



Boston Cultural Council

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2021 AUG 12 P 2: 04
BOSTON, MA

Join Zoom Meeting:
<https://zoom.us/j/99359116769>
Meeting ID: 993 5911 6769
Date: Monday, August 16, 6 pm-8 pm

Meeting Agenda

6:00-6:20 (20)	Join Meeting ❖ Welcome & Ice Breaker	Elizabeth Liriano
6:20-7pm	❖ Promoting Good ➤ Scoring Matrix Modus Operandi	Valerie Zolezzi-Wyndham and Steve Tavinier
7pm-8pm	❖ Discussion/Vote ➤ Scoring Matrix	Everyone
8pm	Next Steps ❖ Updates ❖ Next BCC meeting September 20th, 6 - 8 p.m.	



Attendees: Marie Fukuda, Kara Elliott-Ortega, Elizabeth Liriano, Valerie Zolezzi-Wyndham, Steve Taviner, Jennifer Falk, Graham Wright, Annie Le, Alex Speir, Shauna Helton, Krista Terrell, Abria Smith, Ricky Meinke, Sarah Ribeiro, Shauna Helton, Pat McSweeney

❖ **Promoting Good**

➤ Application questions Draft 2021-2022

Proposed Grant application

We want to ensure that the application helps tell the story of bringing Equity forward.

Thoughts & Questions

Adding staff to the equity question are you paying artist equitably or are we referring to staff as well-This is two questions in one.Rephrasing the question and explicitly explaining if they pay artist equitably this would eliminate room for confusion

Adding in demographics back?

These were the questions we had in 2020 applications

- What neighborhoods do you primarily serve? (List of all Boston Neighborhoods)
- Does your organization primarily serve a particular ethnic group(s)? (if yes)
- Which ethnic group(s) does your organization primarily serve?
- Does your organization primarily serve a specific age group(s)? (if yes)
- What age group(s) does your organization primarily serve?
- What other distinct groups do you define as primary constituents?

Adding

“Include a brief story” in the mission section more storytelling

Asking for 2 to 3 data points in an annual report/survey that’s not tied to the application

Mission and Values section



Give applicants 3-4 options on how their board is structured and doing because (This is a bit too open: Tell us about your organization's commitment to cultural diversity, economic diversity, inclusion, and equity. Include a brief story of how you put this commitment into action, e.g. with your programs, your people (staff, board, leadership, volunteers...), your communities.)

Where are you section

Rephrasing and adding this question: *Do you also partner with other Boston-based organizations? If so, who, and how does this help your community and mission?*

What are we asking?

What relevant experience and learning has your leadership committed to that enables you to serve Boston's historically excluded communities?(Have you committed to training and learning, committing resources and just and equitable organization. Adding this on the side of the application as a description)

Equity in Boston and the Arts

Question

1 could be question 4 and 4 number 1

4.In what ways does your organization expand access to arts and culture for communities who have been historically excluded from the arts?

1.What relevant experience and learning has your leadership committed to that enables you to serve Boston's historically excluded communities?

Budget

Funding Scenario

The simplest is giving the larger grants to smaller organizations. Flipping the larger and the smaller organization and keeping the middle the same (Flipping and keeping our current tiers gets us closest to what we currently have. Because the over \$500k orgs are at \$2k)

If we take \$3,500 across to all grantees, the smaller would be getting more than \$2,000 and the larger smaller than \$5,000 this straight funding would leave us at \$532,000
But flipping funding does make a larger statement than giving equal all across the board

What are our intentions in 2 or 3 years if funding lowers?

Another scenario would be

Adding a lower budget tier for the top 15 or so orgs creates a version of Scenario 1 with a



budget closer to our current budget. The pushback if we do this is that \$1000 really is a token amount of funding for a large organization. We would really be telling them not to apply. Do we think we will reduce this \$2M going forward? Or do we want these orgs to apply? (This is a what if scenario not voted on)

Should the budget cap be reduced to 1.5M?

1.5M organizations sometimes don't necessarily have a larger staff. Sometimes there is one person wearing many hats. We should continue supporting these organizations as well.

Advocating keeping at 2M cap vs 1.5M. Voted Yes

Motion to vote on which scenario

Scenario 1 - Flip small and bigs				
Number Org	Size	Dollar		Total
66	< \$100k	\$	5,000	\$ 330,000
50	\$100k - \$500k	\$	3,500	\$ 175,000
36	> \$500k	\$	2,000	\$ 72,000
				<u>\$ 577,000</u>
Flipping and keeping our current tiers gets the closest to what we currently have. Because the over \$500k orgs are only at \$2k, reducing them doesn't make a huge different in being over or under budget. This scenario also keeps the mids where they are.				
Scenario 2 - Flip smalls and bigs, plus change funding tiers				
Number Org	Size	Dollar		Total
116	< \$500k	\$	5,000	\$ 580,000
24	\$500k-\$1.5M	\$	3,500	\$ 84,000
12	> \$1.5M	\$	2,000	\$ 24,000
				<u>\$ 688,000</u>
There are so many orgs under \$500 that exceed our budget immediately.				
Scenario 3 - make Scenario 2 work				
Number Org	Size	Dollar		Total
99	< \$250k	\$	5,000	\$ 495,000
38	\$250k - \$1M	\$	3,500	\$ 133,000
15	> \$1M	\$	2,000	\$ 30,000
				<u>\$ 658,000</u>
Adjusting our budget categories to 1) award more and 2) award more smalls (by increasing the "small" budget threshold). Again, there are so many "small" that at \$5k we go through our budget very quickly.				
Scenario 1 - Adding a new tier for the highest budgets				
Number Org	Size	Dollar		Total
66	< \$100k	\$	5,000	\$ 330,000
50	\$100k - \$500k	\$	3,500	\$ 175,000
21	\$500-\$1M	\$	2,000	\$ 42,000
15	\$1M-\$2M	\$	1,000	\$ 15,000
				<u>\$ 547,000</u>
Adding a lower budget tier for the top 15 or so orgs creates a version of Scenario 1 with a budget closer to our current budget. The pushback I think we receive if we do this is that \$1000 really is a token amount of funding for a large organization. We would really be telling them not to apply. Do we think we will reduce this \$2M going forward? Or do we want these orgs to apply?				



Scenario 1 was voted on

Alex Speir made the motion for the BCC to adopt Scenario 1
Graham Wright seconded the motion

All in favor:

Alex Speir
Graham Wright
Marie Fukuda
Pat McSweeney
Ricky Meinke
Shauna Helton
Sarah Ribeiro
Abria Smith
Jennifer Falk

Model Equity Awards

The MEO will still be awarded this year- Funder will still be providing grant funds for this award

Next steps

Promoting Good - Update Application questions 7/20

Timeline

- Get feedback by council 7/23 3pm
- Application Complete in submittable 8/9
- Review sheet complete 8/27