



COCA FY24 DEI PLAN | 01.04.2024

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

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

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



CREATING SPACES

Venue ideas

B-Sharps Jazz Café

Anderson-Brickler Gallery

SoMo Playhouse

Events

Terrance Blanchard- Opening Nights at Ruby Diamond

Opening event- Venvi Art Gallery

Haiqiong Deng event- venue TBD

AEP 6 rollout for for-profit companies – venue TBD

Aurora Hansen -Experience Asia