



AGENDA
COCA DEI Sub-Committee
Thursday, January 4, 2024
3:00 PM

Join Zoom Meeting:

<https://us02web.zoom.us/j/83796640036?pwd=WEQydVBpQWN3ZHdTWUVHNnM5Rk9QQT09>

Meeting ID: 837 9664 0036

Passcode: 559933

AGENDA ITEMS

- I. Call to Order
- II. AGENDA
 - A. Minutes from October 10, 2022 and March 6, 2023 {Attachments 1 & 2}
 - B. Review current DEI Plan {Attachments 3 & 4}
 1. Creating Spaces
 2. Plan for FY24
 - C. Other DEI initiatives- AEP6 BIPOC survey rollout & program
- III. Action Items
- IV. Adjourn

COCA FY22-FY23 DEI PLAN REVIEW | 12.18.2023

PRIORITIES: Access, Visibility, Grants, Service, Committee, Venues

ACCESS

Action item	Done	In Process	Ongoing	Notes
Review of the database.	x			Artist database (6 databases @ COCA).
Look at other examples of artists database.	x			
Energize database to include DEI branches.	x			
Add categories based on self-identification (women, LGBTQIA, etc.).	x		x	
Create a database for diverse crew members, producers, directors, and more.	x		x	Added to existing databases.
Identify a service that ensures the database can be translated in other languages.		x		Evaluate need in the community.

VISIBILITY

Action item	Done	In Process	Ongoing	Notes
Create storytelling campaign of services and commitment.	x		x	
Feature more artists and organizations in our community that are diverse.	x		x	Standard publications, articles, campaigns.
Ensure visuals include diverse images, such as different ages, backgrounds, same-sex couples, people of different abilities, etc.	x		x	Social media, reports, standard publications, articles, campaigns.
Include DEI statement on distributed materials.		x		Reports.
Supports the use of pictures and stories relevant to people with diverse backgrounds.	x		x	Standard publications, articles, campaigns.
Communicate openly about our work in diversity, equity, and inclusion.	x		x	Presentations, standard publications, articles, campaigns, grants program.

GRANTS

Action item	Done	In Process	Ongoing	Notes
Decision-making policy.			x	Pillars; annual review.
County process communication.	x			See grant guidelines.

SERVICES

Action item	Done	In Process	Ongoing	Notes
Building to making a living as an artist.		x		Economic; policy; job creation.
Identify ways to create a robust industry		x		Economic
Hold conversations about race, gender, status, and more.		x		Creating Spaces; Cohort events.
Create more public art funded by city, county, or national funds			x	Storytelling; Advocacy.
Continue to encourage "uncomfortable" conversations.			x	Creating Spaces; partnerships; artistic work.

COMMITTEE

Action item	Done	In Process	Ongoing	Notes
Build the committee.	x			New & founding members

VENUES

Action item	Done	In Process	Ongoing	Notes
Create a database of non-profit organizations that identify as under-invested and under-represented communities.		x		Grantees & applicants; education & partnerships;