

Community Investments

FY24-25 Cultural Equity Initiatives (CEI)



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 and Gender Variant People, People with Disabilities, women and other communities that are identified in the Cultural Equity Endowment legislation; 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 to five members each convened on February 28, 2024 (five-member panel), March 5-6, 2024 (four-member panel), and March 14, 2024 (four-member panel) to rank the CEI applications according to the stated review criteria in the published CEI 2023-2024 guidelines.

The panelists brought a range of expertise including as practicing artists, in nonprofit arts administration and operations, community relations/outreach, fundraising and development, finance, artistic, cultural and community-based education and programming, filmmaking/media, literary arts, Native scholarship and cultural arts, philanthropy, project management, public arts administration and oversight, organizational development, and writing. They identify as Black/African American, American Indian/Alaskan, Asian American, Argentinian Chinese, Chinese American, Chicano and Chicano Cubano, Latinx, Mexican American, Pacific Islander, South Asian American, and White/Caucasian. Forty six percent identify as LGBTQIA+.

FY24-25 CEI Funding Recommendations

63 grant applications were received requesting a total of \$6,004,978.

The panelists reviewed 63 CEI applications according to the stated review criteria. CEI Funding recommendations include 38 applicants for a total of \$3,629,978.

Successful proposals clearly articulated how the grant will enhance the organization's mission, 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 relevant community-based experience, professional qualifications, and experience with the historically underserved communities, including those prioritized by the Cultural Equity Endowment legislation. Additionally, each applicant clearly articulated their impact on the San Francisco arts community through programs and services, provided detailed grant plans and project budgets that aligned with the project summary, shared compelling work samples, explained how they collect and share community feedback internally and externally, and shared clear processes for financial planning and monitoring.

Funding requests included a range of small and mid-sized arts organizations that engage San Francisco's diverse audiences and communities through the production of

world class works across all genres including arts education, media, dance, music, performance, theater, publishing, printmaking, literary arts, and visual arts. Applicants in this cohort provide critical access services to arts organizations, space, resources, artistic and professional development, networking opportunities, and support for thousands of artists, community members, and aspiring artists to create, dream and share their works, culture, and heritage, often at little to no cost to the public.

Their missions include nurturing, promoting, and presenting African American and African Diasporan art and culture, creating equity and access to music education for all young children in San Francisco, using hip-hop culture and Ethnic Studies to develop the social and emotional learning of youth through art, supporting and uplifting powerful, intersectional, and transgressive queer and trans writing, restoring and recovering the role of Two-Spirit people within American Indian/First Nations communities, creating interdisciplinary performance works exploring ritual, cultural studies, and contemporary socio-political and environmental issues, advancing the visibility and recognition of Asian American Pacific Islander women in the arts, promoting joyful artistic exploration through printmaking workshops that foster creative community, advancing the aerial arts and site-specific dance through arts education, creating exceptionally engaging body-based art that physically addresses issues of substance and relevance to anyone with a body, youth programming, the creation of innovative performance works which explore the history and the concept of place, promoting Xicanx/Latinx art and culture, advocating for cultural arts communities, and transforming youth and communities through fully-accessible opportunities in theatre arts creation, education, and performance.

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, did not explain how the grant will enhance the organization's mission, did not explain how they collect and share community feedback internally and externally, they did not provide detailed grant plans and project budgets, or share compelling work samples, or clear processes for financial planning and monitoring, or articulate their staff and board leadership's experience with historically underserved communities, including those listed in the Cultural Equity Endowment legislation.

Attachments

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

Community Investments

FY24-25 Cultural Equity Initiatives (CEI) Funding Recommendations



Applicant Grant Amount	Org Budget	Average Score	Project Description
5 Elements Fiscal Sponsor (Independent Arts & Media) \$100,000	< \$150,000	93.20	San Francisco Arts Commission funds will be used to support 5 Elements core programs that engage San Francisco youth to reimagine health and justice through hip-hop, indigenous cultural practices, and critical arts education. Funding will provide critical support to compensate and sustain staff, community artists, and emerging youth creatives deeply embedded in San Francisco communities to create programs and platforms that increase access for youth of color to develop their artistic talents and cultural practices.
A PLACE OF HER OWN Fiscal Sponsor (Asian American Women Artists Association Inc.) \$75,000	< \$150,000	89.80	San Francisco Arts Commission funds will be used to support A PLACE OF HER OWN's (PLACE) infrastructural needs, and long-term sustainability goals, via planning for program reach expansion: director's salary, alumni leadership stipends, rent, online learning platform and consultant fees. Since 2009, we've accumulated much wisdom about internal and collective healing and transformation. We aspire to share PLACE's healing tools more widely by developing publicly available self-guided materials, and content to complement our current programming.
African-American Shakespeare Company \$100,000	>\$400,000	91.75	San Francisco Arts Commission funds will be used to support the transitional phase of a merger between African-American Shakespeare Company (AASC) and Handful players (a youth arts education organization). This merger will expand AASC's impact on the community and stability with new staff, board of directors, and programming. Funding will be put towards hiring a consultant to assist with the transitional time; professional development for staff; and supporting a joined board retreat.

Applicant Grant Amount	Org Budget	Average Score	Project Description
AfroSolo Theatre Company Fiscal Sponsor (Intersection for the Arts) \$100,000	\$150,000 - \$400,000	94.25	San Francisco Arts Commission funds will be used to enhance the sustainability of AfroSolo Theatre Company with efforts to increase audience attendance and earned income. The primary focus will be on its 31st and 32nd season of programs. Grant funds will be used to hire a part-time marketing manager, publicist, and social media consultant. Activities will include: <ol style="list-style-type: none"> 1. Increased social media visibility 2. Marketing/media outreach 3. Website upgrades 4. Ongoing program and work sample archiving
Asian American Women Artists Association Inc. \$100,000	\$150,000 - \$400,000	91.50	San Francisco Arts Commission funds will be used to support staff in developing administrative procedures to enhance engagement with Asian American Women Artists Association Inc.'s (AAWAA) artistic community. Consequently, staff will implement a professional development plan to gain new skills in leadership, finance and data reporting. Funding will also support website maintenance for its growing audience and purchasing equipment that enable staff to more easily collaborate, work and serve the artistic communities of San Francisco.
Au Co Vietnamese Cultural Center \$100,000	\$150,000 - \$400,000	88.75	San Francisco Arts Commission funds will be used to support the development and implementation of a new Southeast Asian Arts and Cultural Education program for Tenderloin youth in partnership with the Tenderloin Community School. The program will be open to youth of all backgrounds and cultivate cross-cultural understanding within the Tenderloin neighborhood between the Southeast Asian and other BIPOC communities, as well as mobilizing community artists to share their traditional practices with the next generation.
Bay Area American Indian Two-Spirits Fiscal Sponsor (QCC-The Center for Lesbian Gay Bisexual Transgender Art & Culture) \$100,000	\$150,000 - \$400,000	90.50	San Francisco Arts Commission funds will be used to support a two-year capacity building initiative that will support us to become a 501(c)3 non-profit organization including the Legal Fees for us to incorporate, and once we are incorporated, will support D&O & Liability Insurance; Human Resources and Finance Management Fees; Consultant Fees to create a How To Manual for our annual Two-Spirit Powwow; and partially cover our Executive Director and Program Manager's annual salaries.

Applicant Grant Amount	Org Budget	Average Score	Project Description
Bridge Live Arts \$100,000	\$150,000 - \$400,000	88.25	<p>San Francisco Arts Commission funds will be used to support wages and professional development for our all BIPOC-identifying, working artist staff. Funds will also support artist fees for our Community Engagement Residency artists, with whom Bridge Live Arts (B.L.A.) partners across an entire year to present social justice based art initiatives for historically marginalized communities; and access service provider fees to bolster accessibility to our programs and online content for disabled artists, audiences, and communities.</p>
Chavalos De Aqui Y Alla \$80,000	\$150,000 - \$400,000	87.75	<p>San Francisco Arts Commission funds will be used to support Chavalos' folklore dance and music programs by ensuring our teachers are paid equitably, providing a new home for Chavalos in the Mission District for Central American arts, and sustaining the associated expenses with folklore performances and in turn would allow us to continue providing free programming to local adults, youth and their families from all walks of life.</p>
Chinese Historical Society of America \$100,000	>\$400,000	86.00	<p>San Francisco Arts Commission funds will be used to support Chinese Historical Society of America's (CHSA) archive digitization. With approximately 20,000 rare and valuable artifacts, CHSA will digitize its collection of photographs, objects, documents and art through 2-D and 3-D scanning and add them to its cloud-based and collections database website. This enables public access to vital historical records and artifacts, as well as supporting the care and preservation of these important and delicate objects.</p>
Chrysalis Studio / Queer Ancestors Project Fiscal Sponsor (QCC-The Center for Lesbian Gay Bisexual Transgender Art & Culture) \$100,000	\$150,000 - \$400,000	90.67	<p>San Francisco Arts Commission funds will be used to support capacity building including increasing the hours of Executive Director/ Queer Ancestors Project (QAP) Prints and Resists Lead Teaching Artist from 128/month to 155/month; sustain lead Intern hours at 14 hours per month; add stipends for participating artists in QAP Prints; work with a disability consultant to ensure programming is as accessible as possible; add a stipend for review panels; and create a new comix workshop.</p>

Applicant Grant Amount	Org Budget	Average Score	Project Description
Clarion Performing Arts Center \$100,000	\$150,000 - \$400,000	92.25	San Francisco Arts Commission funds will be used to support operational costs such as staff salaries, rent, payments to musicians, artists, film makers and poets who perform at Clarion Performing Arts Center; curators of film, poetry and Showgirl Magic Museum, and a drama teacher for the Children's Theater Program.
Diasporic Vietnamese Artists Network \$100,000	>\$400,000	92.25	San Francisco Arts Commission funds will be used to support salaries for staff responsible for organizing and executing public benefit events and programming (Chief Operating Officer, Communications Manager, Communications Associate). They run planning & logistics for our reading series at SFPL, our Southeast Asian International Book Festival (winter 2024), our 50th Anniversary Event marking the end of the war in Vietnam, and our monthly ACCENTED program and podcast on KPFA radio, among others.
Emerging Arts Professionals San Francisco Bay Area Fiscal Sponsor (Intersection for the Arts) \$100,000	\$150,000 - \$400,000	90.00	San Francisco Arts Commission funds will be used to support our Equity-based Co-Director model and sustainably continuing our critical programming such as our personal and professional development Fellowship program, our annual art-workers convening at Emergence, Equity consulting and public programs, and network engagement with our primarily BIPOC, LGBTQ+ and women-identified arts and culture workers and emergent leaders.
Ensemble for These Times Fiscal Sponsor (InterMusic SF) \$100,000	< \$150,000	85.00	San Francisco Arts Commission funds will be used to support Ensemble for These Times' ongoing efforts in San Francisco to amplify traditionally underrepresented voices in contemporary classical chamber music by: performing and commissioning music by women composers; performing and commissioning works by Asian, Black, Latinx, and LGBTQIA artists; bringing these works to local audiences; continuing to consistently compensate our primarily women musicians and staff; continuing our podcast focusing on women composers; and keeping concerts accessible.

Applicant Grant Amount	Org Budget	Average Score	Project Description
Eye Zen Presents Fiscal Sponsor (Intersection for the Arts) \$100,000	< \$150,000	91.20	San Francisco Arts Commission funds will be used to support operational capacity to produce two years of Eye Zen’s FabLab and OUT of Site programming, including: -Increasing Artistic Director and Managing Director salaries to 30 hours/week, increasing our capacity to administer and produce Eye Zen’s core programming -Facilitation fees for Artistic Directors of 2 FabLab seasons -Salary for a new Communications Manager to support the work of 35+ artists over two years
Foglifter Press \$100,000	< \$150,000	92.00	San Francisco Arts Commission funds will be used to support Foglifter Press to increase our staff capacity and sustainability. Funds will support the hiring of four new positions including a Co-Editor in Chief, a Production and Distribution Manager, an Editor at Large Anthologies, and an Editor at Large Special Projects. Remaining funds will support publication storage and increased stipends to reflect their increased workloads and the growing cost of living for our entire staff.
Galeria Studio 24 \$100,000	>\$400,000	95.00	San Francisco Arts Commission funds will be used to support Galeria Studio 24’s (aka Galeria de la Raza) general operations at its two sites: Studio 24 and Studio 16. Galeria’s Studio 24 supports the Education & Workforce Development programs (5,000 sq. ft Folsom St/24th St space) and Studio 16 is the main gallery and mixed-use performance space (7,800 sq. ft site at 16th at Folsom Streets).
Inkboat Inc. \$50,000	< \$150,000	86.40	San Francisco Arts Commission Funds will be used to support Clouds from a Crumbling Giant, or Clouds, a collaboration between inkBoat theater and dance, Wudang West Cultural Center and the San Francisco Community Living Campaign. This project delves into the cycles of growth, decline and regeneration of human structures and ideas, combining traditional Daoist cultural perspectives with theatrical performance-devising traditions rooted in the Japanese avant-garde - distilled into a 60-minute dance-theater performance.

Applicant Grant Amount	Org Budget	Average Score	Project Description
Jess Curtisgravity Inc. \$100,000	>\$400,000	85.00	San Francisco Arts Commission funds will be used to support staff and organizational capacity at Jess Curtisgravity, continuing the growth that we are experiencing through the implementation of our 2021-2025 Strategic Plan with its unwavering focus on RADICAL INTERSECTIONAL ACCESS; these funds will enable us to advance our expanded programming, assessing their utility and effectiveness, and adjusting to the ever-evolving needs of our community as an actively and publicly anti-racist, anti-ableist, and anti-sexist organization.
Kultivate Labs \$100,000	>\$400,000	88.75	San Francisco Arts Commission funds will be used to support Kultivate Labs' Balay Kreative's Kreative Growth program that issues out micro-grants, enrolls grantees in professional development courses, assigns them mentors in their field, and gives them studio space.
Music Is First Fiscal Sponsor (Intersection for the Arts) \$100,000	< \$150,000	93.80	San Francisco Arts Commission funds will be used to support essential aspects of program operation, ensuring success and longevity, by bringing the two founders as employees, hiring a .5 program director, and hiring two teaching artists. Additional overhead costs include supplies, curriculum resources for residencies and home-school connections in San Francisco classrooms. This includes outreach, community engagement and a family-engagement series. Music Is First! ensures that programming reaches children from various backgrounds and socio-economic statuses.
NAKA Dance Theater Fiscal Sponsor (Dancers Group) \$100,000	\$150,000 - \$400,000	92.00	San Francisco Arts Commission funds will be used to support the employment of NAKA Dance Theater's core administrative team for 2 years, including: 1 part-time bookkeeper; 1 part-time grants writer; 1 grants manager; and 1 new bilingual communications manager. These staff are vital to our ongoing program offerings and our ability to serve our San Francisco community members.

Applicant Grant Amount	Org Budget	Average Score	Project Description
OX Fiscal Sponsor (Counterpulse) \$75,000	< \$150,000	91.40	San Francisco Arts Commission funds will be used to support salaries that create new artistic leadership opportunities and foster artistic expression, allowing OX to pay its LGBTQ, BIPOC, and disabled operational staff from an annual org-wide budget instead of project-based budgets. In previous years where OX has received organizational funding, project funding is freed up to platform more artists and increase their pay, sustaining our 12-year legacy of furthering San Francisco's queer performance art heritage.
Push Dance Company \$100,000	< \$150,000	90.80	San Francisco Arts Commission funds will be used to support PUSH Dance Company in developing a first-ever 5-year strategic plan intended to invest in BIPOC-centered programs meant to engage community-based activism, physical health, and mental wellness at our newly developed BIPOC sanctuary dance space for global majority people.
Root Division \$100,000	>\$400,000	95.50	San Francisco Arts Commission funds will be used to support Root Division's 2024-2026 programming, staffing, and operational costs as the organization continues its unique studios incubator, offers free dynamic youth arts programming, develops new projects and exhibitions, and supports the continued development of empowering leadership and shared knowledge. Across its core programs, RD is focused on supporting and nurturing historically marginalized communities, specifically artists, educators, curators, and youth who identify as BIPOC, immigrants, and LGBTQIA+.
SAMMAY Productions Fiscal Sponsor (Asian Pacific Islander Cultural Center) \$100,000	< \$150,000	93.00	San Francisco Arts Commission funds will be used to support the organizational capacity and continued artistic development of SAMMAY Productions, a San Francisco-based arts organization committed to cultural vitality and racial equity through dance, music, performance, and intercultural exchange. From 2024-2026, these funds will be used to supplement the salaries of the Artistic Executive Director, Administrative Coordinator, and Program Coordinator and organize planning retreats for staff and associated artists.

Applicant Grant Amount	Org Budget	Average Score	Project Description
San Francisco Bay Area Theatre Company \$100,000	>\$400,000	87.50	San Francisco Arts Commission funds will be used to support San Francisco Bay Area Theatre Company's productions, workshops, and operations. This will include expanding our staff by at least one, bringing us to three full-time and 5 part-time staff members, while increasing compensation and benefits for existing staff to reflect the exorbitant cost of living in the Bay Area. It will also include two world premiere productions, two festivals, and several education programs and workshops.
San Francisco International Hip Hop DanceFest Fiscal Sponsor (Dancers Group) \$100,000	\$150,000 - \$400,000	88.00	San Francisco Arts Commission funds will be used to support production costs for the 2024 and 2025 annual San Francisco International DanceFest. SFAC support will be applied to annual fees for core staff and facility rental of the Palace of Fine Arts (3601 Lyon, San Francisco, CA, 94123).
San Francisco Recovery Theatre Fiscal Sponsor (Idris Ackamoor and Cultural Odyssey) \$100,000	\$150,000 - \$400,000	90.00	San Francisco Arts Commission funds will be used to support the core operations and organizational capacity of San Francisco Recovery Theatre (SFRT) through the hiring of a part-time Development/Marketing Director. This new position will increase the organization's sustainability through increased fund and donor development, increased marketing/outreach, increased volunteer involvement, and the establishment of a Strategic Plan in collaboration with the Advisory Board. This will facilitate SFRT to increase artistic programming and quality of arts productions.
San Francisco Youth Theatre \$100,000	>\$400,000	92.50	San Francisco Arts Commission funds will be used to support San Francisco Youth Theatre's (SFYT) organizational structure and arts programming as it celebrates its 10th anniversary. The project includes creating a three-year (2025-28) strategic plan that reflects SFYT's growing capacity and priorities. Implementation will include increased staff hours for outreach, a development professional to help us cultivate individual giving, an Executive Director succession plan, and a new theatre program for SF's children and their families.

Applicant Grant Amount	Org Budget	Average Score	Project Description
The African & African American Performing Arts Coalition Fiscal Sponsor (The Dance Brigade A New Group From Wall Flower Order) \$50,000	< \$150,000	91.60	San Francisco Arts Commission funds will be used to support operating and related production expenses for the 20th Anniversary of Black Choreographers Festival: Here & Now (BCF). Honoring BCF's predecessor Black Choreographers Moving Toward the 21st Century (BCM), celebrating the history and connections of two iconic SF Festivals - preserving the legacy of Black dance; connecting artists to new audiences; bringing community together in participation, contemplation, and celebration of African American Art & Culture.
The San Francisco Neo-Futurists Fiscal Sponsor (Intersection for the Arts) \$99,978	< \$150,000	88.80	San Francisco Arts Commission funds will be used to support the operations of the San Francisco Neo-Futurists, including increasing the rate of pay for our ensemble of local artists, collaborators, and technicians; creating a stipend to compensate ensemble members for work on operational committees; commissioning work from BIPOC and LGBTQIA+ artistic peers for presentation as part of our quarterly specialty shows; and creating an ongoing free workshop series for BIPOC and LGBTQIA+ community members.
Theatre Flamenco of San Francisco Inc. \$100,000	\$150,000 - \$400,000	87.75	San Francisco Arts Commission funds will be used to support our dance company, allowing us to provide innovative programming, and sustain our mission. Our plan is to use the funds strategically so we can provide more opportunities to our underserved community members to learn flamenco, train the next generation of professional artists, bring highly skilled international artist to work with local artists, and provide innovative programming for our community for the years to come.
Womens Audio Mission \$100,000	>\$400,000	89.25	San Francisco Arts Commission funds will be used to support critical components of Women's Audio Mission's (WAM) programming that focuses on strengthening the resources offered to BIPOC women and gender-expansive artists, including our Local Sirens paid Artist Recording Residencies and performance opportunities, as well as providing financial support for diverse women/gender-expansive artists to easily access WAM Academy music production training. Both initiatives will directly impact 200+ San Francisco Bay Area artists from historically marginalized communities.

Applicant Grant Amount	Org Budget	Average Score	Project Description
World Arts West \$100,000	>\$400,000	94.25	<p>San Francisco Arts Commission funds will be used to support: 1) Hiring a new Communications Manager to design and execute WAW's organizational communications strategy; 2) Continuing to employ WAW's Grant Accelerator Co-Director to better support our yearly grant capacity building cohort of Bay Area cultural artists; 3) Hiring a new Artist Performance Coordinator to manage the 10 to 15 ensembles featured in our annual WAW Dance Festival.</p>
Yerba Buena Arts & Events \$100,000	>\$400,000	92.00	<p>San Francisco Arts Commission funds will be used to support Yerba Buena Arts & Events dba Yerba Buena Gardens Festival's (YBGF) capacity-building and sustainability initiatives:</p> <p>1) Engage a multimedia designer to update YBGF's website through increased archival capacity, ADA accessibility, and improve the calendar's content and mobile view.</p> <p>2) Expand programs and co-presentations beyond the May - October season to year-round cultural/community programs.</p> <p>3) Revise audience surveys and establish best practices for consistent audience counts.</p>
Zaccho SF \$100,000	>\$400,000	97.50	<p>San Francisco Arts Commission funds will be used to support artist fees and production expenses for the biennial San Francisco Aerial Arts Festival in 2024 and 2026, and "A Poet's Love" in 2025. CEI funds will also support core staff salaries, our ongoing Youth Performing Arts Program (YPAP), and Artist Residency Programs, which support SF artists with subsidized studio time at Zaccho Studio in Bayview Hunters Point (BVHP), San Francisco.</p>



FY25 Cultural Equity Initiatives (CEI) I Panelist Biographies

Bridgett Rangel-Rexford (She/her/hers) is a Latinx woman residing in Davis, CA on the land of the Patwin people. She was awarded honors at UCSD wherein she received her B.A. in Art History/Theory and Criticism. A forever learner, she received her A.A. in Graphic Design. One summer she served as the art director for Camp Krem (camp for people with disabilities). Another summer she directed birthday parties and designed flyers for the Crocker Art Museum's events. Whenever she isn't working, her heart is dedicated to reaching out to the local art community as the President of the Siskiyou Arts Council. Currently, she is working on her podcast titled, "How You Frame It". As a Mexican American art critic, she realizes there is a need for more Hispanic art critics' voices to be heard. She enjoys giving people the opportunity to explore their creativity and unique ways of framing the world around them.

Jerry Dear (He/him/his) has a background in the literary arts, having served on multiple book awards (different ages) for Asian Pacific Island American (APIA) writers. He has also served as a film screener for Center for Asian American Media's CAAMFest over the past five years. In addition, Jerry has offered input and research to develop Asian American themed exhibitions for the Chinese Historical Society of America and SF Public Library. Last year, he participated in the curation of comics and graphic novelists panel for Kearny Street Workshop's annual APAture event.

John-Mario Sevilla (He/him/his, Other) is Director at Large at Luna Dance Institute, formerly directed the 92Y Harkness Dance Center and NYC Ballet's Education Department. He's a recent NYU Asia | Pacific | American Institute Visiting Scholar. His choreography has appeared at CounterPulse, The Metropolitan Museum of Art, LaMaMa, Movement Research at Judson Church, 92Y Tisch Center, Dance Theatre Workshop, Lower East Side Tenement Museum, The Asia Society and Bronx Academy of Art and Dance. He performed with Pilobolus, Alison Chase, Nikolais/Louis, Anna Sokolow, Rebecca Stenn, Lisa Giobbi, Janis Brenner, Erin Dudley, Bill Cratty as well as with juggler Michael Moschen, drag artist Sherry Vine, poet John Unterecker and Diné sand painter/healer Walking Thunder. His modern dance mentors: Betty Jones and Fritz Ludin. He studied Philippine folkloric dance with Agrifina Cabebe, H. Wayne Mendoza and Hana G. Trinidad. From Maui, he is a hula student of Kumu Hula Hōkūlani Holt, June Ka'ililani Tanoue and Kawika Alfiche.

Joshua Delfin (he/him/his) is the Senior Program Officer at the Horizons Foundation, where they administer an arts funding portfolio through their Community Issues grant. Horizons considers arts applications from LGBTQ-focused programs with annual budgets of \$1 million or less if the applicant can demonstrate that the program serves a specific area in the nine-county SF Bay Area. They award grants to organizations or artists that can put their work in the cultural and/or artistic context of LGBTQ/Queer Arts. Grant applicants are asked to describe the content and style of programs or projects and how the work fits into the history of the arts and/or the LGBTQ community. In addition, applicants are asked to submit a sample of their work, either a visual, audio, or written sample, to no more than ten pages. In addition, Joshua facilitates a review panel of 15 to read, review, and make grant decisions for arts applications.

Traka Lopez-White (She/her/hers) is an esteemed artist, activist, and advocate, who tirelessly pioneers equitable art practices, enriching BIPOC communities. Her artistry took root in San Francisco's diverse community. Her academic pursuit at the Academy of Art University and Morgan State University harmonizes with the unity and self-worth ethos of Historically Black Colleges. Traka's dedication to empowering future leaders, shaped by her mentorships, exemplifies her passion for transformative art.



FY25 Cultural Equity Initiatives (CEI) II Panelist Biographies

Daniel Bao (He/him/his) is a queer man who was born in Argentina to Chinese parents. He works as a nonprofit financial consultant for various Bay Area nonprofits including the GLBT Historical Society (as Finance Director), Oakland Digital Arts & Literacy Center/Bridgework, and Latino Music Education Network/Quinteto Latino. He serves on the Advisory Board of the Queer Ancestors Project, which offers free interdisciplinary workshops in printmaking, writing, and Queer history to Queer and Trans artists, ages 18-26. He also plays the French horn in various SF Bay Area orchestras and bands and is an instant photography enthusiast.

Paul S. Flores (He/him/his) has over twenty-five years in nonprofit arts administration beginning with co-founding Youth Speaks in 1996 where he served as Founding Program Director and Education Director. He also served as Program Director of La Peña Cultural Center from 2000-2003 where he founded two programs for emerging artists of color including Hecho En Califas and Collective Soul and also served as national representative for both La Peña Cultural Center and Youth Speaks at the National Performance Network. He has toured his own spoken word, and multidisciplinary theater projects all over the nation and has received commissions from San Francisco Arts Commission, Creative Work Fund, Rainin Foundation, MAP Fund, Wattis, CAC, NEA, Creative Capital, Yerba Buena Center for the Arts, NALAC, NPN and many more. He currently teaches theater at USF and serves as Producer of Paseo Artístico at Acción Latina in the Calle 24 Latino Cultural District.

Sabrina Garcia (She/hers/her) is an educator & and advocate with over 15 years of service to many non-profit arts & cultural organizations whose missions are anchored in social justice, equity, and cultural practice & tradition. She has sat on Grant Funding panels for the NEA, California Arts Council, Los Angeles County Department of Arts & Culture, and has experience in the grant writing process.

In the role of educator, she actively teaches in a primary education classroom, serves as a Museum educator by providing professional development in arts integration, and writes CCSS aligned and culturally relevant programming for various non-profits. She is also part of the Create CA Arts Coalition and advocates for equitable arts funding and practices in the Sacramento region. She is a graduate from UC Davis, she holds a BA in Art History and Masters in Education.

Andréa Spearman (She/hers/her) is a Bay Area native, and is an administrator, choreographer, performer, teacher, and student of a variety of modern-based movement with over 20 years of experience. She is Director of her own dance company, A. Spearman & Co. that has performed in collaboration with or under the banner of Oakland Ballet Company, Albany BulbFest, SOMArts, SAFEHouse Arts, Eastlake Music Festival, Dance-a-Vision Entertainment, St. Mary's College of California, D.A.M. Events, the National Council of Negro Women, Sun Gallery, Frick Impact Academy, Dance Mission Theater, Black Choreographers Festival, Oakland Dance Festival, etc. She also currently produces and hosts The Black Landscape podcast, a series of conversations that spotlight Black leaders in the SF Bay Area communities in various industries. Listen to the podcast on Apple Music, Buzzsprout, Google Podcasts, and more.



FY25 Cultural Equity Initiatives (CEI) III Panelist Biographies

Kenneth Ingraham (He/him/his) has 40 years of experience in arts administration and his current work as an Organizational Development Consultant. A graduate of Harvard University (where he co-founded The Kuumba Singers of Harvard College (celebrating its 50+ Anniversary this year as a vital part of the campus community); He has held senior level positions with Alonzo King LINES Ballet, Museum of the African Diaspora and the Oakland Symphony. He also has experience in corporate giving as Program Associate with the Kaiser Permanente Northern California Regional Contributions Program and Senior Community Relations Specialist with Mervyn's.

His expertise served him well on grant review panels of the National Endowment for the Arts, California Arts Council and Michigan Count for the Arts. Recent clients have included the Oakland Theater Project and Oakland Public Conservatory of Music. His current clients include SambaFunk!.

Justin Mata (He/him/his) is a practicing artist who has exhibited his artworks, projects and videos on the East and West Coast. As a cultural worker he has run his own art gallery, worked and volunteered at museums and non-profits and worked as an art handler in New York and San Francisco galleries. He is currently the Director of Operations and New Business Initiatives at the Minnesota Street Project in the Art Services department. His team specializes in shipping, crating, installation and storage of artworks. He is also a Board Member and Board Secretary for the Latino Center of Art and Culture in Sacramento. The Latino Center is a 50-year-old non-profit arts space that fosters cultural development by presenting artistic programs by and for the Latinx community.

Sara Moncada, M.A., (She/hers/her) is an artist, dancer, filmmaker, author, Native scholar and cultural arts advocate. Her work centers Indigenous knowledge systems, cultural arts, Native religious/spiritual systems, traditional ecological knowledge, and biocultural diversity. Moncada presents internationally on traditional arts and culture, Native Foodways and traditional land practice/ecological systems. She is co-author of the book *The Dance of Caring*, a book exploring Native American Hoop Dance as a model for wellness and executive producer of *The Native Seed Pod* podcast.

Sara began her studies in dance and theatrical performance at the age of five including classical ballet. In 2006 she joined La Tania Baile Flamenco as a company member and soloist, including "Despretrar is Un Color" which was nominated for an Isadora Duncan Dance Award. In 2008 she joined Sewam American Indian Dance and in 2021 she was honored to serve as a panelist for the National Endowment for the Arts.

Bhumi B. Patel (She/hers/her, They/them/theirs) is a Movement artist and writer who directs pateldanceworks and is a queer, desi, home-seeker, and science fiction choreographer (she/they). In its purest form, she creates performance works as a love letter to her ancestors. She earned her MA in American Dance Studies from Florida State University and her MFA in Dance from Mills College. She is a member of Dancing Around Race, founded by Gerald Casel. Patel's work has been presented at Human Resources (LA), CounterPulse (SF), Joe Goode Annex (SF), RoundAntennae (Berkeley), SAFEhouse Arts (SF), max10 (Santa Cruz), RAWdance's Concept Series (SF), The SF International

Arts Festival, Berkeley Finnish Hall, PUSHfest (SF), Shawl-Anderson's Queering Dance Festival (Berkeley), and Deborah Slater's Studio 210 Residency (SF). Bhumi has been an Emerging Arts Professionals Fellow, and a Women of Color in the Arts Leadership through Mentorship Fellow and is currently a YBCA 100 Honoree and a 2022-2023 Dance/USA Fellow.