



# Diversity, Equity, and Inclusion

Operating Plan  
2022-2024

**GREATER  
COLUMBUS  
ARTS  
COUNCIL**

GC  
AC

## 2024 Board Members

**Christie Angel, *Chair***

**Jim Negron, *Vice Chair***

**David Teed, *Treasurer***

**Stefan Thomas, *Secretary* Lourdes**

**Barroso de Padilla**

**Raj Bellani**

**Cheryl Brooks-Sullivan**

**Mike Bukach**

**Mark Cain**

**Robin Davis**

**Alex Frommeyer**

**Currecia Gamble**

**Lea Goldsmith**

**Ian Labitue**

**Andrew Lippa**

**Celeste Malvar-Stewart Emmanuel**

**Remy**

**Karla Rothan**

**Matthew Satterwhite**

**Krystopher Scott**

**Jon Sherman**

**Marshall Shorts**

**Jayne Staley**

**Julie Taggart**

**Tariq Tarey**

**Yohannan Terrell**

**Amy Tillinghast**

**Sarah Townes**

**Cindy Webster**

## 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

# DEI Commitment Statement

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.



Ballet by Janet Collins

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- We acknowledge that systems of power grant privilege and access unequally and that it is 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



## Diversity is...

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.

## Equity is...

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.

## Inclusion is...

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.

# 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



Miller, Francesca. *At Ease*.

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**





**JANUARY 2022**

**Celeste Malvar-Stewart  
began serving as chair**

**APRIL 2019**

**First committee meeting  
with Christie Angel  
serving as chair**

## **History**

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.

# GREATER COLUMBUS ARTS COUNCIL



Gerdeman, Dan. *Every Day a Good Day.*