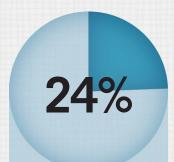
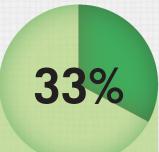
DIVERSITY & EQUITY

Local arts agencies (LAAs) are community unifiers. They use the arts to build bridges between cultures and connect communities regardless of age, race, ethnicity, or economic standing. Sixty-one percent of LAAs increase the diversity of the arts organizations and individuals they serve through their programs, funding, and partnerships.



target specific underrepresented segments of the community or fill a void through "gap programming."



have adopted diversity policies that guide program and funding decisions.



have policies to encourage diversity in the selection of their own staff.



seek to increase the diversity of the arts organizations and individuals they serve through their programs, funding, and partnerships.

LOCAL ARTS AGENCIES BY THE NUMBERS

- One-third of LAAs (35 percent) felt they "have an appropriate level of diversity" in their organization.
- 39 percent have written staff diversity policies. These LAAs show more diversity on their staffs compared to LAAs with no policy.
- Among grantmaking LAAs, 78 percent consider diversity when selecting grant panelists for the grant review process (66 percent have an informal process, 12 percent have written guidelines).
- 42 percent of grantmaking LAAs require grantees to demonstrate diversity in a specific area such as audiences, artists, culture, or ethnicity.
- 14 percent have written guidelines about consideration of diversity of artistic disciplines.

