

Creative Equity Fund FAQ

Arts & culture are powerful tools for engaging the community in collective change. They ignite civil discourse, inspire action, and help us imagine and advocate for a just world. Underlying many of the most pressing issues in our community are the effects of structural racism. From housing and homelessness to education and health, people of color in our community experience disproportionately negative outcomes across a wide range of areas. The Creative Equity Fund supports arts and cultural based strategies that build racial justice and address the structural racism impacting our communities. The Creative Equity Fund is administered by Seattle Foundation and made possible thanks to the generous support from a collection of funders, including ArtsFund, Seattle Office of Arts & Culture, Seattle Foundation, Macklemore and The Boeing Company.

The Creative Equity Fund aims to direct at least \$100,000 annually to support both arts and cultural groups and other community based organizations located within King County that are by, for and about people of color and which use arts and culture strategies to work toward racial equity.

Please review the FAQ below before applying and contact grantmaking@seattlefoundation.org or (206) 515-2109 if you have any questions.

What are the eligibility requirements to apply for a Creative Equity Fund grant?

In order to be eligible for a grant from the Creative Equity Fund, your organization must meet the requirements below:

- be based in King County
- be an established 501(c)(3) charitable organization or be fiscally sponsored by a 501(c)(3) charitable organization
- have two-thirds people of color on your staff OR for a volunteer-led organization, your leadership must be at least two-thirds people of color.

What will it fund?

Funded projects will use arts and cultural strategies to build racial equity by:

- Telling the story of structural racism related to one or more pressing issue affecting our community. This may include intersections with other forms of oppression.
- Engaging people in experiences that imagine a just and liberated world.
- Growing community power in the face of a current or impending racial injustice.

What do you mean when you say racial justice?



We define racial justice as the proactive reinforcement of policies, practices, attitudes and actions that eliminate harms caused to communities of color and produce equitable power, access, opportunities, treatment, impacts and outcomes for all people, regardless of their race. This definition is inspired by and adapted from the definition put out by Race Forward, <https://www.raceforward.org/>.

How are you defining structural racism?

Structural: The interplay of policies, practices and programs of differing institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

This definition comes from Seattle's Race and Social Justice Initiative: <https://www.seattle.gov/Documents/Departments/RSJI/Defining-racism.pdf>

Are white led organizations serving people of color (POC) eligible to apply?

Since one of our eligibility requirements is having two-thirds people of color on your staff, and/or volunteers, organizations led by non-POC are not eligible to apply for this particular fund. We are looking for organizations that are by and for people of color and are rooted in social justice work. Organizations without two-thirds representation of people on color on their board of directors are eligible to apply but organizations who do have two-thirds representation of POC within their staff and reflected on their board will be given preference during the review process.

Can non-arts and culture based organizations apply for this funding?

Yes. It is not required for your organization to be an arts and culture based organization to apply for this grant. However, your project must utilize arts and cultural strategies to combat systematic racism and promote racial justice.

Is general operating funding available for the Creative Equity Fund?

Yes, requesting general operating support is allowable for this grant as long as your organization is both working to build racial justice *and* uses arts and cultural strategies in that work.

What kind of trainings will the grant reviewers receive to reduce biases in their decision making?

The City of Seattle Office of Arts & Culture will provide reviewers with training on implicit bias and racial equity before reviewing submissions.



If I need additional technical assistance on my application, who do I contact?

You can contact staff at the Seattle Foundation: email grantmaking@seattlefoundation.org for additional assistance or questions.

What information will we be required to collect for the Final Grant Report/Evaluation at end of the grant term?

We will work collaboratively with the selected grantees to seek their direct feedback on the most effective ways to evaluate the success of the grant.