



▶ Retreat Themes

Tacoma Arts Commission

August 8, 2022

Revisit Objectives

- ▶ Deepen understanding and knowledge of the current work of the Office of Arts & Cultural Vitality
- ▶ Center equity and transformation in the work of the Tacoma Arts Commission and Office of Arts & Cultural Vitality
- ▶ Reviewing ArtFull Tacoma's strategic initiatives as they relate to the work we are currently doing and consider the intersectionality/eco-system of our work and City priorities (health, safety, livable wage jobs, housing, access, and belief & trust.
- ▶ How can we be advancing Justice, Equity, Diversity & Inclusion in our work
- ▶ Gather topics of interest for deeper dives at future Commission meetings

Emerging Themes

- ▶ Leadership Development and Empowerment
- ▶ Optimizing Resources: Financial Services
- ▶ Optimizing Resources: Services
- ▶ Access & Equity
- ▶ Visibility
- ▶ Policy and Procedure

Leadership Development and Empowerment



Pipeline development

- ▶ Youth
- ▶ Emerging
- ▶ Mid-career
- ▶ Leadership succession planning

Consider needs of each stage of development and the services, resources, and attention needed for different levels of development.

Optimizing Resources: Financial

- ▶ Increasing sources of funding outside of General Fund
 - ▶ Partnerships, connecting with additional resources
- ▶ Adjustments to current programs
 - ▶ Ways to organize or focus the funding and programs to optimize JEDI impacts
- ▶ Funding for public art/community engagement from city and partner agencies.
 - ▶ Partnerships, identification of non 1% dollars to be used for public art/community engagement.
 - ▶ Increase opportunities for public artists/storytellers/creatives to be hired directly.
 - ▶ Consider strengthening public art in private development.

Optimizing Resources: Services

- ▶ Connecting creatives with services, resources, and support for:
 - ▶ Creative entrepreneurial thriving (business health and facility)
 - ▶ Human thriving (support for wellbeing and relational functionality)
- ▶ Development and Training
 - ▶ Context/community based/paid training (Public Art Cohorts)
 - ▶ Opportunities for Emerging and Mid-career
 - ▶ Workshops, training, convenings, peer learning, mentorship
 - ▶ Consider a repetitive cycle of trainings
 - ▶ Connect creatives with resources/trainings offered by others
 - ▶ Consider the whole being in determining trainings/workshops (i.e. financial, housing, wellness, etc.)
 - ▶ Respond to the needs of the community (Individual artists and organizations)

Access & Equity

- ▶ Connecting community to creatives (vice versa)
- ▶ Continue to identify and address Gaps in service, distribution, participation.
- ▶ Desire to increase:
 - ▶ Programming in neighborhoods
 - ▶ Access to venues/spaces for creatives
 - ▶ Participation by those historically not engaged
 - ▶ Entry-points at different levels of development and in different ‘fields’
- ▶ Identify opportunities for ‘public art’ to include non-built environment interventions to include more artists, artforms, and connection points with community.
 - ▶ Consider more ‘Distributed Opportunities’ for public art’ multiples like traffic box wraps, stamps
- ▶ Continue to update and refine policy, procedures, communications, and implementation that drive anti-racism and equitable practices and participation.
- ▶ Improve data gathering and analysis to identify gaps and inform decision making/tell the story

Visibility

Tell the stories, give visibility to the stories that aren't being told

Increase

- ▶ Visibility of creatives/impact of presence/activity
- ▶ Tacoma Arts Commission presence in Community and opportunities available
- ▶ Coverage of opportunities and events

Promotion

- ▶ Provide more packaged programming year-round (Arts Month and/or 'packaging' of opportunities).
- ▶ Creative Placemaking Tours
- ▶ Existing channels (web, social media, tv Tacoma, sponsors, etc.)

Policy & Procedure

- ▶ Improvements to 1% for art program
 - ▶ Ease of administration and ability to plan strategically
- ▶ Public art in private development
 - ▶ Consider opportunities to increase support for public art/community engagement in private development
- ▶ Policy asks to City Council
 - ▶ Determine any specific asks/desires that require City Council action

Discussion

- ▶ How do these themes sit with you?
- ▶ What are we missing?
 - ▶ Leadership Development and Empowerment
 - ▶ Optimizing Resources: Financial Services
 - ▶ Optimizing Resources: Services
 - ▶ Access & Equity
 - ▶ Visibility & Promotion
 - ▶ Policy and Procedure

Are there key areas of interest/focus that you would like to dig into more?