIPOC applicants and help align our constituents with the Commonwealth's racial demographics by Summer 2023.

- Require applicants to provide an annual statement of recent or ongoing anti-racism/racial equity/decolonization in the cultural sector and/or intersectional justice training, policies, reparative processes, or actions for the Fiscal Year 24 grant cycles.

ONGOING

- Identify, investigate, and repair instances of racism, discrimination, or exclusion in our granting.
- Assess the Agency's historic and current funding practices using a racial equity lens by conducting annual evaluations and revisions.
- Engage BIPOC cultural workers in the ongoing assessment and revisions of our grantmaking.
- Work to significantly increase our grantmaking to BIPOC applicants by 2026.
- Work towards more equitable representation of BIPOC/non-BIPOC panelists on all internal grant review panels.
- Encourage significant racial diversity on Local Cultural Councils.

Services

Goal: To perpetuate a culture of anti-racism/racial equity in the cultural sector, Mass Cultural Council will:

FISCAL YEAR 23 (JULY 1, 2022 – JUNE 30, 2023)

- Provide, promote, and upgrade our technical assistance and translation services by Summer 2022, with a focus on reaching new BIPOC communities.
- Launch a base-level anti-racism/racial equity/decolonization in the cultural sector training program (workshops, seminars, etc.) curated by BIPOC authors/creators/consultants/facilitators and partners to the field by Summer 2022.

FISCAL YEAR 24 (JULY 1, 2023 – JUNE 30, 2024)

- Work with a consultant to design, build and launch a complimentary, self-administered Cultural Equity Index to diagnose equity issues and recommend corrective suggestions as an aid for applicants wishing to build capacity for anti-racism, racial equity and decolonization in cultural sector by Summer of 2023.
- Develop a toolkit of best practices for creating and implementing organizational racial equity/anti-racism/decolonization in the cultural sector plans for the cultural sector by Summer 2023.

Internal Actions for Agency Processes

The following action steps are designed to support the internal work at Mass Cultural Council.

- **Agency Operations:** The internal operations of Mass Cultural Council are a critical part of creating the culture of equity needed to support the field.
- **Governing Council:** Mass Cultural Council is governed by a board of private citizens appointed by the Governor for staggered three-year terms. Council members represent various regions of the state and have demonstrated distinguished service, creativity, and/or scholarship in the arts, humanities, or sciences.

Goal: To ensure a culture of anti-racism/racial equity/decolonization in the cultural sector, diminish the potential for harm, and sustain this culture throughout our operational practices, Mass Cultural Council will:

FISCAL YEAR 22 (JULY 1, 2021 – JUNE 30, 2022)

- Hire an employee dedicated to managing and leading the internal and external anti-racism/racial equity/decolonization in the cultural sector work, in collaboration with Mass Cultural Council's intersectional disability justice program (Universal Participation Initiative) by Fall of 2021.
- Uncover and eradicate any unintended racial biases that may exist in the Employee Human Resources Handbook and delete terminology that might deter BIPOC applicants from applying in job descriptions/postings, and RFPs (Requests for Proposals) by Fall of 2021.
- Add language to all Mass Cultural Council job descriptions to ensure that applicants and staff alike recognize that the Agency's goals include "Advancing Racial Equity" by Fall of 2021.
- Create employee meeting norms that promote "safe spaces" for BIPOC and other employees from marginalized populations by Winter 2022.
- Complete a pay equity assessment (a continuation of the 2017 Strategic Plan) for all employees, as outlined by the Massachusetts Equal Pay Act, by Winter 2021 and adjust salaries, if necessary, by Summer 2023 or sooner.

FISCAL YEAR 23 (JULY 1, 2022 – JUNE 30, 2023)

- Develop a safe racism incident reporting system for internal HR needs and external constituent services by Summer 2022.
- Build a racial equity/anti-racism/decolonization in the cultural sector orientation guide, trainings and compliance pledge for all existing and incoming Council members, employees, interns, panelists, Local Cultural Council members and other representatives of Mass Cultural Council as a part of an Anti-Racism Harassment Policy (to be created) by Fall 2022.

- Add monthly internal anti-racism/racial equity lunch learnings/discussions, starting in Winter 2022.
- Have employees complete a quarterly qualitative internal survey and rating to measure the Agency's progress towards anti-racism/racial equity objectives starting Winter 2022.
- Develop an acknowledgement receipt of the Agency's Racial Equity Plan for external contractors and, to the extent we are able, vendors by Winter 2022.

Goal: To perpetuate BIPOC value to the sector, provide leadership opportunities for BIPOC employees, and to assure that all Agency decisions and processes are equitable and inclusive of BIPOC experiences, Mass Cultural Council will:

FISCAL YEAR 22 (JULY 1, 2021 – JUNE 30, 2022)

- Define and support the purpose, goals, authorities, and the objectives of the People of Color (POC) Employee Affinity Group and BIPOC Creative Youth Development (CYD) Alumni Council, by Fall 2022.

FISCAL YEAR 23 (JULY 1, 2022 – JUNE 30, 2023)

- Work with the POC Employee Affinity Group to create a Mentorship Program for BIPOC employees by Summer 2023.

ONGOING

- Work towards equal BIPOC/non-BIPOC representation in all levels of employment (Director, Supervisor, Manager, Officer, Administrator) as positions become available.
- Work to achieve and maintain equal BIPOC/non-BIPOC representation of all contractors and vendors.
- Provide aid for the creation of spaces, activities, and affinity groups in support of the additional needs of our BIPOC employees and employees from other systemically excluded marginalized populations stemming from the negative and emotional effects of racism and other oppressions.

Goal: To transparently and publicly communicate our commitment to anti-racism/racial equity/decolonization in the cultural sector and hold ourselves accountable, Mass Cultural Council will:

FISCAL YEAR 22 (JULY 1, 2021 – JUNE 30, 2022)

- Increase racial equity messaging and philosophies across agency communications channels and tools (e.g., newsletter footers, employee presentations) starting Fall 2021.

ONGOING

- Build and share a quarterly Race Equity Action Plan progress report to the cultural sector and the Council.
- Enhance visibility of and for BIPOC institutions & applicants by regularly featuring them in at least 50% of our public content, annually.

Goal: To perpetuate a culture of anti-racism and racial equity in governance and institutional oversight, Mass Cultural Council's governing Council will:

ONGOING

- Include anti-racism/racial equity updates on every Council meeting agenda.
- Update the Agency's Racial Equity Plan at every Spring Council meeting.
- Include anti-racism/racial equity goals for all established Council committees, task forces and working groups, annually.
- Strive to increase BIPOC representation on Mass Cultural Council's Governing Council, and actively work to remove any barriers that hinder BIPOC members from serving as Chairs and co-chairs of all Council Committees, task forces and working groups
- Build a pipeline and source prospective BIPOC Council members to recommend to the Governor's Office of Boards and Commissions as Council seats become available.
- Include intersectional justice training for the Council, committees, and staff annually.

Legal Requirements

This plan addresses the Agency's desire to be an equitable and inclusive state agency and to embody principles of racial equity, inclusiveness and diversity in its operations, programming, and grant-making. Notwithstanding any interpretation to the contrary of the language of the plan, nothing contained herein is meant or intended in any way to direct, mandate, suggest, or advise the Agency, its Council members, employees, or constituents to act in a manner inconsistent with the requirements of federal or state non-discrimination laws or other applicable laws or with the Agency's status as an equal opportunity employer. The aim of this plan is to create and support the inclusion of BIPOC individuals and organizations into all aspects of the Council's activities but not to, in any way, promote the exclusion of any person or any exclusionary practice.

Glossary of Terms

- [Racial Equity Tool Glossary](#)
- [Racial Equity Institute Glossary](#)
- [Council Office of Racial Equity](#)

Acknowledgements

Racial Equity Plan Task Force:

Ann Moon+
 Barbara Schaeffer Bacon^
 Bethann Steiner+
 Carina Ruiz-Esparza
 Carmen Plazas*
 Charles Baldwin
 Cheyenne Cohn-Postell*
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 David Slatery +
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 Diane Daily
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 Jay Paget
 Jen Lawless
 Kalyn King*
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 Lisa Simmons*
 Maggie Holtzberg
 Marc Carroll^
 Michael J. Bobbitt+
 Mina Kim
 Nina Fialkow^
 Ricardo Guillaume
 Sara Glidden
 Simone Early^

*Task Force Leader

+Additional Content

^Council Members

[Full list of Council Members](#)

[Full list of Employees](#)

Discussion Groups Members:

After months of internal work with our racially diverse staff, Council, and Task Force, Mass Cultural Council reached out to numerous industry professionals to provide their personal feedback on the plan. The Agency is grateful for their perspectives, lived experience and input, and want to acknowledge that participation in these groups and providing feedback on this plan does not necessarily constitute endorsement of the plan. The plan was revised after each

discussion group. Below is a list of those who shared their thoughts, knowledge, and experiences in the creation of this plan.

Allentza Michel, Principal and Creative Director – [Powerful Pathways](#)
Bayda Asbridge, [Artist](#)
Catherine Carr Kelly, Executive Director – [Central Square Theater](#)
Chris McCarthy, CEO – [Provincetown Art Association and Museum](#)
David Snead, President and CEO – [Handel and Haydn Society](#)
Dawn Simmons, Executive Director – [StageSource](#)
Elizabeth Perry, [Native Jewelry Artist](#)
Gwendolyn VanSant, CEO and Founding Director – [BRIDGE](#)
Jason Montgomery, writer, painter, public artist, and playwright – [Attack Bear Press](#)
Juan Fernando Lopera, Chief DEI Officer – [Beth Israel Lahey Health](#)
Karthik Subramanian, Managing Director – [Company One Theatre](#)
Kathleen C. Brittan, Executive Director – [Blue Heron](#)
Kristen van Ginhoven, Producing Artistic Director – [WAM Theatre](#)
Larry Smallwood, Deputy Director – [The Clark Art Institute](#)
Lindsay Minihan, Executive Director – [Metalwex](#)
Marian Taylor Brown, PHD, Co-Director of Abundance – [Arts Connect International](#)
Pam Breaux, President and CEO – [National Assembly of State Arts Agency](#)
Rhonda Anderson, Commissioner – [Commission on Indian Affairs](#) and Co-Director – [Ohketeau Cultural Center and the Native Youth Empowerment Foundation](#)
Robert Cinnante, President – [South Shore Conservatory](#)
Torrie Allen, President and CEO – [Arts Midwest](#)
Tracy Kraus, Executive Director – [Worcester Chamber Music Society](#)
Quita Sullivan, Senior Program Director for Theater – [New England Foundation for the Arts](#)

Special Thanks:

Kelly Barksdale of [NASAA](#)
[Mass Commission Against Discrimination](#)
[Office of the Massachusetts Attorney General](#)

Decolonization in Grant Making

Sources of Information

Prepared September 2021

This internal document was created by Mass Cultural Council staff with the goal of sharing information around the use of the term "decolonization" in grant making and racial equity efforts.

- [Video interview with Edgar Villanueva](#) (22 minutes) Edgar currently serves as Chair of the Board of Directors of Native Americans in Philanthropy and is a Board Member of the Andrus Family Fund. He currently serves as Vice President of Programs and Advocacy at the Schott Foundation for Public Education where he oversees grant investment and capacity building supports for education justice campaigns across the United States.

The Skoll World Forum on Social Entrepreneurship is the premier international platform for advancing entrepreneurial approaches and solutions to the world's most pressing problems.

- [A Call to Modernize American Philanthropy](#). The giving practices of rich magnates and foundations still suggest a colonial mind-set, the author of a new book argues, as he offers ideas for change. By David Bornstein, NY Times (Nov. 27, 2018)

David Bornstein: What's the main idea in "Decolonizing Wealth"?

Edgar Villanueva: For me, the essence of decolonizing wealth is about closing the race-wealth gap. If you are working in finance or philanthropy, and your job is to move capital, you've got to be aware of the history.

D.B.: You have a lovely phrase in the book: "listening in color." Can you elaborate on it?

E.V.: The No. 1 thing that nonprofits have said to me over the past 14 years when I asked them, "What do you wish funders would do more?" is just listen... I think it goes back to this notion of a white dominant culture. When you hold power, the disposition often is one of: "I have an Ivy League degree. I know the answer." So, listening in color is about opening your heart and mind to a different outcome. It's putting aside your judgments and conclusions and putting yourself in the other person's shoes and trying to

understand the world through their lived experience, and just trusting the wisdom that you're receiving.

E.V.: We can't undo colonization, but to acknowledge it is a major step. That's what many folks are fighting for.

- [Decolonizing Wealth Toolkit](#) Companion guide to the book "Decolonizing Wealth: Indigenous Wisdom To Heal Divides And Restore Balance" By Edgar Villanueva

"As one of the few Native Americans in the small, elite bubble of philanthropy, my unique perspective has made me understand how the wounds of colonialism affects all of our relationship to money—but it has also given me the tools to begin to decolonize this relationship in order to imagine a world where we all have enough to thrive..."

"Decolonizing Wealth introduces Seven Steps to Healing, which include (1) grieve, (2) apologize, (3) listen, (4) relate, (5) represent, (6) invest, and (7) repair. These steps are a means to both heal and translate this healing into action. We as humans have given money its value of exchange, so we also have the power to change how we utilize it."

- [Decolonization and Cultural Responsibility](#), Boston Artist-in-Residence Erin Genia's Cultural Emergency Response project

...Decolonization can mean relying less on structures imposed by the dominant colonizing power and is directly linked to tribal sovereignty. The act of decolonization is an effective and essential path towards restoring cultural rights. Decolonization involves telling the truth about history, acknowledging the damage done by assimilation, working towards gaining justice, and achieving true self-determination."

- [Rewriting the narrative: Conversations on decolonization in art](#), artist Sade Collier

"In the same breath that art can counter oppression, it can also be a medium to understand decolonization. [Decolonization](#) in this context incorporates deconstructing the colonial ideologies of deprivation imposed by the Western world. When applied to art, this raises the question of how the art world excludes minority voices from the canon. It pushes us to examine the ways in which non-white art is often reduced. Through a contemporary lens, art is both a normative template for dismantling systems of oppression and a means of understanding Black culture through its inherently musical nature."

"The needle in the pore of colonization is dichotomization or conflation without agency. Reluctance in allowing Black people to contextualize their own experiences separates the person from their interiority, the person from the community, and the community from the world. It is ahistorical to not

understand colonialism as an endeavor of stealing, not merely in a materialistic sense, but also in a soulful sense.”

- Mass Cultural Council's Creative Minds Out Loud podcast episode, [Broadening the Canon, with Rose Art Museum's Luis Croquer](#), Feb. 2020

Luis Croquer is the Henry & Lois Foster Director and Chief Curator of the Rose Art Museum. He discusses how the inclusion of more art historians from diverse backgrounds is helping rewrite the stories of artists previously overlooked by collecting institutions. He says centering the work of these artists also complicates the whole idea of art history – what are movements, who are innovators, and who gets to decide? [Read the transcript.](#)

- [An Oregon Arts Organization Has Voluntarily Repatriated Its Only Building to a Native American Group in Recognition of Historic Tribal Ownership of the Land](#), ArtNet, July 2020

After 10 years, Yale Union, a contemporary art center in Portland, Oregon, is shutting down and transferring ownership of its land and historic building to the Native Arts and Cultures Foundation.