



create

The JEDI Platform

TACOMA CREATES OPPORTUNITIES TO
ADVANCE JUSTICE, EQUITY, DIVERSITY,
AND INCLUSION

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Prepared for

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Creates



CONTEXT

Justice, Equity, Diversity and Inclusion (JEDI) is trending in workplaces and communities to create a more inclusive society. They are distinct concepts with unique practices tailored to the culture (i.e, what we do and how we do it) of a company or community. **Justice** in this context refers to dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life. **Equity** refers to allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist. **Diversity** refers to all the differences between us based on which we experience advantages or encounter barriers to opportunities. Diversity isn't just about racial differences. **Inclusion** refers to fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives and styles of those who experience more barriers based on their identities.

The arts, culture, science and heritage field is steeped in creativity yet sometimes challenged by public access. As such, it faces a vital business and moral challenge – the lack of equitable resource allocation impedes the ultimate goal of unfettered access, an opportunity to create, exhibit and be nourished by the industry. Without intention, we will not be able to reflect all aspects of diversity of an increasingly multicultural America.

BACKGROUND

The City of Tacoma (via its Office of Equity and Human Rights) is committed to achieving equity in the following areas: (1) service delivery, (2) decision making, (3) community engagement, and (4) identifying and eliminating underlying drivers within our community that perpetuate racial inequity. The City's mission is to provide opportunity and advancement for all. The City of Tacoma is committed to reducing, and ultimately, ending disparities that disproportionately impact communities of color. The City believes that a diverse, inclusive society provides opportunities to all and will eventually make us a stronger city and the best place to live, work, and thrive.

“unprecedented opportunity to not just hit the pause button and temporarily ease the pain, but to permanently change the rules so that untold millions of people aren't so vulnerable to begin with.”

- Astra Taylor, Filmmaker

Introduction



Are JEDI efforts an add on or THE WORK?

Justice, equity, diversity and inclusion has permeated the workplace all over the world. Everyone is talking about it - creating a society where historically underrepresented groups get their fair share of opportunities. Even during (and maybe because of) this pandemic, the workplace will evolve — not just in terms of technology, but in terms of its human composition.

Millennials and Generation Z make up over a third of today's workforce. By 2025, they will represent nearly 75% of the workforce. Driven by intellectual curiosity, they have been raised in a more connected and diverse context than previous generations. As such, their call for a just world of work will only get louder and louder.

How can the partners, stakeholders and beneficiaries of Tacoma Creates answer the call for JEDI, not as a funding requirement or branding campaign, but as a recognition (and response) of what is - disparate social outcomes? Tacoma Creates actively centers equity and inclusion with the understanding that arts, culture, science and heritage organizations have a high potential to change a narrative towards inclusion. It is an inescapable industry that touches all lives regardless of background, ability and lived experience. Everyone can participate in some shape or form. Why not lead the way?

The following pages offers a pathway forward.

The Contribution

The Contribution - is a cohort series for nonprofit organizations funded through Tacoma Creates. Organization representatives have the opportunity to be randomly placed into one of three cohorts designed to discuss and implement practices specific to justice, equity, diversity, and inclusion (JEDI). Three cohorts that all 58 funded organizations can participate in an interactive online convening. Each cohort will meet 3 times each (90 minute-convenings) during 2020 between the months of July and December (see the schedule below). Discussions will range in topics from the Organizational Impacts of COVID-19, to JEDI Systems of Accountability, and Assessing and Planning for JEDI. Each cohort has the capacity for up to 20 agency representatives who commit to participating in all 3 sessions. There will be no opportunities to join later and no opportunities for organizations to select one session from one cohort and another session from a different cohort. Cohorts are designed to increase knowledge, insight and deepen relationships.

The expected outcome for participation in the cohorts is an increased skill and will to address justice, equity, diversity, and inclusion as well as completion of a baseline organizational assessment.

Organizations will follow all Tacoma Creates reporting requirements as directed. Participants may complete surveys to assess knowledge, insight and relational gains.



Cohort A meets
3rd Wednesday
in July,
September &
November at 9am



Cohort B meets
1st Tuesday in
July, September &
November at
10am



Cohort C meets
4th Thursday in
July, September &
November at
noon

The Collaborative

The Collaborative is a leadership opportunity for funded organizations to participate in a justice, equity, diversity and inclusion-focused resource group. The Collaborative will hold an industry-wide commitment to JEDI that forges system and industry change for greater inclusion and disparity reduction. In this option, organizations can select a representative to participate in the collaborative as a guest contributor and thought partner. Collectively, these individuals will research, design and implement local system changes within the arts, culture, science and heritage community.

Initially, this collaborative will be limited to 25 participants until the level of interest is assessed. With guided facilitation, the group will establish its own charge, operating norms, and desired outcomes that demonstrate increased equity and inclusion in the field. Opportunities for small group projects, resource sharing and partnerships may arise as the group evolves. Ultimately, this option allows those in arts, culture, science and heritage to lead the community in system change that results in the decrease and/or elimination of social outcome disparities.

The composition of this resource group will be balanced to ensure that a diverse mix of voices and perspectives are amplified. The dates, times and meeting frequency will be determined once interest is gauged. It is anticipated that this group will meet between July and December of 2020.

Tier Three

A summit/conference focused on justice, equity, diversity and inclusion is offered as an opportunity to not only showcase the efforts of local arts, culture, science and heritage organizations - but also to continue the learning-based journey towards greater inclusion. Tacoma Creates will invite and convene organizations who are interested in assisting with the summit's design and implementation. The planning phase of the summit will occur in 2020, with anticipation that the event will occur in 2021. Organizations are asked to consider this option and potentially share their JEDI journey as a case study.



One-on-one technical assistance is available monthly to all organizations upon request. This free consultation is provided to bolster JEDI efforts and ensure completion of the organizational assessment.

One-on-One, Free Technical Assistance

ACTIVITY	DATE
ONE-ON-ONE TECHNICAL ASSISTANCE; ONE HOUR PER ORGANIZATION, PER MONTH	Monthly on Tuesday, Wednesday, Thursday the last week of the month of July through December

Next

Below are the next steps that contracted organizations should take as a part of the City of Tacoma's Tacoma Creates contracting process.

1

Select one or two, such as The Contribution and technical assistance or The Collaborative and technical assistance. Selection should be based on your priorities or unmet needs.

2

Communicate via the appropriate documentation to Tacoma Creates your choice and commitment to reporting.

3

Contact Coleman and Associates with your request for technical assistance at 253.973.7739 or ajonesbarnes@colemonassociates.org or pcolemon@colemonassociates.org

