

Program Overview

Cultural Equity Initiatives (CEI) Grant Program Overview

The CEI grant program supports small and mid-sized arts organizations deeply rooted in San Francisco communities with core support grants up to \$100,000 over two years.

CEI: **Prioritizes organizations** deeply rooted and connected to BIPOC, LGBTQ, People with Disabilities, women and other communities that are identified in the Cultural Equity Endowment legislation (please see below); **Fosters artistic expression and arts leadership** reflective of San Francisco's rich cultural heritage and legacy; **Provides flexibility and addresses bandwidth challenges** in critical sustainability areas including operations and staff development.

Panel Composition

Three distinct panels of four or five members each convened on February 23-24, 2022, March 2-3, 2022 and March 10, 2022 to rank the CEI applications according to the stated review criteria in the published CEI 2021-2022 guidelines.

The panelists brought a range of expertise in nonprofit finance, arts administration, artistic and community-based programming, development and marketing, and philanthropy. They identify as African American, Afro-Latinx, American Indian/Alaskan, Asian American, Latinx, Middle Eastern, and white/Caucasian. Eighteen percent identify as LGBTQ.

FY21-22 CEI Funding Recommendations

86 grant applications were received requesting a total of \$7,475,000.

The panelists reviewed 86 CEI applications according to the stated review criteria. CEI Funding recommendations include 29 applicants for a total of \$2,700,000.

Successful proposals clearly articulated their organization's mission and history of engaging communities identified in the [Cultural Equity Endowment legislation](#) and demonstrated that their staff and board leadership have deep connections to and relevant experience to the communities engaged. Additionally, each clearly articulated their impact on the San Francisco arts community through programs and services, provided detailed grant plans and project budgets, shared compelling work samples and have clear processes for financial planning and monitoring.

Funding requests include a range of small and mid-sized arts organizations that deeply engage San Francisco's diverse audiences and communities, produce world class works of art across all genres including film and media, dance and performance, music and visual arts. Applicants in this cohort provide critical space and support for thousands of artists to create, dream and share their works with the public, often at little to no cost. Their missions include presenting the world's longest running transgender film festival, exhibiting innovative, artist-centered visual arts programs, promoting Caribbean arts and culture, preserving and restoring Indigenous culture

Community Investments

FY21-22 Cultural Equity Initiatives (CEI)



Program Overview

and knowledge, as well as providing critical legal support and services for California's artist and incarcerated communities.

The applicants that did not score well were unable to clearly articulate their organization's history of engaging communities identified in the [Cultural Equity Endowment legislation](#). They provided incomplete or missing financials and work samples, or did not clearly articulate how their staff and board leadership are connected to the communities they engage.

Attachments

Attachments to this memo include the list of CEI applicants recommended for funding with project descriptions and panelist biographies.

Community Investments

FY21-22 Cultural Equity Initiatives Funding Recommendations



Applicant Category Grant Amount	Org Budget	Project Description
ABADA-Capoeira San Francisco \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support lead artist staff salaries and rent for its Capoeira Arts Center facility. These foundational expenses are essential to the continuation of programs and organizational stability. Funding will strengthen ACSF's constitution, increasing its capacity to conduct and expand outreach and activities; meet strategic goals; and successfully adapt and recover from the pandemic.
Accion Latina	>\$400,00	San Francisco Arts Commission funds will be used to support the hiring of a full time Cultural Arts Manager to reactivate our Juan R. Fuentes gallery (dormant since March 2020 due to the pandemic) and strengthen signature programs such as Paseo Artistico, Encuentro concert and special projects through in person and virtual programming.
Brava for Women in the Arts \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support a leadership transition as Brava's current Executive Director plans to leave by June 2024. In preparation for this transition, the staff and Board will work together to ensure the artistic planning, program implementation, building and property systems, operational systems and staffing infrastructure will sustain the organization through the changeover and that the building remains the essential community asset it has come to be known as.
California Lawyers for the Arts \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to provide general operating support and strengthen our core preventative legal educational programs for San Francisco artists and arts organizations from marginalized communities, as well as our Arts and Community Development programs, which will continue to serve youth with paid arts internships while expanding a re-entry program to provide paid internships and job training services for previously incarcerated persons who were engaged in the arts while incarcerated.
Chitresh Das Institute \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to support CDI's ability to deepen and expand engagement with the South Asian community, particularly in San Francisco, by conducting research of our constituents, and then creating a marketing and communications campaign with marketing consultant Reena Karia and video creative Kritika Sharma, both of whom are powerful storytellers closely connected to the Bay Area South Asian and Indian classical arts communities.

Circo Zero \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to sustain Circo Zero's day-to-day operations and expand our grassroots community impact following the devastating impacts of COVID. Over two years, CEI funds would be used to support our two administrative staff and to hire a QTBIPOC Associate Artistic Director who would instigate new projects, develop their own creative work, and collaborate to enhance Circo Zero's mission.
CounterPulse \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support the core operations and services of CounterPulse through supporting the salaries for the staff who support our core programs to artists. All of our staff are themselves practicing artists and represent the following groups: African American (1), Asian (1), Middle Eastern (1), Pacific Islander (2), white (4); Queer (6), Trans/Non-binary (2); TL Residents (2); Disabled (1).
Cubacaribe \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to support core personnel overseeing artistic programming and organizational capacity building activities that include the CubaCaribe Festival of Dance and Music in 2023 and 2024, which will feature local artists working in cultural traditions from Cuba and the Caribbean Diaspora; a world premiere by the artistic director for CubaCaribe's resident company; and ongoing institutional and individual donor fundraising activities that strengthen long-term support for operations and programming.
Cultura y Arte Nativa de las Americas \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to support direct artist fees for performers on Carnaval San Francisco 2023 and 2024 cultural stages and will pay the partial salaries and benefits of a new Event and Media Coordinator and a new Arts Program Manager needed as we move into our permanent space in October 2022 with 16 other grass roots arts groups.
Detour Dance Fiscal Sponsor (Dancers' Group Inc.) \$50,000	<\$150,000	San Francisco Arts Commission funds will be used to support Detour Dance's capacity building efforts including coaching, administrative salaries, fund development efforts and implementing a bookkeeping system to ensure financial and artistic sustainability.
Diamond Wave Fiscal Sponsor (Intersection for the Arts) \$75,000	<\$150,000	San Francisco Arts Commission funds will be used to support core operations and annual programming for Diamond Wave, a queer arts organization offering artistic and cultural events that bring together disparate segments of the LGBTQ+ community. The grant will contribute to maintaining the Artistic Director's salary, hiring a new assistant staff position, and operations of our 2022 and 2023 programs, including: the MASCellaneous creative workshop series and the THEYFRIEND nonbinary performance festival.
Eth-Noh-Tec Creations \$100,000	<\$150,000	San Francisco Arts Commission funds will be used to support the archiving of our repertoire and to publicize its free availability to the public, Asian American orgs, schools, libraries, public radio/TV stations and Asian and Ethnic Studies programs throughout the nation and the world. Awarded funds will support the Co-Artistic

		Director's salaries and the fees of any contractors needed to enhance our website's marketing and broadcasting capacities and the archive's artistic quality.
Fresh Meat Productions \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to expand Fresh Meat Productions' management and administrative infrastructure. In recent years, our organization's rapid artistic, programmatic and budgetary growth has outpaced the capacity of our staff. This initiative will expand our current Production Coordinator position into Production & Communications Manager; support this position with a new seasonal/project-based Production Assistant position; establish a new Digital and Social Media Manager position; and establish a new Sean Dorsey Dance Program Manager position.
Gay, Lesbian, Bisexual, Transgender Historical Society \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support high quality arts programming and historic exhibitions at the first stand-alone museum of LGBTQ history and culture in the United States.
Golden Thread Productions \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support core operating expenses, including staff and artist salaries, payroll taxes, benefits and worker's compensation insurance
Idris Ackamoor and Cultural Odyssey \$100,000	>\$400,00	San Francisco Arts Commission funds will be used for core operating support for CULTURAL ODYSSEY's TOWARDS 50: Re - Envisioning the FUTURE! Priority 1. Multi - Year earned income initiative to allow the company to rebound from the pandemic that his reduced earned income by more then 80%! PRIORITY 2. Re - Envision the organizational structure of Cultural Odyssey for what it could mean to emerging and established African-American artists and organizations of the future.
Kearny Street Workshop \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to support KSW's work to strengthen organizational capacity, in order to better serve our artists and audience members. This includes hiring an Events and Community Director, increasing hours and compensation for the existing co-directors, and increasing efforts to engage KSW's base of supporters and funders for long-term sustainability.
Lenora Lee Dance Fiscal Sponsor (Asian Pacific Islander Cultural Center) \$100,000	\$150,000 - \$400,000	San Francisco Arts Commission funds will be used to support a \$100,000 two-year CEI grant for Lenora Lee Dance's Expanding Impact Initiative supplementing staff, consultant, and artist fees: 1) A paid 1/3 FTE Artistic Director. 2) A paid ¼ FTE Project Consultant. 3) A paid ¼ FTE Marketing/Outreach Consultant. 4) A paid Organizational/Development Consultant, who will work with LLD artists, collaborators, organizational partners, and community participants expanding its 2022-2024 seasons to include film screenings, virtual programming, performances, and touring.

Magic Theatre, Inc. \$100,000	<\$150,000	San Francisco Arts Commission funds will be used to support general operating costs over two years for: 1. Salary support for Magic’s leadership (Managing Director and Artistic Director). 2. Support of our artistic programming. Funds will be applied to support artist fees for Magic’s new Artist Residency program and the commission of a new play by Star Finch (our playwright-in-residence). 3. Rent for our theater at Fort Mason Center for Arts & Culture.
Marigold Project Inc. Fiscal Sponsor (Intersection for the Arts) \$100,000	<\$150,000	San Francisco Arts Commission funds will be used to support our annual event (Permits, Medical Tent, Portable Toilets, Altar Supplies) and year round programming that includes various workshops offered free of cost to the community including schools. Presenters will be BIPOC individuals whenever possible, and offer workshops that highlight our indigenous wisdom, and narratives that typically are not centered. Funds will also go to pay for supplies at the workshops and altar supplies.
Nā Lei Hulu I Ka Wēkiu Hula Halau \$100,000	>\$400,00	San Francisco Arts Commission funds will be used to support Nā Lei Hulu i ka Wēkiu Hula Halau’s core programs of Hawaiian cultural performance and instruction, reflecting our organizational mission dedicated to the preservation and education of the Hawaiian culture through the art of hula. CEI support would provide important additional momentum to our efforts as advocates for a vibrant cultural heritage, even as we look forward to creating new traditions which reflect an ever-evolving multicultural world.
Nava Dance Theatre \$75,000	<\$150,000	San Francisco Arts Commission funds will be used to support Nava Dance Theatre’s production of bharatanatyam dance works as a medium for artistic reflection and discovery by supporting the hiring of additional administrative staff, increasing capacity to rent rehearsal space, and establishing a salary for long-time organizational leadership. This will allow programmatic staff to spend more time focusing on the creation of art while expanding organizational capacity to further its mission.
Queer Rebels Productions Fiscal Sponsor (Intersection for the Arts) \$75,000	<\$150,000	San Francisco Arts Commission funds will be used to support Queer Rebels’ leadership and access services for disabled people. Strengthening our infrastructure and better supporting our disabled constituency, funds will support the hiring of a Finance and Operations Manager, a pay increase for our Artistic Director, and support access services, thereby, positioning QRP to support our growth with a robust staff to maintain current workloads and the increases needed to improve access for our constituency of QTBIPOC.
Queer Women of Color Media Arts Project \$100,000	>\$400,000	San Francisco Arts Commission funds will be used to support QWOCCMAP to build strategic capacity through expansion of organizational infrastructure through new staff, which will be supported by the creation of new recruitment and hiring strategies, the first-ever employee handbook, and systems and structures for employee onboarding and training. QWOCCMAP will also document its social justice queer feminist of color ethics, values and practices in order to maintain organizational culture amidst growth.

<p>San Francisco Transgender Film Festival Fiscal Sponsor (Fresh Meat Productions) \$100,000</p>	<p><\$150,000</p>	<p>San Francisco Arts Commission funds will be used to expand the San Francisco Transgender Film Festival's staff infrastructure and capacity, to position us to be well-resourced in this critical moment for Trans communities. The initiative will raise the Artistic Director's annual compensation, expand the current Festival Program Coordinator position into Director of Programs with increased compensation, support the Director of Programs position with a seasonal part-time Production Assistant, and support the costs for expanded disability access accommodations.</p>
<p>Southern Exposure \$100,000</p>	<p>>\$400,000</p>	<p>San Francisco Arts Commission funds will be used to support Southern Exposure's 2022-2024 programming, staffing, and operational costs as the organization develops new projects and exhibitions, offers dynamic youth arts programming, and enacts upcoming rounds of their regranting program. Across these three core program streams, Southern Exposure is focused on presenting the work of historically marginalized communities, specifically, Black and Indigenous artists, artists of color, and LGBTQIA+ artists, and immigrant artists.</p>
<p>The Cultural Conservancy Sacred Land Foundation \$100,000</p>	<p>>\$400,000</p>	<p>San Francisco Arts Commission funds will be used to strengthen and expand our Native Media production, education, and resource-sharing network across the SF Bay Area Native community. We will hire a new Native Media Associate and grow our Library in order to expand video projects in response to community request during COVID including: documenting elders' stories and celebrating SF's Native community; deliver youth trainings; and safely reopen our media hub in the Presidio.</p>
<p>The Dance Brigade A New Group From Wallflower Order \$100,000</p>	<p>>\$400,000</p>	<p>San Francisco Arts Commission funds will be used to support operational capacity to produce two years of DMT's new Liberation Academy for African Diasporic Arts including:</p> <ul style="list-style-type: none"> -Stipends for 6 project leaders to plan and design the program curriculum. -Administration expenses for Dance Mission Theater to produce 24 in-person and 24 virtual events. - Artist/teacher and ASL interpreter fees for two seasons of virtual panels and in-person workshops focused on Liberation Academy themes.
<p>Write Now! SF Bay Fiscal Sponsor (Intersection for the Arts) \$15,394</p>	<p>< \$150,000</p>	<p>San Francisco Arts Commission funds will be used to support Write Now! SF Bay by providing general personnel costs necessary to sustain San Francisco-based workshops, public events, and publications for BIPOC writers and artists. Write Now! will work with consultants on grant writing, a hiring plan for independent contractors, and compensation for independent contractors providing administrative and communications support.</p>



FY22 Cultural Equity Initiatives (CEI) Panel I Panelist Biographies

Lillian B. Archer is Principal Consultant and Founder at The Archer Group. She has 20 years of experience developing and implementing fundraising, governance and programming strategies at nonprofit organizations.

Her experiences bring together private, corporate, and civic supporters to make the change they want to see in the world. What she enjoys most about her work is helping her clients, ranging from schools, to museums, artists and arts organizations, to social service agencies become drivers of transformative change.

Her most recent arts related project was with Bayview artist Charles Gaden and SF Parks Alliance to create Entwined at Peacock Meadow in Golden Gate Park (winter 2020/21 and 2021/22). When she was the project lead for 150th Celebration of Golden Gate Park, she forged partnerships with 100s of community organizations (including African-American Arts and Cultural District, Museum of Craft and Design, Sharon Arts Studio) to display, share and experience the music and arts that are within the park and throughout the city.

Christina Chahal is Co-Executive Director of the Peninsula Museum of Art where she serves as both an administrator and a curator, connecting a wide variety of art and artists with the community. She is also a contributing writer for Punch Monthly magazine writing about creatives. Born in San Francisco, Christina is biracial South Asian and Caucasian. She graduated from Bay Area public schools then received her B.A. from Yale University. Christina has worked in the arts and in the media in San Francisco, New York, London and Los Angeles.

Jennifer Chu is the Membership and Donor Relationships Manager at the Center for Asian American Media. She received a B.A. in Political Science and Communication from UC Davis. Prior to joining CAAM, she interned and worked in the Oakland Asian Cultural Center's development department. In Fall 2019, she joined Kearny Street Workshop's board of directors. In her free time, she enjoys participating in events presented by the San Francisco Bay Area's diverse and vibrant arts/cultural organizations, artists, and community groups.

Jes DeVille (they/them) is an Afro-Latinx choreographer/creative director working across mediums to explore the intersections of physical fluency and environmental literacy through community-driven events. Awarded the inaugural Updraft artist residency by vertical dance company Bandaloop in 2021, their history includes operating as Managing Director of site-specific performance nonprofit Epiphany Dance Theater and co-curator of San Francisco Trolley Dances; Also fulfilling positions as a movement director for Funsch Dance Experience, team building facilitator with urban-adventure group The Go Game, choreographer for (PBS) Dragonfly TV – Kids Do Science and Big Bang! California Academy of Sciences After Dark, Special Projects Coordinator for Hip Hop Dance Conservatory NY, as well as

talent buyer/production lead for Anon Events (Hardly Strictly Bluegrass Festival, SF City Hall Centennial, World Education Congress). Having completed EcoTherapy coursework through The Earthbody Institute, they are uplifted as a regenerative design fellow and presenter for UC, Irvine's Emergent Media Research Group.

Weston Teruya's artistic work has been presented by the Mills College Art Museum, University of Hawai'i, Yerba Buena Center for the Arts; grants from Artadia, Asian Cultural Council, Creative Work Fund, and Center for Cultural Innovation; and residencies at A. Farm Saigon, Montalvo Arts Center, and Ox-Bow. He is one-third of Related Tactics, a collective of artists creating projects at the intersection of race and culture. Their projects have been presented through USF Thacher Gallery, Southern Exposure, and Wexner Center for the Arts. They are currently developing a project through a Craft Research Fund Artist Fellowship.

Weston previously worked for SFAC Cultural Equity Grants and was a Commissioner with the Berkeley Civic Arts Commission. He recently completed service with the Zellerbach Foundation's Community Art Panel and has been on selection panels for the Creative Work Fund and Rainin Foundation. Weston currently sits on the Board of the Berkeley Art Center.



FY22 Cultural Equity Initiatives (CEI) Panel II Panelist Biographies

Adrián Arias is a visual artist, poet, performer, curator, activist and cultural promoter, who brings together multidisciplinary artists to engage in community projects with messages of social justice, racial equality, climate change, peace, beauty, health, and hope in the San Francisco Bay Area. Arias is one of the founders and creators of MAPP (Mission Arts Performance Project) and creator of ILLUSION show. He has participated in international group exhibitions such as the Venice Biennale, The Ibero-American Biennial, The Contemporary Museum of Barcelona, and art residencies at the de Young Museum, Google new Mountain View building and at the Red Poppy Art House. Adrian has been commissioned to do murals in SF Chinatown, the Black Lives Matter on the asphalt at Petaluma Library, George Floyd at SOMArts, and recently has been commissioned by Luggage Store Gallery and Someland Foundation to paint a mural on two three-story building in the tenderloin of San Francisco.

Hoi Leung is a San Francisco-based curator with a deep sensitivity to neighborhood dynamics in her curatorial approach. As Chinese Culture Center's curator, she has successfully led gallery, storefront art interventions, and multi-year process-driven projects in SF's Chinatown. Her recent projects include: "Art, Culture & Belonging"-- an artist-led collaborative project uplifting neighborhood voices amid COVID-19, "Women in Chinatown"--a commission and mentorship project working with emerging artists from Chinatown to explore gender equity with community residents, "Task of Remembrance," --a multidisciplinary exhibition connecting local and international artists such as Jenifer Wofford, Sofia Cordova, Xu Tan, & Hung Liu, and "Homing," -- a site-specific sound installation inspired by Chinatown's unique architecture and urban history. She has also served on the California Arts Council panels, is an Asian Cultural Council Fellow and has traveled to Hong Kong, Taiwan, and Vietnam at the invitation of art institutions.

Lillian Osei-Boateng has worked in the Arts Program of the Doris Duke Charitable Foundation for nearly 15 years funding contemporary dance, jazz and theater institutions and artists. Lillian manages the Doris Duke Artist Awards program which gives large, unrestricted grants to individual artists.

Olivia Malabuyo Tablante is currently the Gerbode Foundation's Administrative Manager and Program Director of the Special Awards in the Arts Program. The Special Awards Program has funded arts Bay Area presenting organizations to commission the works of individual artists since 1989. The Special Awards in the Arts Program currently supports the creation of new works in dance, theater production, and music composition. These nationally respected awards have helped underwrite culturally and aesthetically diverse, acclaimed new works by prominent artists and emerging ones. Prior to joining the Gerbode Foundation in 2006, Olivia served as Los Cenzontles Mexican Arts Center's Administrative Manager as well as Post Production Manager and Production Manager for Los Cenzontles's PBS-series Cultures of Mexico

in California from 2004-06. Olivia also served as San Francisco's Filipinx American Binglestiff Studio's Managing Director and Project Manager for the construction of the new blackbox theater from 2002-2004.

Hang Le To is currently the Executive Director of Au Co Vietnamese Cultural Center and co-Chair of the Southeast Asian Arts and Culture Coalitions. Hang has served the community in the last 20 years in San Francisco and the Bay Area at large. She also has more than 25 years in non-profit administration and finance management.



FY22 Cultural Equity Initiatives (CEI) Panel III Panelist Biographies

Eugenia Bowman Crews' track record in philanthropy and social advocacy spans three decades and includes demonstrated experience with developing non-profits, including Arts/Dance. Eugenia's experience includes high level strategic relationships with all sectors of influence: major philanthropists, corporations, and foundations; community based and arts and faith-based leaders; and finally governmental agencies, environmental, activist and political leaders; for the sole purpose of impacting the long-term well-being of the community. She has served twice as a grant reviewer for the City of Oakland Cultural Funding Program, for their Artists in Schools and Neighborhood Voices programs.

Aditi Naik has worked in non-profit operations and administration for the last 10 years, supporting newly launched and incubated 501c3 organizations. These projects/organizations have spanned issue areas, from women's political activism to international development. Through these projects, she has participated in grantmaking to arts-based organizations.

Ce Scott-Fitts is an artist, poet, curator. Ce has exhibited at Museums (under the name Ce Scott), Public spaces and galleries throughout the Southeast. Her work is held in Public and Private Collections in the US, Japan and the UK. She is also an Arts Administrator and Artist Development Director for the South Carolina Arts Commission. Ce is formerly the Creative Director and Founding Staff of McColl Center for Art + Innovation. She has served on panels for the NEA, Artslink, Spoleto and several State Arts Councils.

Melody Lynne Takata is the founder, and director of GenRyu Arts for 26 years here in San Francisco Japantown. Melody has dedicated her life to teaching over 15,000 SFUSD children and supporting the SF Community with countless performances in SF Japantown, City Hall, Palace of Fine Arts, Yerba Buena Center, and more. She has been practicing Japanese cultural arts in dance, shamisen, and taiko for over 40 years. She trained for over 20+ years with NEA recipient- Madame Fujima Kansuma (Japanese Classical Dance). She also trained and performed professionally with O Edo Sukeroku Taiko under the tutelage of Seido Kobayashi sensei and continues to stay in contact and train with his group in Tokyo, Japan.

Melody has been a professional performer in traditional arts and post-modern theater works for over 20+ years. She performed frequently with Hideko Nakajima sensei on shamisen until her passing in 2019. She is a composer/choreographer in taiko and dance.