



101 PREFONTAINE PL S
 SEATTLE, WA 98104
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
2017			
2018	4Culture develops its first mission, vision, values with a focus on racial equity	✓	
	Arc Artist fellowship established and designed to provide unrestricted funding and network connections to communities of artists historically underrepresented in 4Culture funding		
2019	Demographic collection for all organization (staff and board) and Individual applicants implemented		✓
	Beyond Integrity 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 Cultural Health Study	✓	
2020	Demographic dashboarding available to all program staff for program evaluation		✓
	Equity criteria implemented across all charter-mandated programs, including Sustained Support (Arts, Heritage , and Historic Preservation), Cultural Facilities , and Special Projects (Arts, Heritage , and Historic Preservation), structurally prioritizing organizations and projects that focus on marginalized communities		✓
	Equity Investments (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		✓
	Building for Equity 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 Strategic Plan/County Cultural Health Plan based on Cultural Health Study and 2018 King County Task Force findings		✓

	Grant Program Advancements in Equity	One-time practice	Continuous practice
2021	4Culture's begins including racial equity outcomes analysis in its annual reports		✓
	Required racial equity training for all existing and incoming board, and staff implemented		✓
2022	Sustained Support base award amounts restructured for greater equity across tiers		✓
	All programs offer in-person, virtual, and recorded workshops to potential applicants		✓
2023	Anti-bias training for panelists streamlined across departments		✓
	Demographic collection and racial equity analysis of annual aggregate panelists		✓
	Free public access 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.		✓
	Open4Culture (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		✓