

A CALL FOR NEA “GRANTS FOR ARTS PROJECTS” GRANTEES TO PARTICIPATE IN A SPECIAL COHORT

The Charles F. Kettering Foundation’s “Democracy and the Arts” Program

Culture Works is working with [The Charles F. Kettering Foundation’s “Democracy and the Arts”](#) team to conduct qualitative research into equity and transparent grantmaking as it pertains to their own grantmaking policies, procedures, and processes. The goal of this review is to determine what changes are necessary to strengthen an ecosystem of connection, support, and creative freedom between a diverse cohort of applicants, our grantmaking office, and the larger community we each serve.

Assessment of *Culture Works* Grantmaking & Community Impact

Culture Works is looking for a cohort of grantee volunteers to undertake this audit of its grantmaking policies and procedures. The cohort would be asked to participate in the following points of review throughout the grant cycle (in addition to the standard reporting process):

- Questions contained in the application and reporting forms
- Questions *not* contained in the application and reporting forms (*that should be?*)
- Financial and budgetary requirements and their respective forms
- The clarity and use of the definitions of diversity, equity, inclusivity, and belonging provided in the application
- The invitation and openness to applicant diversity expressed throughout the application and reporting process, in such that applicants and grantees experience a sense of inclusivity, belonging, and connection to each other and to Culture Works
- The role diversity, inclusivity, and belonging plays in audiences invited to the artistic, creative, and cultural projects funded by the grants we administer
- The accessibility and helpfulness provided by our orientation and onboarding processes and additional workshops

Cohort Participation Request:

Culture Works is inviting arts organizations applying for **the NEA Grants for Art Projects** to participate in our research by becoming members of a ***research cohort***, and contributing to our data by:

- Engaging in reflection sessions at the beginning, middle, and close of the grant cycle, sharing expectations, challenges, surprises, and successes with your fellow cohort members
- Submitting entries to a cohort blog / discussion portal throughout the project.
 - These entries might include images or recordings of your developing project so that we may, as a community, witness the growing connections between diverse projects along the theme of belonging.
 - These entries might also facilitate a shared space for dialogue between respective arts organizations as challenges and surprises rise through the project creation.
- Providing access to Culture Works team and Charles F. Kettering Foundation for audio and video documentation of projects throughout the project period
- Participating in one-on-one interviews and surveys during the project period.

Culture Works wants to ensure that every grant applicant knows without a doubt that their work is valued from the beginning to the end of the grant application and reporting processes. We are grateful to the grantees who volunteer to participate in this cohort in an effort to help us with this endeavor.