



**Subcommittee Reports | JANUARY 2024**

**Membership**

**Giving Tuesday Campaign | Nov 28-Dec 31, 2023**

***The Arts Unleash Generosity***

Distribute membership cards

Recruit 1 new member

Make a donation

**Campaign goal: 40 members | \$4,000**

**Campaign results: 26 @ 5 new, 21 renewals | \$2,140**

**Current Members as of December 31**

Type	Amt	Renewals	New members	Lapsed
Producer	1			1
Business Sponsorship	1			2
Business Membership	6			2
Group	37	5	1	1
Household	44	5 (Level up to Group)	1	
Individual	197	11 (Level up to Household)	3	6
Student	9			
<b>TOTAL MEMBERSHIPS</b>	<b>295</b>	<b>21</b>	<b>5</b>	<b>12</b>

Membership total as 12.31: After *Level Up* benefits updates, 186 Individuals, 50 Households, 42 Groups Of 85 lapsed memberships from 2023, 1 individual renewed during *Level Up*.

**Sachs Media Intern Membership project**

**Grant Programs**

Dec 5, 2023- Subcommittee meeting

- NEA re-granting
- FY25 grants program

**Diversity, Equity & Inclusion**

Jan 4, 2024– Subcommittee meeting

- DEI Plan for FY24
- Creating Spaces



## COCA FY24 DEI PLAN PRIORITIES REVIEW | 01.04.2024

<b>ACCESS Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
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.

<b>VISIBILITY Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
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.

<b>GRANTS Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
Decision-making policy.			x	Pillars; annual review.
County process communication.	x			See grant guidelines.

<b>SERVICES Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
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.

<b>COMMITTEE Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
Build the committee.	x			New & founding members

<b>VENUES Action items</b>	<b>Done</b>	<b>In Process</b>	<b>Updating</b>	<b>Notes</b>
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**

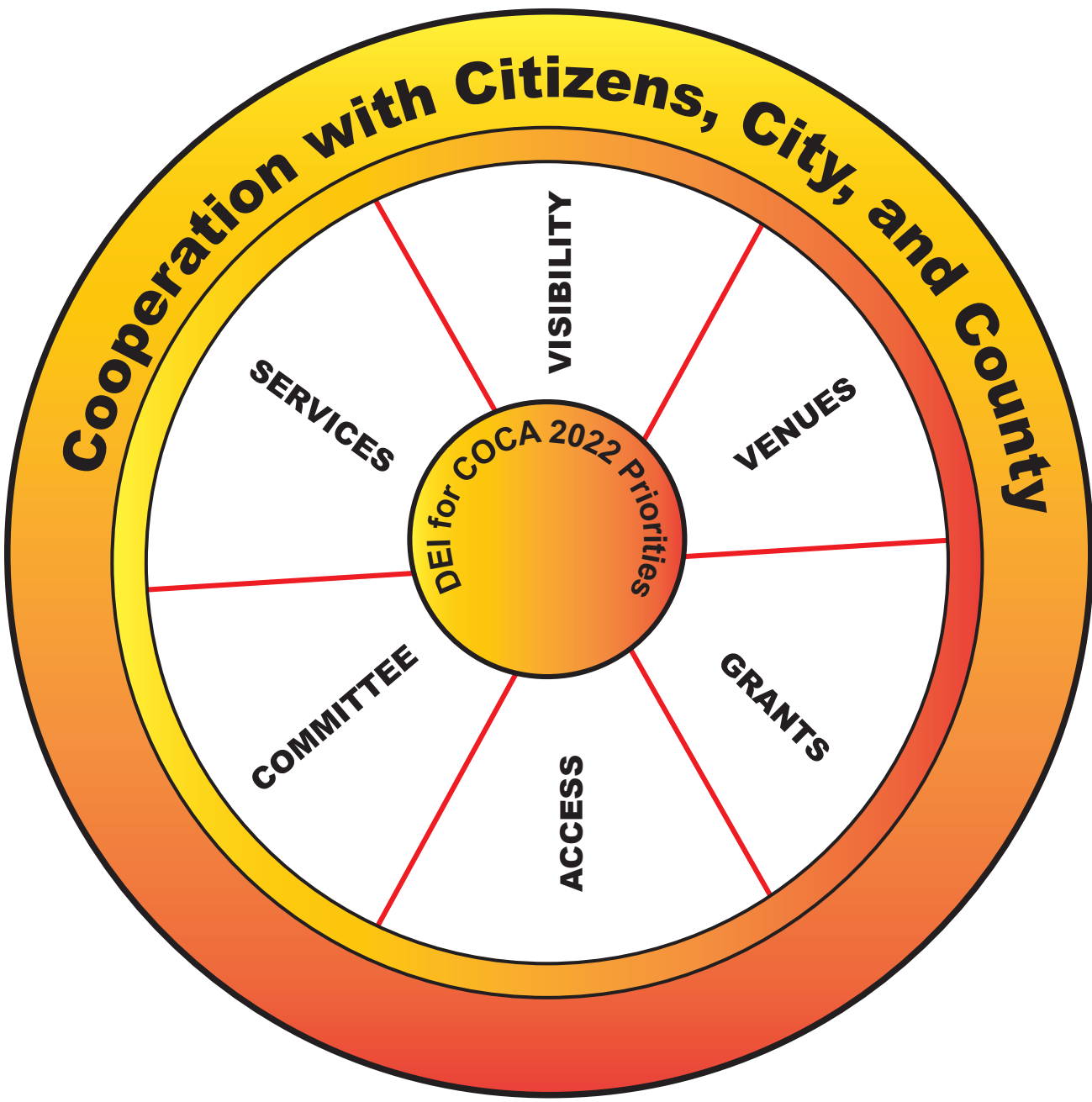
- Build the committee

## **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.





## FY24 Board Sub-committees

**MEMBERSHIP:** To build a strong base of core supporters to COCA's mission, vision and values, by building membership and economic opportunity. Recruit new members, renew expired memberships, and support new ways to build value in membership investment. Build sponsorships, donations, and business initiatives.

Heather Thomas, Jennifer Wright, Katherine Maiorana\*\*, Kim Bryant, Kristen Summers, Michelle Personette, Reenee Williams\*\*

**GRANT PROGRAMS:** To maintain a strong grants program that meets the needs of our community. Review grant programs, community, County and City feedback, and make recommendations for any changes to the programs.

Amanda Clements\*, Ayne Markos, Beth Keating, Carol Hill, Katherine Maiorana, Kim Harding, Neil Mooney, Rachelle McClure

**DIVERSITY, EQUITY AND INCLUSION (DEI):** To continue refining COCA's cultural equity plan and embed it throughout the organization and community.

Brinda Pamulapati\*, Dan Taylor, Donmetrie Clark, E. Marie Sissle, Hadley Peterson, Haiqiong Deng

\*chair

\*\* co chairs