

FUNDERS: *What specific actions can grant providers take to remove barriers and foster more inclusive funding practices?*

- **Increase funding:** The primary barrier is inadequate funding. Continued coordinated advocacy is necessary to increase arts funding and inclusion.
- **Prioritize funding to marginalized artists** over organizations incorporating diverse artists or content into their programming.
- **Funding redistribution.** Large arts organizations, those with budgets exceeding \$1 million, should be encouraged, or potentially required, to decrease their budget (\$30K?) so more funding is available for marginalized artists.
- **Leverage the influence of large arts organizations.** These organizations have access to private funders and can support marginalized artists by: (i) introducing them to their funders, (ii) including them in fundraising activities, and (iii) offering arts space without imposing control over artists and their art.
- **Shift to multi-year minimum operating agreements.** Multi-year minimum operating agreements will create more stability for arts organizations and their operations by: (i) reducing the administrative burden of grant writing and revising annual budgets and operational plans, and (ii) providing personal income stability and increasing staff retention. This approach will require defining minimum operational funding.
- **Standardize grant applications.** Standardized applications will reduce the administrative and resource burdens required to write multiple grant applications, each with unique information requirements.
- **Allowance for taxation in grant applications.** Grant funded activities start with a shortfall because this income is taxable and applications don't allow for this financial obligation. Ideally, arts grants should be tax free.
- **Diverse Juries:** There needs to be diverse representation on funding juries to reflect a range of cultural perspectives, experiences, and artistic expressions. This practice can reduce bias and create a more vibrant and dynamic arts sector.
- **Flexible grant timelines:** Grant cycles need to be more responsive to the realities of artistic practices. A once per year deadline does not meet the needs of many artists or their work.
- **Shared understanding of diversity.** Marginalized artists can experience aggressive ignorance when requesting access to arts funding and opportunity which leads to mental trauma and limited art. The sector needs a shared understanding of diversity in the arts including artists, arts organizations, funders, staff, etc.
- **Reallocate unnecessary funding.** Encourage open and respectful conversations about what is being unnecessarily funded (i.e. Arts magazine) and the opportunity to reallocate these funds to marginalized artists.
- **Foster collaboration.** Reduce duplication and competition by fostering collaboration among organizations with like mandates and/or offerings.

ARTISTS: *What support structures, advocacy efforts, and collective actions can artists take to push for a more equitable arts sector?*

The arts sector needs shared programs and support services. Individually these items can be cost prohibitive, but group offerings can make them more affordable and the sector more accessible.

- **Group benefits similar to employee assistant programs.** Health conditions that require medication and treatment services may prevent people from working in the arts sector. Arts organizations often do not provide benefits and independent artists may not be able to afford their medication and treatment. As a result, people may be forced to leave the sector in search of employment that offers benefits.
- **Group insurance.** General liability, insurance for physical art, regalia, supplies, office contents. The loss of artistic property can be financially and emotionally devastating. As well, independent contractors (artists) may be required to have general liability insurance when performing at some venues. Group insurance can offer artists more affordable access to this coverage.
- **Shared training opportunities designed for the arts community.** Grant writing, marketing, mental wellness, safety. Artists know art, but they don't necessarily know how to promote or fund their art and how to be safe when working with dangerous materials and equipment. Independent learning can be costly and inaccessible, while shared training can build industry knowledge, increase safety, and create connection among artists.
- **Charitable receipts** can improve an artist's ability to access to private funding opportunities.
- **Shared administration and communications support.** Arts organizations have difficulty finding bookkeeping and auditing service providers who have both sector knowledge and affordable rates. The option to share service providers can help reduce costs and these savings can be redirected to artists and arts programming. Bulk email distribution and coordinated social media outreach can help artists promote their events and expressions to art enthusiasts, funders, and politicians/policymakers. The idea of shared volunteer lists was also suggested, but with a caution that shared volunteers must be respectful of diverse artists and forms of expression.

Other considerations for a more equitable arts sector:

- **Universal basic income.** Artists need a universal basic income with equitable wages across all disciplines.
- **Safe spaces for expression.** Identify and support safe spaces where diverse artists can express themselves without fear of judgement or censorship.
- **Increase public awareness.** Create Public Service Announcements that promote the values of art, humanize artists, encourage the arts as a career, and emphasize the sector's social and economic benefits.
- **Collective advocacy.** Artists and arts organizations can unite to take collective action, especially during elections, to demonstrate political power and push for increased public investment in the arts. Artists vote and their support has to be earned.