



## ASC Cultural Equity Statement Background & Process

The Community Investment Committee oversees the areas of Grants & Services, Education and Public Art. The FY19 Community Investment Committee is chaired by Tiffany Waddell Blackwell, City of Charlotte, and composed of (7) ASC Board members and (5) non-members who are broadly representative of the Charlotte-Mecklenburg Community (see attached for full list). The Committee met four times in FY19 – in October, December, February and April.

After an orientation session in October, the Committee began work in December on an initial draft Cultural Equity Statement for ASC. The goal was to craft a working definition of cultural equity to guide the future work of ASC, create a framework to set organizational policies and practices and provide external visibility for the organization's commitment to cultural equity.

Prior to the session, members reviewed sample statements from other peer and service organizations from across the U.S. and shared some initial thoughts in response to the following questions:

“What should ASC's definition of culture equity be?”

“What beliefs do we espouse?”

“What do we acknowledge about culture equity in this community?” and,

“What should be included in ASC's Statement of Cultural Equity?”

The Committee leveraged this advance thinking to craft an initial draft statement that was further refined at their February meeting.

The first draft of the Equity Statement was presented to the full ASC Board during the March 20, 2019 Board meeting. Following a highly engaged conversation, the Committee was asked to reconvene and incorporate Board feedback and suggestions. The Committee met on April 25, 2019 to integrate all of the input shared. The final statement was approved by the ASC Board on June 19, 2019.

ASC Staff and Board will now begin working to operationalize elements of the statement. Initial activities include:

- Publish statement on ASC website and share with key stakeholders (grantees, advisory councils, public officials, etc)
- ASC leadership staff and board committees integrate tenants from statement into FY20 performance plans, aligned with scope of work
- ASC staff/board devise a plan to map organizational progress toward cultural equity (i.e. dashboard or other tracking methodology)
- Schedule training and development opportunities for FY20 to build individual and organizational capacity in cultural equity work at the community level.

## FY19 ASC Community Investment Committee

ASC Board Members	Non-Board Members
Tiffany Waddell Blackwell, Chair City of Charlotte	Whitney Feld Foundation For The Carolinas
Denis Bilodeau Commissioner, Town of Cornelius	Christian Friend C.A. Friend Consulting
Lisa Lewis Dubois Community Volunteer	Rod Garvin Charlotte Regional Business Alliance
Susan Patterson Community Volunteer	Jamie Rodgers Charlotte Mecklenburg Schools
Katrina Pride Bank of America	Philip Thomas Retired Arts Administrator
Banu Valladares Charlotte Bilingual Preschool	
Denytra Whitner Community Volunteer	