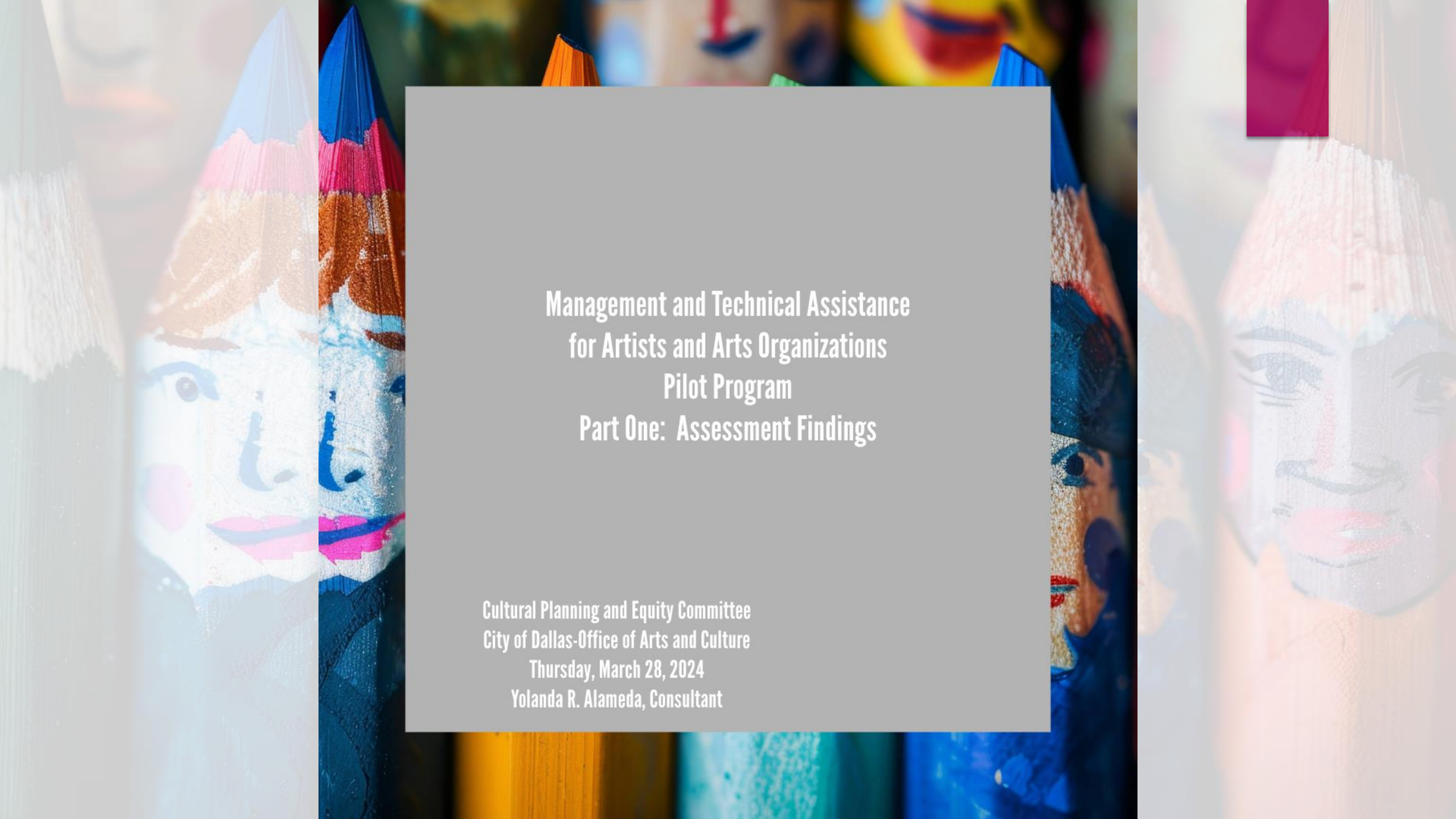


The background of the slide features several sharpened colored pencils. On the left, a large white pencil has a face drawn on it with blue eyes, a pink nose, and a pink mouth. To its right, a blue pencil has a face drawn on it with blue eyes, a blue nose, and a blue mouth. Further right, a yellow pencil has a face drawn on it with yellow eyes, a yellow nose, and a yellow mouth. On the far right, a pink pencil has a face drawn on it with pink eyes, a pink nose, and a pink mouth. The pencils are arranged vertically, with their sharpened tips pointing upwards.

Management and Technical Assistance for Artists and Arts Organizations Pilot Program Part One: Assessment Findings

Cultural Planning and Equity Committee
City of Dallas-Office of Arts and Culture
Thursday, March 28, 2024
Yolanda R. Alameda, Consultant

Purpose

To develop a pilot program for the Office of Art & Culture to provide management & technical assistance for artists & organizations:

Small and midsize organizations

Emerging artists

Emphasis on equity





Deliverables

Assessment Findings- March 28, 2024

Program Design Recommendations - May 25, 2024

Final Program Guidelines & Application - June 9, 20024

Program Rollout - TBD

Deliverable 1: Assessment

Approach

- Research programs locally, regionally & nationally that provide funding for management & technical assistance
- Conduct listening sessions with a cross-section of OAC staff, artists & organizations as determined by OAC.





Assessment Results

Overview of management & technical assistance programs & trends in the U.S.

List of needs of local artists & organizations

Considerations for next steps



Capacity Building

“Capacity building” as defined by the National Council of Nonprofits, is “whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future.

This definition applies to individual artists as well. Helping to advance their careers through business development, and the development of artistic and technical mastery adds to the city's cultural vitality.

The background of the slide features a close-up, slightly blurred image of several colored pencils. Each pencil has a unique, hand-drawn face on its body. The faces vary in color and expression, with some having large eyes, wide smiles, and colorful hair. The pencils are arranged vertically, with their sharpened tips pointing towards the top of the frame. The overall aesthetic is artistic and creative, reflecting the theme of the Texas Commission on the Arts.

General Definitions from the Texas Commission on the Arts

Arts Organization

An arts organization that has their 501(c)(3) status from the IRS, a cash operating budget of \$50,000 or more for the past two years as demonstrated by their two most recently filed IRS Form 990s, and a mission statement that clearly speaks to the arts.

Artist

A practitioner of performing, literary, visual, media, traditional craft, folk arts, multimedia and/or performance art.

Finding 1

Overview of management & technical assistance programs & trends in the U.S.

Reviewed 25+ organizations at the national, regional, and local level that are currently providing management and technical assistance funding to artists and/or organizations.

- Government Entities
- Regional Non-Profits
- Municipalities/Arts Councils
- National Non-Profits
- Dallas/Metroplex



The background of the slide features a close-up, slightly blurred image of several colored pencils. Two pencils in the foreground are prominently shown with human-like faces drawn on their sharpened tips. The pencil on the left has a light blue face with large eyes and a pink mouth. The pencil on the right has a darker, more detailed face with brown skin, large eyes, and a pink mouth. The pencils are arranged vertically, with their tips pointing towards the top of the frame.

National/Regional

National Endowment for the Arts, South Arts & 5 U.S. Regional Arts Organizations (RAOs)

ArtsHere Pilot

Historically underserved communities; commitment to equity

Investment: Nonmatching grants of \$65,000 to \$130,000

Learning: Peer-learning and technical assistance opportunities, designed to share knowledge and build networks

<https://usregionalarts.org/artshere/#guidelines>

Municipalities

City of Austin, Economic Development- Cultural Arts Funding Program

Thrive - Emphasis on equity; provides organizational capacity building through a combination of funding, peer leadership, and networking.

City of Chicago - Department of Cultural Affairs & Special Events

Individual Artist Program - Funding to support general administrative costs associated with artistic practice, such as artistic or professional training, renting, or purchasing equipment, materials, or services.



National Non-Profits

National Performance Network Leveraging a Network for Equity (LANE)

Provides consultations and funding support to organizations for stabilization and change and has an on-line resource center.

Peer-to-Peer Development

Supports artists to participate in peer-to-peer career development. Facilitators are practicing artists.

National Association of Latino Arts & Culture National Leadership Institute

The NLI is a week-long fellowship that brings non-profit arts administrators and cultural workers together from across the nation for intensive training in leadership and management capacity.



DFW Metroplex

Arts Ft. Worth - Arts Council

Emphasis on equity for capacity building; offers artist residency, arts-collective residency, and capacity building for organizations. They offer stipends, office space, residency space and exhibition opportunities for individual/collective artists.

<https://www.artsfortworth.org/artist-residency>

<https://www.artsfortworth.org/collective-residency>

<https://www.artsfortworth.org/deia-grants>

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Dallas

TACA Arts Accelerator - for small and emerging arts nonprofits working in Dallas County. 10-month, cohort-based program.

TACA Amplifier Workshops a series of professional development workshops aimed at providing local arts and cultural administrators access to expertise on specific topics.

ATPAC Programs/Services - Elevator Project

Moody Fund for the Arts - states that it Includes support of production costs and capacity building.

Sammons Center for the Arts - Arts Incubator & Art Works on-line resource center.

Office of Arts & Culture

- Funding Program Staff offer workshops, "office hours" and 1:1 consultations.
- CAP Summer Residency Program, supports new applicants to COP.
- Juanita J Craft Artist Residency, is project based and supports 4 artists annually with funding and staff assistance.
- Artist Workshops @ South Dallas Cultural Center
 - Art Collection and Collection Management
 - Creative Co-Working Workshop
 - Gallery Management
- Cultural Centers are viewed as resources for artists & organizations.



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Trends

- Pilot programs emerging at national, regional, and local levels
- Emphasis on equity - inclusion of underserved, marginalized & BIPOC
- Non-matching grant awards; project and non-project based
- Providing space for artists for admin, production & presentation
- Funding for supplies and materials for artists and organizations
- Providing funding for consultations and workshops
 - Focused on topics of budget management, marketing, grant writing, fundraising, legal issues, strategic planning & audience development
- On-line resource centers
- Networking Opportunities and cohort experiences

Note:

- Capacity building related to facility ownership for organizations
- <https://www.4culture.org/grants/equipment/>

Finding 2

List of needs of local artists & organizations

Interviewed 15 + OAC staff, artists & organizations

- Emerging & established organizations and artists
- Discussed barriers and opportunities for growth and stability
- Heard from organizations that participated in previous OAC mgmt. & technical assistance program



Needs

Artists

- Portfolio development
- Resume development
- Exhibiting
- Curatorial process
- Studio Visits
- Teaching artists - developing curriculum ties
- Proposal development, budgets, etc.
- Space for admin/production/presentation
- Hardware/internet/supplies/materials
- Incorporation, LLC's, etc.

Needs

Organizations

- All aspects of creating and growing an organization
 - Mission statement, budgets, administration, board development, fundraising, & grant writing
- Administrative Assistance
- Incorporation as a 501 c 3
- Space for admin/production/presentation
 - cost is a barrier, access is a barrier
 - storage
 - activate black boxes
 - offer incubator space for performance companies @ cultural centers
 - current offerings for space are not sufficient
- Equipment/Supplies
- Workshops/consultations
 - that are meaningful and appropriate for stage of development

Considerations for Next Steps

Utilize information from the field & previous OAC program to develop pilot program to address local needs.

Identify potential partnerships for delivery of mgmt. & technical assistance including workshops & consultations.

Identify what to address in the short term through a pilot program v/s long term. i.e., space needs.

Utilize existing City of Dallas documents to inform discussion.

OAC Cultural Plan

City of Dallas Racial Equity Plan



The background of the slide features a collection of colored pencils. Several of the pencils have human-like faces drawn on their bodies using various colors of pencil. The faces are simple, with large eyes, noses, and mouths. The pencils are arranged in a way that they appear to be looking towards the center of the slide where the text is located. The overall tone is creative and artistic.

Next Steps

Program Design

March-May 25,2024

Program Guidelines &
Application

June 9,2024

Program Rollout

TBD

The background of the slide features a close-up, artistic photograph of several sharpened colored pencils. The pencils are in various colors including blue, orange, green, and pink. On the side of each pencil, a simple face has been drawn using the same color as the pencil's body. For example, a blue pencil has a blue face with blue eyes and a blue mouth. The faces are drawn in a stylized, almost abstract manner. The pencils are arranged in a way that they appear to be looking towards the center of the frame. A semi-transparent grey rectangle is overlaid in the center, containing the text "Discussion & Questions".

Discussion & Questions