



Highlights from Supporting Leaders of Color in the Arts and Creative Economy in Maryland

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Speakers

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- **Quanice Floyd**, Founder, [Arts Administrators of Color Network](http://ArtsAdministratorsOfColorNetwork.org) & Executive Director, Arts Education in Maryland Schools, qgfloyd@gmail.com

What Works

- Equitable partnerships
- Multi-year funding, general operating support, not project support
- Culturally responsive processes that honor all
- Comes down to TRUST: Do we trust organizations led by people of color who know what the community needs?
- Recognizing BIPOC leaders are the experts, Foundation representatives are not the experts
- Focus on indigenous leaders
- Allow BIPOC to be in advising and consulting role
- Asking funders to divest support for organizations that are not led by BIPOC (meaning 100% of senior leaders and board are BIPOC)
- Take an intersectional approach to what will sustain leaders
- Brioxy is lining up (per organization) \$1 Million in debt for buildings, low-interest cash flow loans of up to \$30K, and \$50-100K in grant dollars (operating support). That's in addition to the 12 months of cohort-based capacity building (fundraising, financial, evaluation and legal), travel, technical support, and collective advocacy for even larger capital dollars.
- Provide stacked capital: operating support, capacity building support, capital support – work toward collectively owning land
- Intergenerational mentorship
- Networking together
- Use collective leadership models

- Provide team-based development, not just for the Executive Director. Don't leave it to the leader to translate what they learn to all others.
- Arts Education in Maryland Schools is partnering with the Maryland State Arts Council (MSAC) and Maryland Citizens for the Arts on the [Maryland Arts Institute of Racial Justice](#)
- Group defines what they want
- Recognize that Black-led organizations that have existed for 5+ years are a success!
- BIPOC-led organizations need co-conspirators – build relationships of trust
- Remove barriers of reporting requirements

What inspires you?

- Working with great grandparents who live in Cherry Hill – codify cross-generational knowledge.
- Arts and Creatives are the life force of community – transform how people see themselves,
- Arts and Culture are part of us. It is who we are
- Think about who else in grantee pool is talking about this? Whose work are you following?
- Black Arts and Entertainment District! Fund them!

What are Funders doing?

- **BOPA** is trying to support community-based organizations that know the community, at the grassroots level. They are in constant conversation about what kinds of supports they need.
- **GBCA** is asking how we can leverage their relationships to benefit black and brown-led organizations. Navasha looks to equitable partnership that are fair. Jeannie connected her to a funding source that the Youth Resiliency Initiative and Dance and Bmore didn't have access to. Jeannie brokered relationship and opened door. GBCA did not absorb any management or operating expenses from their grants.
- **DC Commission for the Arts** changed inequitable funding practices, stopped earmarks for large, white-led arts organizations. They are now investing more in small- and mid-sized organizations
- National funder can match funds
- Funders can open doors, share information about other funders
- **McKenzie Scott's** support for the Arts Administrators of Color Network has no reports required, no strings, total trust!
- Every dollar invest by funders and intermediaries is a decision in equity. An opportunity to build LONG TERM infrastructure in communities that have been under resourced for generations
- **MSAC** is constantly having conversations about equity at all levels as well as barriers, who they communicate with, who they bring into panel rooms, etc. Trying to be as open and accessible as possible and advocate to minimize inequities. In their funding structure, they also overhauled their Grants for Organizations program to better support small and mid-sized organizations.
 - If anyone is interested in any of our forms, questions, rubrics, etc., we'd be happy to share them Steven.skerritt-davis@maryland.gov
- Early investment in Brioxy's radical way of thinking came from Lara at the **Blaustein Foundation** has made this possible in the creative field. Philanthropy should be functioning as R&D of the field. Fund radical ideas, many will fail but you will have runaway success with some that will more than make up for it.
- We are all stewards of our available funds, but we should not be risk averse. A percentage should be set aside to invest in programming that may be outside traditional structures or the

white measurements of success. That can really move the field of philanthropy and equity forward. And/or that should be the lens for all funding.

- There are different ways people get funding – from a phone call to lengthy applications. Organizations should not be penalized for their size.

What funders are doing this well?

- Kellogg Foundation: The Youth Resiliency Initiative received a \$500K multi-year grant. There was a level of trust there, of understanding what we do and the importance of it
- OSI and the Ford Foundation have an urgency and understanding of what we do
- Tomi Heirs at the Annie E Casey Foundation
- Lara Hall at Blaustein Philanthropic Group
- American Express
- Novo Foundation

Thoughts on evaluation and measures that are helpful to organizations

- T Rowe Price Foundation doesn't have any foundation-wide impact measurements. They ask grantees what impact would mean for them. This came with shift to multi-year general operating grants and with "who has the expertise" mentality. The look at things holistically across a focus area.
- T Rowe Price Foundation is also thinking intentionally about black-led organizations that are fiscally sponsored. They hadn't been paying attention to that and realize they were responsible for damage because they weren't playing a role as a protective layer for organizations. They can be an advocate and failed in a lot of ways.
 - And one must be mindful of being micro-managing re: this as well.
- Evaluation goes back to trust – why is there a microscopic concern with BIPOC led organizations? if you look at the work of the organization equitably, small organizations were doing jobs that large organizations weren't doing. Look at model/lens of bias and subjectivity.
- That's why we allow organizations define their outcomes and impact - so important for that power to be held by the organizations themselves. Impact doesn't belong to funders.

Parting Wisdom

- It won't happen that the field will be led by the people being served because of the pervasive impact of racism
- How do we get more generous when we have a lot? Arts help everyone!
- Funding us funds the community.
- When you are funding a woman, you are funding a family.
- Provide freedom and liberation for people
- Contact one of the speakers for ideas, not just your peer program officers
- Get out from behind our desk and into community to see what it is happening
- Just take action and do it!

Suggestions for future topics

1. American Rescue Plan and how it is supporting area arts organizations and where the white space is for philanthropy?
2. Recent research/studies that may be helpful and informative to support arts grantmaking efforts in Maryland.