

STRATEGIES

EQUITY AND INCLUSION

OBJECTIVE 1

Create a more equitable distribution of funding for arts, culture, and science

STRATEGIES

Create new supports for arts and cultural organizations with a primary mission of serving historically underrepresented/underserved communities. **I**

- » Encourage and facilitate the employment of people from diverse communities.
- » Support individual artists who are from or work with diverse communities.

TIMEFRAME: Immediate PARTNER(S): DCLA

Continue to invest in City-owned cultural assets and the Cultural Institutions Group (CIG), increasing support for those in low-income communities. **I**

TIMEFRAME: Immediate PARTNER(S): DCLA

OBJECTIVE 2

Increase diversity in staff and leadership of arts, culture, and science organizations

STRATEGIES

Begin new efforts to support the professional development and career advancement of cultural workers from underrepresented groups. **I**

TIMEFRAME: Immediate PARTNER(S): DCLA

Begin new efforts to encourage and support increased language access, including ASL, for cultural programming and funding opportunities to reach broader, more inclusive audiences. **I**

- » Provide funding opportunity information in multiple languages/formats.
- » Increase languages represented on DCLA and re-grant panels, in informational and resource materials, and during the application process.
- » Support translation-related expenses, including ASL, for DCLA grantees' programming and communications.

TIMEFRAME: Immediate PARTNER(S): DCLA, MOPD, Cultural Community

Begin new strategies to encourage and support affirmative and inclusive employment policies. **I**

- » Encourage all DCLA grantees to establish policies and goals for diversity, equity, and inclusion.
- » Measure and evaluate progress regularly.

TIMEFRAME: Short PARTNER(S): DCLA

Expand diversity, equity, inclusion, and unconscious bias training for DCLA staff and grantees. **I**

TIMEFRAME: Short PARTNER(S): DCLA

PRIORITY

- I** = IMPLEMENT
- P** = PROMOTE
- E** = EXPLORE

ABBREVIATIONS

DDC = Department of Design and Construction
 DFTA = Department for the Aging
 DOE = Department of Education
 MOIA = Mayor's Office of Immigrant Affairs
 MOME = Mayor's Office of Media and Education
 MOPD = Mayor's Office for People with Disabilities


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OBJECTIVE 3

Support people with disabilities at all levels of NYC's cultural life.


STRATEGIES

Provide support to access-related services such as ASL interpretation, CART transcription, and audio description for audience members and for artists. 


TIMEFRAME: Immediate **PARTNER(S)** DCLA, MOPD, Cultural Community

Begin to specify in all DCLA communications including requests for proposals and surveys that terms like “diversity” and “underrepresented groups” include disability. 


TIMEFRAME: Immediate **PARTNER(S)** DCLA

Support disability arts, artistry, and artists with disabilities as part of supporting culture. 


TIMEFRAME: Short **PARTNER(S)** DCLA, Arts Councils, MOPD

Encourage organizations to include information on accessibility accommodations and point of contact for public events. 


TIMEFRAME: Immediate **PARTNER(S)** DCLA, MOPD

Increase inclusion of cultural stakeholders with disabilities on DCLA and re-grant panels. 

TIMEFRAME: Immediate **PARTNER(S)** DCLA, MOPD


Participate in regular discussions with the disability and disability arts communities. 

TIMEFRAME: Immediate **PARTNER(S)** DCLA, MOPD, Cultural Community

Support organizations that promote disability arts and employ, support, and serve New Yorkers with disabilities. 

- » Partner with DCLA grantee organizations on professional development and capacity building to increase employment of artists and cultural workers with disabilities at all levels.

TIMEFRAME: Short **PARTNER(S)** DCLA, MOPD

Create opportunities for increased access and inclusion in DCLA-funded cultural capital projects for artists, cultural workers, and audiences with disabilities. 

TIMEFRAME: Short **PARTNER(S)** DCLA, DDC, MOPD

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OBJECTIVE 4

Support arts, culture, and science organizations as inclusive spaces for New Yorkers of all immigration status.

STRATEGIES

Inform cultural organizations of opportunities to learn about immigration issues as they relate to their staff, participants, artists, performers, and audiences. I

TIMEFRAME: Immediate **PARTNER(S)** MOIA

Encourage cultural organizations to participate in citywide opportunities to engage New Yorkers of all immigration status, such as IDNYC or similar programs. I

TIMEFRAME: IMMEDIATE **Partner(s):** MOIA, Cultural Community

Support individual artists who are from and/or work with immigrant communities, cultures, and artists. I

TIMEFRAME: SHORT **PARTNER(S):** Arts Councils, Cultural Community

OBJECTIVE 5

Ensure that all New Yorkers have access to affordable arts, cultural, and science programming.

STRATEGY

Continue to support free admission, membership, or discounted programming with cultural organizations through the IDNYC program. I

TIMEFRAME: Immediate **PARTNER(S)** DCLA, MOIA

Partner with City agencies and the cultural sector to better communicate cultural offerings across socio-economic, accessibility, and language barriers. E

» Potential partnerships include City Council, the library systems, NYC Department of Education (DOE), and Mayor's Office of Media and Entertainment (MOME).

TIMELINE: Short **PARTNER(S)** DCLA, City Council, Library Systems, DOE, MOME, MOPD

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OBJECTIVE 6

Ensure that older New Yorkers are given support and equitable access as cultural participants, artists, and cultural workers

STRATEGY

Continue to support creative aging programs citywide for New York City seniors.

TIMEFRAME: Immediate **PARTNER(S)** DCLA, DFTA, City Council, Arts Councils



Continue to support programs in age-neutral spaces such as cultural organizations and libraries.

TIMEFRAME: Immediate **PARTNER(S)** DCLA, DFTA, City Council, Arts Councils, Library Systems



Encourage and provide guidance to organizations on providing accessible accommodations to create inclusive experiences for older adults.

TIMEFRAME: Immediate **PARTNER(S)** DCLA, DFTA, City Council, Arts Councils



Support programs in senior-focused spaces such as senior centers and healthcare settings.

TIMEFRAME: Short **PARTNER(S)** DCLA, DFTA, City Council, Cultural Community



Provide training in techniques to support those with physical challenges or hearing, vision, or memory loss.

TIMEFRAME: Short **PARTNER(S)** DCLA, DFTA, MOPD



Support organizations providing programs, services, and career or volunteer support to older artists and cultural workers.

TIMEFRAME: Short **PARTNER(S)** DCLA, DFTA, Cultural Community



Underrepresented groups and/or diverse communities are inclusive of racial and ethnic groups; people with disabilities; LGBTIQ populations; women, transgender, and gender non-conforming individuals; indigenous, immigrant, and refugee populations; English-as-a-second-language or non-English language speakers; older adults and youth; and low-income New Yorkers.

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