



## Team Objectives for 2021

Mindful of the [agreements](#) that we have made with one another, and grounded by CAC's [Mission, Vision & Values](#), we state the following objectives for 2021:

### **Grantmaking: Supporting nonprofits and creatives**

1. Throughout 2021, continue to build strong working relationships and connections with the 295 groups we fund, helping them navigate long-term pandemic-related issues.
2. Deepen our commitment to BIPOC organizations and employees; continually evolve our grantmaking, as demonstrated in Q1-2 with the rollout of revised grantmaking programs; focus on a new approach for 2022 Project Support and flexible support for cultural heritage organizations.
3. Throughout 2021, provide grant program-specific technical assistance to grant recipients to help them respond to CAC's funding priorities; co-lead the development of sector-wide racial equity programming, in partnership with emerging alliance.
4. Continue to invest in and support the work of our Support for Artist grantees to provide services and funding to artists, with a focus on BIPOC artists, while planning for 2022+ work with the staff of the emerging alliance.

### **Communications: Connecting with residents**

1. In response to the COVID-19 pandemic, provide consistent and transparent communications to grant recipients, stakeholders, and the public regarding CAC funding, emerging funding and support opportunities, and participation in virtual and socially distanced CAC-funded events.
2. In Q1-2, promote the work of the new arts alliance by raising awareness about opportunities that benefit CAC grantees, including racial equity training and support, promotion of CAC-funded events and programs, and efforts to secure additional public funding.
3. Every month use media partnerships and communications channels to highlight how CAC-funded organizations are addressing racial inequities in the arts, while also spotlighting BIPOC-led and serving organizations.
4. Continue to build community by offering virtual Arts and Culture Network Nights for artists, residents, and grant recipients to connect and take action with one another; bring emerging alliance into this work.

## **Effective Teamwork and Operations**

1. Continue to steward public funds in a responsible and transparent manner.
2. Co-lead, in collaboration with the alliance, a potential levy campaign to expand public funding for the arts, which will be distributed by CAC.
3. Continue our commitment to professional development and self-care for each team member, especially as we manage through the pandemic and continue to work from home; make time to celebrate our successes.
4. Each month, with the support of the internal equity team and through active participation in the Government Alliance for Racial Equity, take actions to become a multi-cultural organizational culture (MCOD). This includes, in Q1-2, reviewing our racial equity primes and developing shared definitions.