

INTRODUCTION

Two questions were revised in the Fiscal 2019 CDF Application related to diversity, equity, access and inclusion (DEI), and those changes will remain in effect this year. Below, please find a sampling of tools and resources, including information on how the Department of Cultural Affairs defines key terms. The additional resources were largely created between 2011 and 2019, but we have also included an older document related to how the U.S. government approached workforce diversity in 2000.

The data is constantly evolving. As we continue to collect and develop additional sources of information related to the citywide and national cultural sector, DCLA will share findings in alignment with our work as it unfolds as part of the City's Diversity Initiative and *CreateNYC, A Cultural Plan for All New Yorkers*.

DEFINITIONS

The terms below were based on the work of the D5 Coalition — a five-year initiative launched in 2010 to advance DEI in philanthropy (see further information below).

DIVERSITY: Diversity is broadly defined as inclusive of communities representing categories of identity including, but not limited to:

- Historically underrepresented communities, including individuals from African, Latino/a, Asian, Arab, and Native American (ALAANA) racial and/or ethnic groups, people with disabilities, and other populations listed below
- LGBTIQ population
- People with disabilities
- All genders, including transgender and gender non-conforming individuals
- Indigenous, immigrant, and refugee populations
- English Language Learners or non-English language speakers
- All ages, including older adults and youth
- Low-income people

The definition of diverse communities includes those marginalized groups that have historically experienced a lack of access to financial resources and/or social and organizational mobility. We note the significant and vital interconnection, overlap, and intersectionality between these communities.

EQUITY: Improving equity means promoting justice, impartiality, and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

INCLUSION: Inclusion refers to the degree to which all people, including people with disabilities, with diverse perspectives and backgrounds are able to participate fully in the decision-making processes of an organization or group and in all elements of an organization, performance, event, or programs. While a truly inclusive group is necessarily diverse, a diverse group may or may not be "inclusive."

ACCESS: Improving access means reducing economic, social, communication, and physical barriers to inclusive participation. Accessibility describes the degree to which an

environment, service, product, or program allows access and eliminates barriers to participation by diverse or underrepresented communities, especially people with disabilities.

RESOURCES

The following resources comprise data and research related to DEI from the cultural, governmental, nonprofit, and university sectors nationally.

[A Place at the Table – Understanding Diversity, Inclusion & Equity \(2011\)](#)

Duke University

In this video, Judy Seidenstein, Chief Diversity Officer at Duke University School of Medicine, discusses inclusion in the workplace.

[Achieving Diversity in the Nonprofit Workplace: A Step-by-Step Guide \(2014\)](#)

TSNE MissionWorks

In this guide for nonprofit organizations, Diversity & Inclusion Initiative Director Tyra Sidberry and writer Pat Dixon provide a step-by-step approach – in seven phases – to achieving diversity and inclusiveness in the nonprofit workplace. While she advises employers to make it clear to their staff and board that this work is ongoing, Sidberry offers practical advice for creating a better work environment and a more productive organization better able to face the opportunities presented in the 21st century. ***You can also [download a PDF version of this guide.](#)***

[Advancing Racial Equity Within Nonprofit Organizations \(2018\)](#)

Georgetown University Center for Public & Nonprofit Leadership

Based on research from the McCourt School of Public Policy, this document identifies trends, policies, and successful practices from organizations at different stages of their work in diversifying at all levels, with a focus on Racial Equity.

[Best Practices in Achieving Workforce Diversity \(2000\)](#)

US Department of Commerce and the National Partnership for Reinventing Government

To achieve success and maintain a competitive advantage, employers must be able to draw on the most important resource – the skills of the workforce. With the increasing richness of diversity in the world and in the workforce, businesses need to expand their outlook and use creative strategies to be successful. Employees can provide this resource. This study identifies best practices that work in organizations that are doing just that. These practices can be adopted in any workplace.

[Cultural Equity and Inclusion Initiative \(CEII\) \(2016\)](#)

Los Angeles County Arts Commission

The Los Angeles County Arts Commission released a report on their Cultural Equity and Inclusion Initiative (CEII), an 18-month public process that led to the development of 13 recommendations to the LA County Board of Supervisors to ensure that everyone in LA County has equitable access to arts and culture, and to improve inclusion in the wider arts ecology for all residents in every community.

[Culture Connects All: Rethinking Audiences in Times of Demographic Change \(2011\)](#)

Partners for Livable Communities/MetLife Foundation

In research by Partners for Livable Communities and its interviews with leaders of arts and cultural organizations in six cities (Atlanta, Chicago, Dallas, New York City, Phoenix, and Tampa), Partners found many developed innovative programs that attract a diverse audience base, with a majority focus on immigrant and older audiences. These organizations have built a new and broader base of patrons, but they have not accomplished this through marketing alone. Instead, they have made a fundamental commitment to supporting their communities, often in fresh and novel ways.

[Diversity in Action: A BoardSource Toolkit \(2011\)](#)

BoardSource

In order to function at the highest level, nonprofit boards need to ensure that their members represent diverse points of view. And it is not enough to “diversify” a board; boards must be inclusive in their policies and practices, thereby creating a culture that encourages and nurtures diverse expression. This toolkit comprises ideas and information geared to helping your board increase its diversity as well as adopt the inclusive policies and practices.

[Stories from the Movement to Advance Diversity, Equity and Inclusion \(2016\)](#)

D5 Coalition

The D5 Coalition (<http://www.d5coalition.org>) — a five-year initiative launched in 2010 to further diversity, equity, and inclusion (DEI) in philanthropy — released a report which details the progress the cultural field has made in advancing DEI.

LINKS TO RESOURCES

A Place at the Table: <https://www.youtube.com/watch?v=LKO-MIKidY0>

Achieving Diversity in the Nonprofit Workplace: <http://tsne.org/achieving-diversity-nonprofit-workplace-step-step-guide>

Advancing Racial Equity Within Nonprofit Organizations:

<https://georgetown.app.box.com/s/8o9a4xajp6pd1zkjujzi1xac4wmadakq>

Best Practices in Achieving Workforce Diversity:

<https://govinfo.library.unt.edu/npr/library/workforce-diversity.pdf>

Cultural Equity and Inclusion Initiative:

https://d3n8a8pro7vhmx.cloudfront.net/artsforla/pages/1235/attachments/original/1459799129/9129/CEII_LitRev_Final.pdf?1459799129

Culture Connects All: www.livable.org/cultureconnectsall

Diversity in Action: http://www.upsfl.org/docs/DiversityInAction_415.pdf

Stories from the Movement to Advance Diversity, Equity and Inclusion:

<http://www.d5coalition.org/wp-content/uploads/2016/04/D5-SOTW-2016-Final-web-pages.pdf>