

SUMMARY MINUTES

Wednesday, May 15, 2019

General Services Department, 2011 Fay Street Durham, NC 27704

Committee Members Present

Margaret DeMott*
Dan Ellison
Valerie Gillispie
Tom Jaynes

Angela Lee
Lou Rollins
Katie Seiz*
Candis W. Smith

Katie Spencer Wright
** Public Art Committee
members*

City of Durham Staff and Representatives Present

Alexandra Benson, GSD
Rebecca Brown, GSD

Stacey Poston, GSD
Linda Salguero, DCE

Annette Smith, DPR
Sharon Williams, HR

I. Call to Order

3:07pm

II. Approval of Minutes

MOTION: To approve 4/17/19 meeting summary minutes.

(Gillispie, Ellison 2nd)

ACTION: Motion approved. (9-0)

III. Adjustments to the Agenda

- i. Arts Accessibility Community Meeting, Dan Ellison
 - i. Arts Access is a state-wide organization based in Raleigh interested in creating more initiatives around art and accessibility in the greater Triangle region. They are working to identify the Durham community's needs around creative accessibility and received a grant from the Mary Biddle Duke Foundation to help fund that work. Their most recent meeting took place at North Star Church where leaders in arts and culture gathered to discuss the accessibility gaps in Durham's community.

IV. Announcements

i. Job Descriptions for Chair & Vice Chair

- i. Cultural Advisory Board members are to review the job description for the Board Vice Chair and determine whether or not it is a position that interests them.
- ii. The Cultural Advisory Board wishes to approve Tom Jaynes as the Chair for the upcoming term.

MOTION: To approve Tom Jaynes as the Chair of the Cultural Advisory Board for FY 19-20.

(Rollins, Gillispie 2nd)

ACTION: Motion approved. (9-0)

ii. Durham County Public Art Policy, Linda Salguero

- i. Linda Salguero presented a proposal for Durham County's Public Art Policy to the Joint City-County Commissioners Planning Meeting. In this proposal, the County would operate with a 1% Policy for Public Art and use existing City of Durham committees and procedures to approve public art. Since the adopting policy will mirror the public art program that the City has in place, the Public Art Committee, under direction of the Cultural Advisory Board, would maintain the approval process for artists and artwork commissioned by both the City and the County. Similarly, the Cultural Advisory Board's name would change from "City of Durham's Cultural Advisory Board" to "Durham Cultural Advisory Board". If the Commissioners move forward with establishing the policy, then the bylaws for our resident advisory boards may need to change to account for membership from the population of the greater Durham County area. The City and County will work together to draft the Standard Operating Procedures on how the Boards will function within the County's public art program and present additional operating procedures to the next Joint City-County meeting.

iii. New Members, Stacey Poston

- i. The Cultural Advisory Board made recommendations for new members to onboard on July 1st, which will be presented to City Council on the 5/23 agenda cycle and presented for approval at the following work session. The Cultural Advisory Board continues to actively seek a diverse set of members.

- ii. The Public Art Committee has also recommended to bring on 5 new members (Antonio Alanis, Patricia Harris, Monet Marshall, Truitt O'Neal, Nicole Oxendine) and 1 new student member (Cici Cheng), establishing a set range of 15-18 members. These new members exemplify a level of diversity regarding demographic, skill set, and artistic discipline.
- iii. The Board is looking to establish a more structured process for term closure. The final meeting for Board members rolling off this year will be held on July 17th, which will act as a joint meeting between both resident advisory boards to discuss priority goals and network with new members. More information on the location and details of this event to come.

V. New Business

- i. Facilitated Discussion on Equity, Sharon Williams
 - i. Sharon Williams manages onboarding, human resources, and employee relations for the City of Durham and has experience doing work around racial equity within the municipality. She has come to facilitate a discussion on equity so that the Cultural Advisory Board is able to bring their current priority goal into a concise, actionable plan. The Board was asked to brainstorm around three key questions:
 1. What are the current gaps for equity within the Durham arts and culture community?
 - a. Disproportion in the amount of people of color in leadership and Board positions within arts/cultural nonprofits and a disproportion in the demographic of audience participation for programs/events
 - b. Network gaps between different communities and a lack of relationships between those communities
 - c. Language barriers and communication barriers (print vs. digital marketing materials and how information gets shared to the public)
 - d. Heavy weight on the economic impact of various festivals/events, disproportionately affecting what types of organizations receive funding
 - e. Disparity in access to the arts and resources and a lack of available seats at the table

- f. Systematic expectations around people of color acting as a voice for their demographic; “tokenizing” people of color
- g. Institutional places of belonging and places of non-belonging are still in place in our society
- h. Lack of opportunities for new artists and arts leaders to enter into the field without previous experience

ROOT CAUSE ANALYSIS

- i. Unpaid internships and apprenticeships for artists and young professionals entering their creative careers
 - ii. Understanding historical context of the institutional disparities that exist
 - iii. Older generations with outdated practices and values instilled in their work
 - iv. Historic economic disparities have led themselves into present-day inequalities in opportunities and room for financial improvement
 - v. A “giving requirement” for nonprofit Board members
 - vi. Lack of awareness of grants, residents, projects, etc. for artists of color in Durham
 - vii. Lack of support for varying artistic disciplines
 - viii. Complacency with current funding and artist selection systems
2. What are the opportunities for greater equity initiatives in Durham arts and culture?
- a. Working to identify organizations that currently have equitable arts programs in place and support that work on a foundational level
 - b. Helping North Carolina Central University become more visible within their arts/cultural programming and bridging collaborative programs with that university
 - c. Re-evaluating how the Public Art Committee and City’s Public Art Program influence the selection of public art
 - d. Executing a “gap analysis” to understand what types of artwork and artists the City has in its portfolio and what demographics are not represented

- e. Bringing Diversity, Equity, and Inclusion Training to both resident advisory boards and providing resources for other arts leaders in the community to do the same work
 - f. Establishing connections with networks the City and Boards don't currently have access to (i.e. justice-involved groups, gender-fluid and LGBTQIA+ groups, etc.)
 - g. Moving forward to provide all written materials in both English and Spanish
 - h. Re-evaluating and re-structuring the process for the recruitment and selection of the resident advisory boards
 - i. Establishing a fund to pay up-and-coming artists during apprenticeships
3. What is the scope of work that the Cultural Advisory Board can do to address these gaps?
- a. The Cultural Advisory Board is able to propose an equity policy for public art programming.
 - b. The Board wishes to continue expanding upon initiatives and concepts presented during this discussion.
 - c. CAB Members will work to establish a task-force team for this initiative to review and prioritize actionable goals.

VI. Updates / Old Business

- i. Festivals and Events Action Items, Tom Jaynes
 - i. After developing a final draft for the Special Events grant application, the Committee will be requesting stakeholder input at Discover Durham's Festivals & Events Roundtable Discussion on June 19th. The sub-committee is currently determining the final rubric and which support documents will be provided to the jurors.
 - ii. The final application will be ready by the Cultural Advisory Board's June meeting. The application will then be posted on City platforms for the entire month of July for applicants to submit their proposals. Board review will follow putting the recommendations in line to be approved by City Council in August.

- ii. Artist/Historian in Residence Action Items, Katie Spencer Wright

