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VISION
A thriving Columbus where the arts matter to all of us.

VALUES
Cultural Equity
Cultural Capital
Sustaining Excellence
Building Community
Welcoming to All
Inspired Advocacy
The Greater Columbus Arts Council’s vision is “a thriving Columbus where the arts matter to all of us.” We recognize to achieve this vision we must actively work to overcome complex inequities in our community including racism, sexism, homophobia, xenophobia, classism, and ableism, among others. We believe that the arts play an essential role in examining the issues of our time, encouraging thoughtful dialogue and prompting change as a pathway to equity.

DEI Commitment Statement

We acknowledge that systems of power grant privilege and access unequally and that is it our responsibility to continually dismantle inequities within our policies, programs, and practices.

We commit to engaging with, listening to, and lifting up voices from historically-marginalized groups in all of our programs and initiatives.

We demonstrate measurable change by setting annual goals and tracking progress related to diversity, equity, and inclusion.

We embrace transparency through regular public reporting and hold ourselves accountable to our community.

Tom Katzenmeyer, President & CEO
# What We Believe

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<th>Diversity is...</th>
<th>Equity is...</th>
<th>Inclusion is...</th>
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<td>the representation of varied identities and differences (race, ethnicity, gender, identity, ability, sexual orientation, national origin, socio-economic status, thinking, etc.), collectively and as individuals.</td>
<td>seeking to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is possible in an environment built on respect and dignity.</td>
<td>building a culture of belonging by actively inviting the contribution and participation of all people. Every person’s voice adds value, creates balance, and empowers despite differences.</td>
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DEI Strategic Objectives

The DEI Strategic Objectives of the Greater Columbus Arts Council are:

1. Board Diversity
2. Supplier Diversity
3. Community Engagement
4. Workforce Diversity
Desired outcomes of these objectives are:

1. Better Representation
2. Economic Inclusion
3. More Access
4. Inclusive Culture
Culture & Equity Committee

Focus & Goals

The focuses of the Culture & Equity Committee in 2019 were:

- Internal: Review policies and procedures, minority vendor spending, etc.
- Grants: Measure DEI demographics of artists we fund. Determine who we are missing. Assist arts organizations with their board, staff, and programming DEI efforts.
- The Sector: How we tell our story

The long-term goal is GCAC is to be recognized as a leader in best DEI practices.

Timeline

JANUARY 2019

The Culture & Equity Committee of the board was created as a result of a discussion at the annual board retreat.
GCAC is a convener of the arts and a driver of the cultural economy. The goal of this committee is to celebrate the common humanity and embed diversity, equity, and inclusion into all that we do by supporting and advancing the arts and cultural fabric of Columbus.
Gerdeman, Dan. *Every Day a Good Day.*