



City of Dallas

Allocations Committee

November 7, 2024

Office of Arts and Culture
City of Dallas

Agenda



- City Council meeting 10.23.24: Outcomes and next steps
- ArtsActivate Changes for 2026 Guidelines
- COP Changes for 2026 Guidelines
- Staff Updates



COP 2025 Resolution and Amendment



- On Monday, October 21, the Office of Arts and Culture briefed the Quality of Life, Arts and Culture Committee on the COP 2025 Resolution passed by Allocations Committee and ACAC.
- On Wednesday, October 23, the item was removed from City Council's consent agenda and discussed individually.
 - Key questions from Committee/Council members included:
 - What is the Council's role in determining allocations? Allocations Committee? Staff?
 - Is there anything in the COP guidelines that specifically protects labor/prohibits union-busting?
 - Were controversial decisions made by DBDT leadership considered in their score? What has the DBDT board done since this summer to improve labor relations?
 - Key feedback/ideas considered included:
 - Remove DBDT from consideration, pass other 55 organizations' allocations
 - DBDT's community programs are a high priority to maintain, even if the organization will not receive full funding
 - Allocations Committee should consider bringing **multiple scenarios back** to QOLAC



COP 2025 Resolution and Amendment



- Council Member Ridley proposed passing the original Resolution with the following amendment:
 - *“To remand the funding allocation for Dallas Black Dance Theatre to the Arts and Culture Advisory Commission’s Allocations Committee for reconsideration and referral back to the Quality of Life Committee for further consideration”*
- The motion passed by City Council.
- Therefore, the other 55 organizations have started the typical COP contracting process (scope review, orientation, and risk review). Dallas Black Dance completed their scope review pre-Council meeting, but has not been invited to orientation -- effectively “paused” in the contracting process.



Allocations Committee's Task



- Discuss appropriate funding recommendation for the Dallas Black Dance Theatre's 2025 Cultural Organizations Program year, given:
 - **NEW** guidance and instruction from City Council
 - **SAME** 2025 guideline criteria as previously considered, including OAC administrative scoring and panel scoring
 - **SAME** pending allegations from the NLRB
- If the Allocations Committee suggests a reduction in funding, discuss appropriate alternative ways to allocate such funds
- The Committee does not have to agree on just one recommendation and can recommend multiple scenarios



What we know: Labor Dispute



- Allegations and complaints were made against DBDT; The NLRB filed a complaint; DBDT's answer to the complaint is due to the NLRB by November 15; A hearing has been set for December 9, 2024 before an administrative judge of the NLRB.
- The complaints and allegations filed against DBDT is a labor dispute between the former company dancers and the organization. The City of Dallas plays no role in the administration or judgement of this dispute.
- A disruption of COP funding may result in a decrease in planned services as proposed in DBDT's COP application.
- DBDT has ensured that all proposed programming will be able to continue given that their initial funding allocation is provided.



What we know: Allocations Committee's Role



- Council Member Ridley proposed passing the original Resolution with the following amendment:
 - *“To remand the funding allocation for Dallas Black Dance Theatre to the Arts and Culture Advisory Commission’s Allocations Committee for reconsideration and referral back to the Quality of Life Committee for further consideration”*
- The Allocations Committee is an advisory body and is charged with recommendations related to funding program guidelines and allocation of funds through those programs.
- There currently is no due date or final decision related to the outcome of this dispute. However, Quality of Life Committee expects OAC to return with recommendations on December 3 regardless of the NLRB’s timeline.
- All City of Dallas contracts state that contracted entities must abide by local, state, and federal law which is all encompassing to include compliance with labor laws.



Scenarios for Allocations Committee to consider



Staff recommendations to the Allocations Committee consider the FY 2024-25 COP guidelines and the related reviews and scoring of DBDT's COP application as well as the pending outcome of the labor dispute between DBDT and the former company dancers.

- Option A: OAC **moves ahead with funding amount** originally proposed to City Council.
- Option B: OAC **holds funding** until labor dispute decision or ruling is final. Full or partial funding provided if found not at fault. Full funding withdrawn if found at fault.



IF REDUCTION, additional avenues for funding



- Add money back to HOT tax
 - *Pro: Funding can be used through the year through a variety of programs, including CAP, ArtsActivate, Culture of Value, and/or a new program (such as funding large-scale arts events)*
 - *Con: Harder to track every dollar*
- Add additional funding for ArtsActivate in Round 3 [summer funding round]
 - *Pro: Ensures that funding stays in a majority ALAANA-funded program; allows for higher rate of acceptance for new artists*
 - *Con: Very high volume of new contracts towards the end of the year*
- Add additional funding to Culture of Value
 - *Pro: Ensures that funding stays in the ALAANA community, to ALAANA audiences, and in every district*
 - *Con: Doubles the size of the program in 1 year without changing staff capacity*
- Add money back to COP [discouraged by staff]
 - *Pro: Clearly defines where funding would be reallocated*
 - *Con: Sets up a situation where the increases would likely be unsustainable for FY 2026, would send Allocations back to revisit every award*



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Context: ArtsActivate Program



- ArtsActivate is the program that has the **least barriers to entry**, and gets the **most applicants** out of any funding program at OAC
 - Open to more applicants: Individual artists, artist collectives, and 501c3s (not only arts!)
 - No revenue or portfolio requirements
 - Allows ALAANA artists, but does not fund only ALAANA artists (*CAP and Culture of Value are ALAANA only*)
- Last year, ArtsActivate artists (66)/orgs (66) completed 132 projects



What's happening now? ArtsActivate 2025



- Round 1 awardees are working through the contract process
 - Non-funded applicants have received scoresheets (if requested)
- Round 2 applications have closed: received over 100 applicants again



What's Next? Guidelines for 2026



Perceived need	OAC Proposed Solution/Clarification	Justification (<i>Racial Equity Plan, Cultural Plan</i>)
COP organizations often are competing with organizations that do not have access to that funding. Additionally, we have challenges determining what is “in scope” of COP. We need to clarify eligibility.	OAC proposes that COP organizations receiving above \$70K cannot apply (currently \$100K) OR those who have “capped out” by revenue their COP award, and therefore lost funding from the year before	Cultural Plan
Panelists scores even more significantly outweigh administrative scores (which means that “solid” projects that may not be as flashy are not always selected by panel.)	OAC proposes moving scoring back to 70 panel, 30 staff. While the breakdown will be shared next month, this will likely look like leaving Cultural Plan scoring (5 points) with panelists, but adding a new administrative score to allow staff to score higher projects with higher executability	Cultural Plan
Last year, 11 organizations/individuals were funded twice, and our overall “funding rate” was less than 40% each round.	OAC proposes raising funding caps but limiting all applicants to funding once per year. Alternatively, we could build in “bonus points” for applicants who attended a scoresheet review session to help new applicants get funded.	



What's Next? Guidelines for 2026



Perceived need	OAC Proposed Solution/Clarification	Justification (<i>Racial Equity Plan, Cultural Plan</i>)
Our current typology points penalize projects in the arts district, but still do not encourage artists to apply in less artist-heavy districts.	OAC would like to work with the Library to include the Equity Impact Assessment tool as 5 points in the guidelines, to remove the penalty from some Arts District projects while not de-incentivizing projects in less artist-heavy districts.	Racial Equity Plan* *Next month, OAC will bring a comparison of how this might have impacted equity in this program
Not all artists have their own publishing/social media following. Need better way to advertise ArtsActivate projects and make them open to a broader public.	Make “GoSeeDFW” mandatory as “deliverable 2,” rather than just a flyer.	

Racial Equity Plan updates removed for time



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Context: Cultural Organizations Program



- Last year, Cultural Organizations Program supported 52 organizations; this year, we will support 55 - 56
- COP is the program that has the **most barriers to entry**
 - Open to fewer applicants
 - Revenue and employee requirements
 - Extensive application



What's happening now? COP 2025



- Applicants were notified of funding decisions and have turned in their amended scopes of work for the year with their contracts.
- Contract process has started for all organizations other than Dallas Black Dance Theater.
 - Applicants are now attending orientations (10/24, 10/25, and 10/29)
 - Orientations include a survey that asks if applicants would prefer a multi-year program rather than a single-year program, as well as other feedback points
- Organizations will be eligible for first checks (50% of award) as early as 1/1/2024, **if** they have completed the City's risk/insurance review, signed their contract, completed three monthly reports, and completed their scope of work for the first three months.
- Applicants will be given scoresheets and an opportunity for a conversation with staff/their Commissioner before COP applications for 2026.
 - Orchestra of New Spain requested theirs already and has been completed.



COP Scoresheets 2025



- Panel Score (up to 70 points) + Admin Score (up to 30 points) = Total Score (up to 100 points)
- Panel Score:
 - Total panel score
 - Score in all three sections (*public benefit, access & impact, organizational capacity*)
 - Average score that others in the same peer group received (both total panel and in each section)
- Admin Score:
 - Total admin score
 - Breakdown of each section (*contract compliance & financial viability, organization program management, adherence to Cultural Policy diversity criteria*)
- Total Score
 - Total score
 - Average score that others in the same peer group received
- For organizations who received below an 85%: personalized written feedback and/or suggestions
- For all organizations: offer to discuss scores for 30 minutes with OAC staff and/or commissioner, if available, in November. Organizations with lowest scores and/or funding cuts will be prioritized.



What's next? COP Clarifications 2026



Perceived need	OAC Proposed Solution/Clarification	Justification (<i>Racial Equity Plan, Cultural Plan, etc.</i>)
COP is a constantly-growing administrative burden to organizations, panelists, and staff. Additionally, the scores are not always directly related to the award amount, if the organization is returning.	OAC proposes changing the COP program to be multi-year. Organizations would apply fully (with panel) every three years. In “off” years, organizations would need to provide updated information for administrative scores only. Guidelines this next year will state that 2025-26 will be the first year of a three-year plan.	• Stable planning for organizations over a multi-year period • Higher emphasis on administrative scores, especially in years 2 and 3 • Allows staff time to review the program and implement bigger changes <i>without</i> disruption to organizations • Significantly lightens workload for organizations, panelists, ACAC, and staff
Organizations at lower tiers are “capping out” with one challenging year.	OAC would like to provide more flexibility to those organizations by broadening funding level restrictions. Tiers for review would stay the same, but multiple tiers would have a higher funding cap (i.e. Tiers 1, 2, and 3 would have a 30% cap)	• Allows OAC to match the cultural policy more closely, which has broader tiers • Helps organizations maintain equitable access to OAC funding



What's next? COP Clarifications 2026



Perceived need	OAC Proposed Solution/Clarification	Justification (<i>Racial Equity Plan, Cultural Plan, etc.</i>)
It would be helpful to clarify how we can use HOT funding next year in the guidelines.	OAC proposes adding language about “all main programming open to the public for residents and visitors” to help justify HOT with even more data in the future. (Currently, we do this in monthly reports.)	• Cultural Plan
Organizations in COP are assuming that OAC marketing will cover all events, which is not sustainable for OAC staff.	Clarify language that OAC will amplify organizations’ marketing, especially events submitted on time in monthly reports, but will not create new materials from scratch.	
The COP contract is intentionally broad to cover a variety of issues that may come up, but City Council would like specific sections bolded to avoid similar situations to this year.	Application will include questions that ask, “Is your organization subject to any current lawsuit?” and “Has your organization been under investigation by any local, state, or federal agencies?” This will be reviewed by panelists and staff.	• City Council request

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Allocations Calendar



- November 21, 2024: ACAC meeting, will bring Allocations recommendations on DBDT funding
- December 3, 2024: Quality of Life, Arts and Culture meeting, will bring ACAC's recommendations on DBDT funding
- December 5, 2024: Allocations meeting, vote on AA Round 2; vote on guideline changes for AA and COP 2026
- December 11, 2024: City Council meeting, vote on DBDT funding allocation

Julia will be on leave and likely to miss the December, January, and February Allocations meetings. While she is out, please contact: Emmanuel (ACAC needs); Glenn (COP needs); or OACFundingPrograms@dallas.gov for anything else.



Appendix



- Funding Program Descriptions: Culture of Value, ArtsActivate, Cultural Organizations Program
- Key City Council meeting quotes



Reminder: Program Descriptions



- Culture of Value
 - Microgrant, project-based program for ALAANA-identifying organizations and artists. Artists/orgs present 1-day, 1-time projects in Dallas libraries and recreation centers in every Council District
 - \$3K max award per project
 - Application season: June - July | Project dates: August - September
- ArtsActivate
 - Project-based program for Individual Artists and 501c3 organizations. Artist/orgs present public artistic and cultural projects at self-identified locations; usually a very large event or short series of events
 - \$8K max award for Individual Artists; \$16K max award for organizations
 - Application seasons (3): July, October, January | Project dates: year-round
- Cultural Organizations Program
 - Operational funding for established Arts and Culture organizations in Dallas. Organizations present a year of programming.
 - Max award ranges per year, based on percentage of revenue, application scores, and historical funding
 - Application season: April | Project dates: year-round



Key City Council Meeting Quotes



Council Member Ridley:

- “I think it is appropriate, as the [QOLAC] Committee recommended, that we remand this individual allocation back to the Allocation Committee so that they can reconsider their recommendation.
- I must stress that this is not a denial of funding for Dallas Black Dance Theater.
- It is simply a reality check to go back in light of subsequent events to see what the Allocation Committee recommends for further consideration by our committee in light of that reconsideration and ultimately decision by this council.”
- “The intent of the Committee was to remand this back to the Allocations Committee for reconsideration of their recommendation, which was composed before this issue came to light...They can commit to the same decision and send it back to the Quality of Life Committee, where I think we can consider it in the light of the basic principles of this body to uphold human rights, workers rights, and racial equity in that lens.”



Key City Council Meeting Quotes



DBDT Board Chair:

- “If this decision [to cut funding] is made, it will limit access to the arts for over 100,000 Dallas citizens, including the 81,000 children we served last season...serving all 14 Council districts.”



Key City Council Meeting Quotes



Council Member Willis [to DBDT Board Chair]:

- “I can tell you what this council person is looking for, and that is some kind of response from your board – action, examining your policies and practices, and letting us know and reporting back to us on that.”
- “I would do a deep dive into your policy and practices.”



Key City Council Meeting Quotes



Deputy Mayor, Pro Tem:

- “Can you cite the [COP Contract] clause specific to non-discrimination?”

OAC Director:

- “These organizations must be in compliance with local, state, and federal laws prohibiting discrimination.”
- “They must comply with regulations pertaining to federal grant recipients, including Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Discrimination Act of 1975, the Education Amendments of 1972...and we also acknowledge board approved safe workplace policies.”



Key City Council Meeting Quotes



Council Member Mendelssohn:

- “It gives me pause that we as a body are looking at our nonprofits and their hiring/labor issues. I don’t think we do this with other nonprofits.”
- “I support sending it back...However, we might set a minimum wage or certain standards, but this really goes beyond the realm of what City Council should be involved in.”



Key City Council Meeting Quotes



OAC Director:

- “If we move forward with Chair Ridley’s motion, I will entertain a related agenda at the next meeting of the Allocations Committee which is on November 7th, and they can present those recommendations forward to the full body of the Arts and Culture Commission at their November meeting on November 21st, and we can return to Quality of Life on December 3rd.”



Key City Council Meeting Quotes



City Attorney:

- “There are no legal issues related to the disbursement of the funding...we are not party to anything between the employees and the Black Dance Theater at all.”
- “This is really just about agreeing or authorizing them to move forward on contracts and disbursement of funds, nothing more.”



Key City Council Meeting Quotes



Council Member Arnold:

- “So I, to be very frank, would need a bit of clarity on what the Allocations Committee will be charged to do. So we return to Quality of Life on the 3rd of December. We’re presenting the information that’s requested, and if it’s just simply that we’re holding or recommending whether we’re holding and deferring for an NLRB determination, then we just want to ensure that we’re using our time together over the next several weeks wisely to either end.
- And so as it relates to the work of the Allocations Committee, there’s a part of what they may be required to do that will be outside the bounds of what’s noted as their realm of oversight and support of the Commission.
- They’re not giving legal advice. That’s not their job. Their job is to give a recommendation on how the office allocates resources.”



Key City Council Meeting Quotes



Assistant City Manager Liz Cedillo-Periera:

- “We’re confirming that we’re receiving accurate guidance and have clarity around evaluating the funding with a lens towards human rights, labor, and racial equity, and working together with the organization involved to seek resolutions to the extent that’s possible.”
- ...Would you all be looking for recommendations through the Committee of options? I think we’ll be able to bring recommendations to the Allocations Committee and work with them to make a recommendation to the Arts and Culture Advisory Commission.”

