

## KAC Strategic Plan Fiscal Year 22: Review, Reflect, Reset for the Future

### Grants

Evaluate all programs, guidelines, standards-based review process, program-related panel processes and panelist trainings, panel stipends and other expenditures related to grant awards and panels. Make applicable changes and updates. Incorporate and integrate new policies and procedures.

- Kentucky Arts Partnership – review program requirements and documentation with Office of Legal Services; further educate organizations on their responsibilities when participating in program; require updated cultural equity plans for all organizations and provide training and assistance in creating these plans
- All programs -- Special considerations should be made to acknowledge one-time COVID-related funding for maximum effectiveness and to avoid harm and program reduction when funding expires.
- Continue and elevate support for folk and traditional arts programming and artists. Elevate these programs and practices and incorporate best practices from this field into other programs as applicable, especially as they relate to racial and cultural equity.
- The Kentucky Crafted Program and Kentucky Crafted Market create opportunities for artists to market and sell their work, yet many artists added to the program have not had these opportunities in the last two years due to COVID. Determine Market's future post-COVID; prepare for Market return, ask constituents and participants what they would like to see in the "new" Market and determine how best to proceed; investigate further Market partnerships; investigate further Market promotion opportunities.

Restart programs that were suspended or significantly altered during the pandemic.

- Programs are largely arts-education related, including TranspARTation (suspended due to travel restrictions) and Teaching Art Together (altered to allow teaching artists to submit applications). Further evaluate the effectiveness and possible continuation of Teaching Art Apart.
- Program updates should reflect policies of Kentucky Department of Education when school begins in fall 2021, taking special care to make further considerations for COVID-related operations.
- Review Teaching Art Together program school residency program and determine if changes made due to COVID closures would further benefit the program, schools, students, teachers and artists in the Teaching Artists Directory.

### COVID-recovery

Develop community-based opportunities for individual artists to work with local partners to create new work, address concerns of a community, contribute to placemaking, lead community development work, etc. utilizing COVID recovery funding.

Continue to offer programming through Creative Industry Summit Series and other online programming as important learning opportunities for the general public and program participants.

Continue efforts to support Kentucky Arts Partnership (non-profit arts organizations) survival and recovery from COVID-related closures.

- Promote assistance to individual organizations to address specific issues and support through the peer advisory network and through connecting with outside resources.

Create opportunities for individual artists to recoup and/or recover from losses (tangible and intangible) incurred by COVID.

- better understand the needs of these artists and what is required to respond
- Continue to connect artists with external resources, networks and opportunities for assistance
- Address issues pertinent to specific disciplines (i.e., craft, visual, performing, literary, multi-disciplinary, folk and traditional, etc.)
- establish working group of artists and experts to advise KAC on additional paths forward for individual artists

Determine what events can be held in-person in the next two years as KAC navigates COVID recovery; create plan to transition online events to in-person; create plan to maintain online presence for events determined by staff to be best presented in this format

### **Cultural Equity**

Review and revise KAC diversity, equity and inclusion initiatives to develop new KAC Cultural Equity Plan to guide agency's work in the future, create measurable outcomes in this area.

- Staff will meet regularly to fully address the areas of Race, Equity, Access, Diversity and Inclusion to create a robust plan forward for incorporating policy or procedure in each area to benefit all KAC programs, grants, events and services.
- Staff training in the areas of Race, Equity, Access, Diversity and Inclusion will be ongoing
- KAC Board instrumental in setting policy to support this work; DEI workgroup will continue to meet regularly
- Constituent working group will be developed to provide feedback

Increase work with populations building equitable initiatives in Kentucky.

- Establish cultural equity working group(s); join efforts of organizations doing similar work
- Conduct Creative Aging grant initiative
- Incorporate bias training and language access initiatives into grant processes
- Create LatinX exhibit that will tour the state; first of its kind to exhibit work of Hispanic artists living and working in Kentucky.
- Continue Native Reflections exhibit; document exhibit and its impact as it nears end.
- Continue anti-racism workshops for constituent groups; continue Black artists conversation series through end of 2021.

### **Communications and Technology**

- Redevelop and redesign website to benefit end users and constituents with focus on equity and accessibility.

- Investigate further avenues of communications to reach audiences not currently reached through traditional means of communication.
- Research outlets for connecting with constituents KAC has traditionally had difficulty reaching.
- Continue incorporation of new technologies to enhance and advance KAC priorities and workflows.