Equity & Accessibility

Workshop Provided by Arts Council Santa Cruz County Hosted By Monica Galvan

Get ready to do some Writing & Talking

- Have a writing tool available
- A pad of paper or computer
- Water and/or a snack
- A calming/relaxing environment if possible
- Take care of your needs

Agenda

- Definition of Equity
- Equity in your Org. Writing prompt
- Group discussion about equity
- Definition of Accessibility
- Accessibility in your Org. Writing prompt
- Group discussion about Accessibility
- Review of application prompt and questions
- Workshop survey

Equity

Equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.

Groups that experience inequity:

Indigenous peoples

Migrants and refugees

Ethnic and other minorities

Disabled

LGBTQ+

Doing research on your area's services, income gaps and incarceration demographics can help with narrowing down what your organization should focus on if you're currently beginning the process of incorporating equitable practices into your org.

Equitable Practices

LGBTQ+ specific- using gender neutral pronouns, providing a safe space, educating yourself and others on LGBTQ+ needs, history and resources.

Monolingual (migrant/refugee specific)- Translation of promotional materials & websites, translators, hiring employees with connections in these communities.

Ethnic minority specific—Ensuring information is delivered in ways that connect linguistically and culturally with each group, providing resources in the afternoon after work hrs, providing child care, securing stipends or gift cards for participating in services.

Poverty specific- providing programing near bus stops, insuring free programing, transportation support, house visits, free access to computers and wifi, free snacks, etc.

Indigenous specific- Providing culturally relevant program material, educating yourself about the culture and history of each group, making programing free or reduced price, etc.

Writing Prompt: Take 5 minutes

List 4 groups or subgroups that your organization supports with equity in mind and (for each) add one way you specifically do this?

1.

2.

3.

4.

Let's Chat!

Unmute or write in the chat:

What were your initial thoughts about equity before and after we went over this section?

Are there ways that you didn't realize you were practicing equitable practices?

Do you have a specific question related to your organization's equitable practices for the group?

Accessibility

Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

Examples of Accessibility:

Technology specific-providing keyboard-only navigation for websites, ensuring that links and buttons are easily clickable and providing voice-controlled options for devices.

Disability specific-provide ramps and/or elevators for wheelchair access, insuring 3 foot walkways, parking spaces, special tools and desk attachments for wheelchairs etc.

General practices- Using accessible vocabulary, checking for retention(surveying) by connecting with with your community, placing information where those who need your services can access information, etc.

Writing Prompt: Take 5 minutes

List 4 ways your organization currently initiates accessible practices?

1.

2.

3.

4.

Let's Chat! Take 2

Unmute or write in chat:

Did any ideas come to mind about your organisation's practices while going over this section?

Did you notice the connection between accessibility and equity?

Do you have a specific question related to your organization's accessibility practices for the group?

Application Prompt: Equity & Accessibility Strategies

Explain how your organization is working on improving representation and access to the arts (for audience, participants, artists, and/or collaborators). Strong applications will include:

- At least one step your organization has taken to reduce barriers to access or increase representation in the past.
- At least one future goal related to equity & accessibility, and how you will make progress on that goal in the coming year.
- Specifying which underrepresented communities will have improved representation or access to your programming through the strategies described above. Examples include but are not limited to: people of color, LGBTQIA+, those with disabilities or neurodiversity, low socio-economic classes, residents of different geographic locations, unhoused community members, immigrants, etc.

Organizational Representation

Describe the diversity of your staff, board, and artists, focusing on representation from underrepresented communities.

Examples of underrepresented communities could include but are not limited to: people of color, LGBTQIA+, those with disabilities or neurodiversity, low socio-economic classes, residents of different geographic locations, unhoused community members, immigrants, etc.

Questions?

Survey time!

https://docs.google.com/forms/d/e/1FAIpQLScSLSxJJOJOthZizuj-WTR59KSnjUbi-4kV7dXbF3Il1JhbLw/viewform