

# Worcester Cultural Compact

## SHARED VISION

Whereas cities and towns and the Commonwealth recognize the power of culture to make communities better places for people to live, work, and thrive; and

Whereas cities and towns and the Commonwealth must work together to harness the power of culture in communities to:

- Drive growth and opportunity through a thriving creative economy
- Build relationships across ethnic, racial, socioeconomic, sociopolitical, and generational lines
- Cultivate residents who are creative, productive, and independent-minded
- Lift the human spirit; and

Whereas cities and towns and the Commonwealth share the core value of inclusiveness and are committed to make the power of culture accessible to everyone, whether as creator, participant, or audience,

The City of Worcester, the Mass Cultural Council, the Salisbury Cultural District, the Worcester Arts Council and Worcester Cultural Coalition enter into this Cultural Compact.

## SHARED VALUES

To promote the shared vision of the Cultural Compact, each partner commits to the following partnership principles:

**Leadership:** The partners commit to shared leadership, trusting in each entity's ability to lead effectively, and designating lead participants who are recognized and empowered by their own organizations to make decisions, build consensus, and resolve conflicts.

**Communication:** The partners will make clear and open communication an ongoing priority, will establish a common understanding of each other's organizational framework, culture, values, and approach, and will decide together how and when to communicate and what information will be shared: within the partnership, from the partnership to the community, and from the community to the partnership.

**Transparency:** The partners will develop a shared and transparent decision-making process, execute decisions as agreed, and share information, agendas, and actions that inform decision-making with each other and the community in an open and timely fashion.

**Accountability:** The partners will establish and document each partner's roles and responsibilities, respect agreed upon deadlines, time commitments, and processes, and identify a process for resolving conflict and reaching consensus.

**Engagement:** The partners have equal influence and power within the partnership, will engage community stakeholders in the partnership to reflect the diversity of the community, will establish fair compensations guidelines involving artists and other stakeholders, and will foster an atmosphere of learning which

reinforces an open mindset where partners can reflect honestly, celebrate successes, and learn together.

## **PARTNER COMMITMENTS**

Mass Cultural Council will:

- Invest \$866,390 in Worcester for FY2017
- Support the Local Cultural Council Program
- Provide an online cultural job bank – [www.HireCulture.org](http://www.HireCulture.org)
- Provide an online space to post and find artist opportunities
- Provide online tools to post/find space - [www.SpaceFinderMass.org](http://www.SpaceFinderMass.org) & Creative Space Classifieds
- Provide technical assistance through webinars, podcasts, meetings, trainings, workshops
- Provide customized staff consultation
- Provide online toolkits such as: Guide to Developing Artist Space, Cultural Tourism 101, Organizational Capacity Measurement Tool, Municipal Guide to Local Cultural Councils, and Youth Arts Evaluation

<b>Mass Cultural Council shall</b>	<b>Worcester Arts Council, Worcester Cultural Coalition and Salisbury Cultural District shall</b>	<b>The City of Worcester shall</b>
Designate Mass Cultural Council staff as lead participants	Designate a member of the Worcester Arts Council, Worcester Cultural Coalition, and the Salisbury Cultural District as lead participants	Designate a representative from Worcester city government as lead participant
Take part in joint, in-person signing of Cultural Compact	Take part in joint, in-person signing of Cultural Compact	Take part in joint, in-person signing of Cultural Compact
Co-host convening of cultural community in Worcester	Co-host convening of cultural community in Worcester	Co-host convening of cultural community in Worcester
Host Mass Cultural Council Institute	Send lead participant(s) to Mass Cultural Council Institute	Send lead participant to Mass Cultural Council Institute
	Meet with City lead participant three times a year	Meet with Worcester Arts Council, Worcester Cultural Coalition, and Salisbury Cultural District lead participants three times a year
Meet with top official once during year	Meet with top official once during year	Schedule and attend one meeting between Worcester Arts Council, Worcester Cultural Coalition and Salisbury Cultural District and top official
	Make joint presentation at Council meeting once during year	Schedule and attend Worcester Arts Council and Salisbury Cultural District presentation to Council
Provide Worcester Arts Council, Worcester Cultural Coalition and Salisbury Cultural District information about Mass Cultural Council grants, programs, and services	Serve as local resource for cultural community about Mass Cultural Council grants, programs, and services	
Advocate for legislative funding for culture annually	Advocate for legislative funding for culture annually	Advocate for legislative funding for culture annually

## CUSTOM COMMITMENTS

In addition to the core components of the Cultural Compact, the partners in this agreement have worked together and chosen to include the following components unique to Worcester:

- The City of Worcester's Master Plan will include a cultural component known as the "Cultural Plan." Mass Cultural Council shall provide up to \$10,000 in support of the development of the citywide Cultural Plan. Once the Cultural Plan is complete, elements of the plan will be incorporated into the Compact.
- Worcester partners of the Compact will work with the Department of Public Works to help fabricate signage for the Salisbury Cultural District and for improvements to signage and wayfinding in the district.
- City of Worcester will take a leadership role in connecting cultural institutions in the Salisbury Cultural District to plan a strategy to address parking.
- Worcester partners of the Compact will leverage partnerships and collaboration with area businesses and organizations that support and invest in the creative community.

**Together** we sign this **Cultural Compact** in the spirit of partnership and public service, understanding that we serve the people of our Commonwealth and that they deserve the richest and most diverse cultural life possible.

Signed this 18th day of June in the Year 2018.

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**Edward M. Augustus, Jr.**

City of Worcester

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**Anita Walker**

Mass Cultural Council

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**Erin Williams**

City of Worcester

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**Honee Hess**

Worcester Cultural Coalition

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**Matthias Waschek**

Salisbury Cultural District

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**Meaghan Hardy-Lavoie**

Worcester Arts Council