



Racial Equity Self-Assessment

Please provide an honest assessment of where your organization is as an anti-racist one or your journey towards becoming one. We encourage your leadership, including board members, and if possible, artists, staff, and community to use this assessment as a tool for reflection and collective conversation prior to completing it for the application.

Questions

Please consider how your organization is anti-racist or working to become more anti-racist, both in terms of internal practices and in programming, partnerships, and other work with community. Specifically:

- Please identify where on the **Continuum on Being an Anti-Racist Arts and Cultural Organization*** you would currently locate your organization—not where you aspire to be. Consider where your board, staff and artists are in their understanding of institutional and structural racism at present. What is your organization's role, as part of the broader community, in achieving racial equity? Please share why you chose this location on the Continuum using specific examples to demonstrate your choice. Briefly describe who was involved and the process used to make your selection. Note that some organizations are between two places on the Continuum, and/or may show up in one place for some behaviors/attitudes and show up in another place for others, or may realize that different people involved with the organization are in different places. It's fine to share the complexity and nuance of your choice even if that means specifying more than one number.
- Please provide examples that demonstrate how you uphold and center anti-racist and human centered values and/or are evolving towards doing so. How are you examining and disrupting anti-Blackness in your organization? How are you working in solidarity with those furthest from justice? What's working? Where do you have room for growth? Feel free to share about the policies, practices and procedures that center intersectional racial equity in the following areas, if they apply: training, hiring and retention, board development, artist selection, programming development and implementation, community engagement and partnerships, audience development and demographics, or other organizational work.

* Please refer to the separate document: *Continuum on Being an Anti-Racist Arts and Cultural Organization*

Commitment to Racial Equity

The Seattle Office of Arts & Culture commits to an anti-racist work practice that centers the creativity and leadership of people of color - those most impacted by structural racism - to move toward systems that benefit us all. We also acknowledge that we are on Indigenous land, the traditional territories of the Coast Salish peoples.

We envision a city of people whose success, safety and health are not pre-determined by their race. A city where all artists, performers, writers and creative workers have the freedom, agency and platform to share and amplify their stories, art, cultures and experiences. At the same time, we acknowledge that our actions - both conscious and unconscious, past and present - have benefited some communities while limiting opportunities and outcomes for communities of color. We work toward our vision by addressing and working to eliminate institutional racism in our programs, policies and practices.

In alignment with the City's [Race and Social Justice Initiative](#), we seek new solutions that use arts as a strategy to drive not only our office, but the City as a whole toward racial equity and social justice. We will continue to break barriers and build arts-integrated tools that challenge the status quo and push us toward the inclusive society we envision. If you have any questions about our commitment, or would like to know more about the work we are doing, please call us at 206-684-7171 or email at Arts.Culture@seattle.gov.