

Racial Equity Progress Report

October 2021 – January 2022

ONGOING HIGHLIGHTS

- Cultural Equity & Access team created - [blog post available online](#).
- Michael presented the Racial Equity Plan for members of the Joint Committee on Racial Equity, Civil Rights and Inclusion and Philanthropy MA. [Recording of the Philanthropy MA presentation is available online](#).

OPERATIONALIZING INTERNAL EQUITY

- Updated job postings to include inclusive language, Equal Employer Opportunity (EEO) and Affirmative Action statements and focused job descriptions to only include necessary requirements.
- Prioritized finding candidates that are a “values fit” rather than a “culture fit” by creating objective interview assessments that evaluate the candidate’s ability to do the job in an impartial manner.
- Operationalized anti-racism values in hiring process intended to train and guide hiring selection teams in applying and ensuring an equitable hiring process and candidate experience.
- Created training materials and diversity-related questions to help hiring teams identify unconscious biases and analyze how biases can impact decision-making when recruiting and hiring qualified candidates.

WORKING WITH BIPOC OUTREACH COORDINATORS

Four BIPOC Outreach Coordinators were selected to work toward two main objectives:

- Spread awareness about the Agency's current programs and services
- Gather feedback about unmet needs of various BIPOC communities in the Commonwealth

These are our BIPOC Outreach Coordinators and their self-identified engagement goals. Read more about them on the [Power of Culture Blog](#).



Tran Vu

- Flyer various AAPI communities and meeting spaces with Mass Cultural materials to promote awareness.
- Support the Agency's AAPI Program Coordinator in engaging with possibly eligible entities for the upcoming program established through a legislative earmark sponsored by Members of the House Asian Caucus.

Erika Slocumb

- Expand cultural connections to artists in Central and Eastern MA and cultural organizations in general.
- Collaborate with fellow Outreach Coordinators on events to increase reach and accessibility and accommodate intersectionality.

Erin Genia

- Focus on how Mass Cultural can support cultural revitalization in Indigenous communities.
- Develop relationships between the Agency and the MA Office of Indian Affairs and other tribal and heritage leaders.

Ana Masacote

- Source potential panelists for the Cultural Facilities Fund program.
- Design a resource guide of key information and support available to artists and LCCs.

CREATING SYSTEMS TO COLLECT DEMOGRAPHIC INFORMATION

The individual demographics survey is voluntary, and was completed by 3,652 individuals representing applicants, organization contacts and vendors. All the questions in the survey can be skipped, so we do not (and most likely will not) have every data point on every person. The racial data collected so far is represented below in a table, comparing our percentages to those of the Commonwealth.

Racial Identity	Mass Cultural Data (% of respondents)	MA census Information (% of population)
White	62%	71%
Black	5%	9%
Latina/o	4%	12%
Asian	3%	7%
Native American	0.4%	0.5%
Pacific Islander	0.02%	0.1%
Multi-racial	3%	2%
Middle Eastern	0.5%	no data
"Jewish"	0.3%	n/a
"human"	0.2%	100%
<i>no response</i>	22%	n/a

DEVELOPING IDENTIFICATION OF BIPOC-CENTERED ORGANIZATIONS

- BIPOC-centered organizations:
 - Can demonstrate that the organization's primary Mission, Programming and/or Practices explicitly and specifically reflect and serve one or more communities that self-identify as BIPOC.

(Community can be defined as any group that your organization is intentionally working to serve. E.g. Members, students, artists, participants, audience, geographic community, ethnic heritage or cultural tradition)
 - Are also led and run by members of BIPOC communities.

For the purposes of this criteria, we use the term **BIPOC** (Black, Indigenous and People of Color). BIPOC is intended to include, but not limit to:

- People of Color
- ALAANA - African, Latinx, Asian, Arab, and Native American.
- AAPI – Asian American and Pacific Islander
- Latinx - Latina, Latino, and Hispanic
- Native Americans - (Tribal and Urban), First Americans, Indigenous Peoples)

- MENA – Middle East and North African
- People of the Global Majority

WHAT'S NEXT?

- Pay Equity Assessment - Pay is being reviewed, and plans are being formulated to address manager and NAGE salaries, if needed.
- Full review of all grantmaking practices.
- Translation services – Exploring a service that would provide real time language interpretation of meetings and webinars to supplement the translation services available for our website and grant applications.
- Rollout of BIPOC-centered Organization Self-identification.
- Base-level anti-racism training for the field is being developed by Cultural Equity Learning Community (CELC).