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**4CULTURE.ORG**

## Grant Program Advancements in Equity: 2017 – Now

The following table provides a list of programmatic advances toward equity at 4Culture, from 2017 to present.

|             | Grant Program Advancements in Equity   | One-time practice | Continuous practice |
|-------------|--|-------------------|---------------------|
| <b>2017</b> |  |                   |                     |
| <b>2018</b> | 4Culture develops its first <a href="#">mission, vision, values</a> with a focus on racial equity  | ✓                 |                     |
|             | <a href="#">Arc Artist fellowship</a> established and designed to provide unrestricted funding and network connections to communities of artists historically underrepresented in 4Culture funding   |                   |                     |
| <b>2019</b> | Demographic collection for all organization (staff and board) and Individual applicants implemented  |                   | ✓                   |
|             | <a href="#">Beyond Integrity</a> workgroup (established in Historic Preservation 2014) begins paid internship program  |                   | ✓                   |
|             | A year of outreach and engagement: 43 sessions in 37 cities and 3 unincorporated communities; a countywide online survey - to develop the <a href="#">Cultural Health Study</a>  | ✓                 |                     |
| <b>2020</b> | Demographic dashboarding available to all program staff for program evaluation   |                   | ✓                   |
|             | Equity criteria implemented across all charter-mandated programs, including Sustained Support ( <a href="#">Arts, Heritage</a> , and <a href="#">Historic Preservation</a> ), <a href="#">Cultural Facilities</a> , and Special Projects ( <a href="#">Arts, Heritage</a> , and <a href="#">Historic Preservation</a> ), structurally prioritizing organizations and projects that focus on marginalized communities |                   | ✓                   |
|             | <a href="#">Equity Investments</a> (a 4Culture-wide practice of providing additional funds for awardees located outside of Seattle and/or in a Community of Opportunity census tract) implemented across all grant programs  |                   | ✓                   |
|             | <a href="#">Building for Equity</a> established in partnership with the Executive and Council; a revision of past Building for Culture program   |                   | ✓                   |
|             | Grants listings brochures translated into Spanish and Chinese  |                   | ✓                   |
|             | Translation for technical assistance for all grants available and published on the website in King County's top five languages after English   |                   | ✓                   |
|             | Developed, published, and promoted 4Culture's first organizational <a href="#">Strategic Plan/County Cultural Health Plan</a> based on <a href="#">Cultural Health Study</a> and 2018 King County Task Force findings  |                   | ✓                   |
|             |  |                   |                     |

|             | <b>Grant Program Advancements in Equity</b>  | <b>One-time practice</b> | <b>Continuous practice</b> |
|-------------|--|--------------------------|----------------------------|
| <b>2021</b> | 4Culture's begins including racial equity outcomes analysis in its <a href="#">annual reports</a>  |                          | ✓                          |
|             | Required racial equity training for all existing and incoming board, and staff implemented   |                          | ✓                          |
| <b>2022</b> | Sustained Support base award amounts restructured for greater equity across tiers  |                          | ✓                          |
|             | All programs offer in-person, virtual, and recorded workshops to potential applicants  |                          | ✓                          |
| <b>2023</b> | Anti-bias training for panelists streamlined across departments  |                          | ✓                          |
|             | Demographic collection and racial equity analysis of annual aggregate panelists  |                          | ✓                          |
|             | <a href="#">Free public access</a> pilot program implemented with a focus on organizations outside of Seattle, serving currently and historically underserved communities, and based in or serving a King County Community of Opportunity. |                          | ✓                          |
|             | <a href="#">Open4Culture</a> (established pre-2017 and designed for first-time applicants with an emphasis on outside of Seattle projects) expands to fund Communities of Opportunity census tracts within Seattle                         |                          | ✓                          |