

ASSESSING THE EQUITABLE NATURE OF GRANT PROPOSALS

- 1. Mission:** Does the project/organization contribute to the NAC's larger effort to promote diversity, equity, and inclusion within the Norman arts community? Is it part of a concerted and wholistic strategy to do this kind of work and not an isolated effort or a vague platitude? Is the project/organization growing the arts in Norman by decreasing disparities and advancing equity?
- 2. Preparation:** Does the project/organization have a thoughtful, deliberate, and considered approach to issues surrounding diversity, equity, and inclusion? Have appropriate steps (such as preliminary outreach to establish lines of communication with prospective collaborators) been taken to ensure to the extent possible a successful outcome? Is no one being left out?
- 3. Strategy:** Does the project/organization present new opportunities for artists of color, women, LGBTQ+ artists, artists with disabilities, etc.? Does it welcome underserved communities to participate in the arts? Are the voices or perspectives of people and groups traditionally underserved included at the center of the project/organization?
- 4. Accountability:** Does the project/organization indicate that efforts are being taken to maintain lasting relationships with the artists or communities who are being discussed in the proposal? Are there mechanisms in place for determining whether and how new outreach proved successful or how existing relations were strengthened? Is the project/organization holding itself accountable?
- 5. Money:** Are people involved in the project being adequately compensated for their labor? Are the relationships between people and institutions that are being proposed just, fair, and free of any exploitation? Are the funds requested being put directly to the purpose of promoting diversity, equity rather than to a project with ancillary efforts in this regard?

