



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**



**Turning Commitment into Action
Racial Equity Cohort for Arts & Culture Organizations
Organizational Commitment Form**

*Please read and sign both pages of this form, scan it
and email it to Diana Falchuk: diana.falchuk@seattle.gov by the registration deadline*

Organization: _____

Executive Director (or person with that level of authority): _____

The City of Seattle Office of Arts & Culture supports the City of Seattle's Race and Social Justice Initiative (RSJI), whose vision is racial equity: all people have access to opportunities and the best outcomes, regardless of race. The Initiative works within City government and with the regional community to get to the root causes of racial inequity: institutional and structural racism. To challenge these forms of racism, we must look beyond individual acts of prejudice to the systemic biases that are built into our groups, institutions and systems. Although these systemic biases were set up long before our time, we are all responsible for eliminating racism today.

Despite the Seattle area's overall high standard of living and our reputation as a hub for innovation and creativity, racial disparities in our region are deep and pervasive. They live in every indicator of personal and community well-being. To achieve racial equity in Seattle, institutions and groups in our community – governments, businesses, non-profits, faith-based groups, parent groups, schools, youth groups, neighborhood groups and more – need to work together and share a similar sense of urgency. Arts and cultural groups have key roles to play in advancing racial equity within their organizations, and through partnerships, programs, and works of art. Only by joining together in a broad partnership with common goals and strategies can we hope to realize racial equity in arts and culture, as well as in jobs, education, health, development, housing, criminal justice, the environment and philanthropy.

Turning Commitment into Action is designed to support arts and cultural organizations in their contributions to the greater regional ecosystem that is building racial equity. This free cohort experience is designed to maximize learning and planning, and provide support with implementation. The goal is for participants to be able to follow the (new or evolved) strategies they choose to develop their racial equity work and change outcomes within their organization and in their work with others.

Executive Director's Commitment

As the Executive Director or person with that level of authority in my organization, I recognize that working to achieve racial equity within my organization and in our community is fundamental to the health and well-being of my organization, the arts and cultural sector and the entire region. I understand that this work goes beyond diversifying board, staff, audiences and partners, to assessing and making changes to my organization's internal policies, practices, procedures and cultural norms. I am choosing for my organization to participate in *Turning Commitment into Action* as a way for us to (further) develop the knowledge, skills and tools to do this work with authenticity. I recognize that we cannot overcome racial inequities with any one training, workshop, or diversity plan. I commit to lead my staff and board through the intentional, long-term process it requires.

I agree to support the following staff members participating in the *Turning Commitment into Action* racial equity learning cohort. I understand that they will be attending multiple day long sessions. I also understand that they will be doing four hours of work in-between the first two sessions, and additional work in the coming months to implement the Racial Equity Plan they create.

Please list the staff members participating, and their titles/roles, including you, if you are among them. If you are an organization with under 10 FT paid staff, and only two people are participating, please write "N/A" after number 3.

- 1.
- 2.
- 3.

Whether or not I am one of the cohort participants, I acknowledge my responsibility in ensuring the implementation of the Racial Equity Plan the above-mentioned participants will create. I commit to dedicating staff time and resources to the implementation of our plan. I will engage and update my board on this process. I acknowledge that this is long-term work and will require securing additional resources in the future; I also acknowledge that this is urgent work and that there are existing resources such as staff capacity and shifts to our existing frameworks, policies, practices, programs, etc. that we can make now, to start and sustain this effort.

(Name)

(Date)