

Fred Wong

From: Teodora P <teodora.p.popescu@gmail.com>
Sent: Thursday, September 10, 2020 12:38 AM
To: Fred Wong
Subject: Re: racial equity resources

Hey Fred,

I'm doing great, thank you! I hope you are well, too. Apologies for my slowness getting back to you with this information; we had a family member fall ill (not Covid thankfully). But we're all doing better now. I've provided a summary of some resources below. Let me know if you need anything else! Otherwise, see you (virtually) next week!

First, we should answer the question: what is an equity lens?

The Toronto Arts Foundation founded an Equity in the Arts Project and created [a large document of all their findings](#). We can learn a lot from this. In the interest of time, I recommend reading the "Equity as a Lens" section (page 7) and, if you have time, the "5 Equity Principles" section (page 12).

Once we better understand what it means to use an equity lens, we can start the process of creating our own Culture and Equity Plan. That plan would guide us long-term and will take some time to create. Here's an example of [Oakland's beautiful Culture Plan](#). The Racial Equity Alliance made an [excellent How-To Manual](#) that walks you through the steps to create your own plan. It's a long document, but in summary the process for creating a plan goes like this:

- a. Preparation (we're here now)
- b. Research and Information Gathering (this could be accomplished via the State of the Arts or work that's already been done by the Commission)
- c. Research Findings
- d. Develop plan
- e. Implementation, Reporting and Evaluation

Once we have the information gathered for our larger plan, we can start using an Equity Worksheet. This is a quick sheet we fill out before starting projects to make sure we are approaching things with an equity lens. The Racial Equity Alliance created an awesome [How-To Manual](#) for this, too. In the interest of time, we can skip to page 22 where they provide a complete worksheet template we can use.

All the best,
Teodora Popescu

On Wed, Sep 9, 2020 at 5:13 PM Fred Wong <FWong@lynnwoodwa.gov> wrote:

Hi Teo

Hope you are well.

You mentioned you have access to some racial equity resources.

Please email them to me for next week's Arts Commission retreat.

Thanks, Fred

Fred Wong | Community Programs Coordinator

Parks, Recreation & Cultural Arts Department

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