



COCA FY22-FY23 DEI PLAN PRIORITIES REVIEW | 12.18.2023

ACCESS Action items	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.

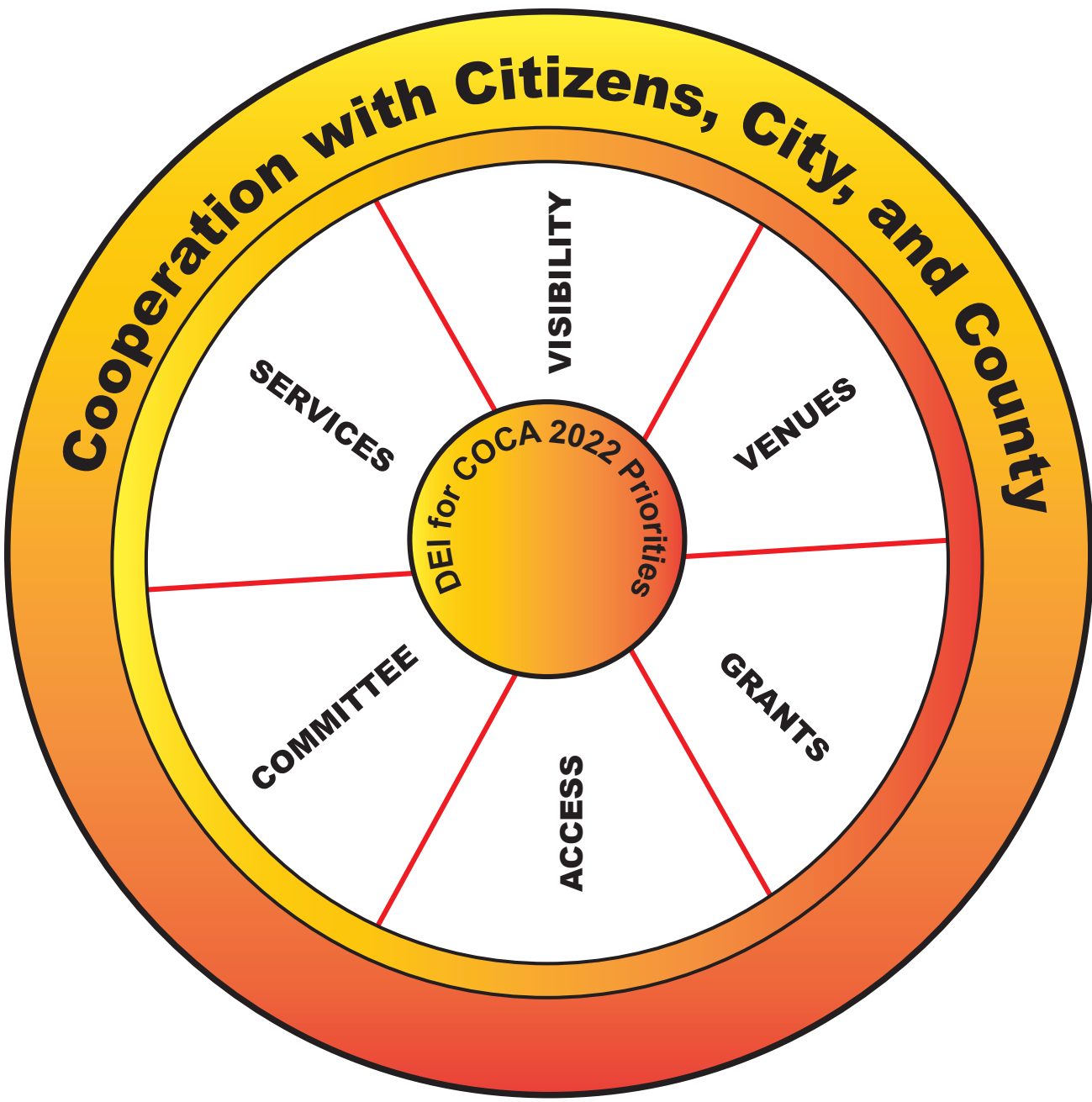
VISIBILITY Action items	Done	In Process	Ongoing	Notes
Create storytelling campaign of services and commitment.	x		x	
Feature more artists and organizations in our community that are diverse.	x		x	Standard publications, articles, campaigns.
Ensure visuals include diverse images, such as different ages, 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 items	Done	In Process	Ongoing	Notes
Decision-making policy.			x	Pillars; annual review.
County process communication.	x			See grant guidelines.

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

VENUES Action items	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;



ACCESS

- Review of the database
- Look at other examples of artists database
- Energize database to include DEI branches
- Add categories based on self-identification (women, LGBTQIA, etc.)
- Create a database for diverse crew members, producers, directors, and more
- Identify a service that ensures the database can be translated in other languages

VISIBILITY

- Create storytelling campaign of services and commitment
- Feature more artists and organizations in our community that are diverse
- Ensure visuals include diverse images, such as different ages, backgrounds, same-sex couples, people of different abilities
- Include DEI statement on distributed materials
- Supports the use of pictures and stories relevant to people with diverse backgrounds
- Communicate openly about our work in diversity, equity, and inclusion

GRANTS

- Decision making policy
- County process communication

SERVICES

- Building to making a living as an artists
- Identify ways to create a robust industry
- Hold conversations about race, gender, status, and more.
- Create more public art funded by city, county, or national funds
- Continue to encourage “uncomfortable conversations.”

COMMITTEE

- Build the committee

VENUES

- Create a database of non-profit organizations that identify as under-invested and under-represented communities

As a leader in the local arts community, COCA is committed to:

- Facilitating ongoing, organizational, and community-wide conversations about race, class, age, gender, gender identity, sexual orientation, age and income status as these issues relate to our arts community.
- Continually examine our grant and public art practices and policies to ensure that more under-invested and under-represented communities can compete equitably for exhibitions, grants, and other financial opportunities.
- Feature artists and organizations in our community that facilitate equity and those who are equity champions.