

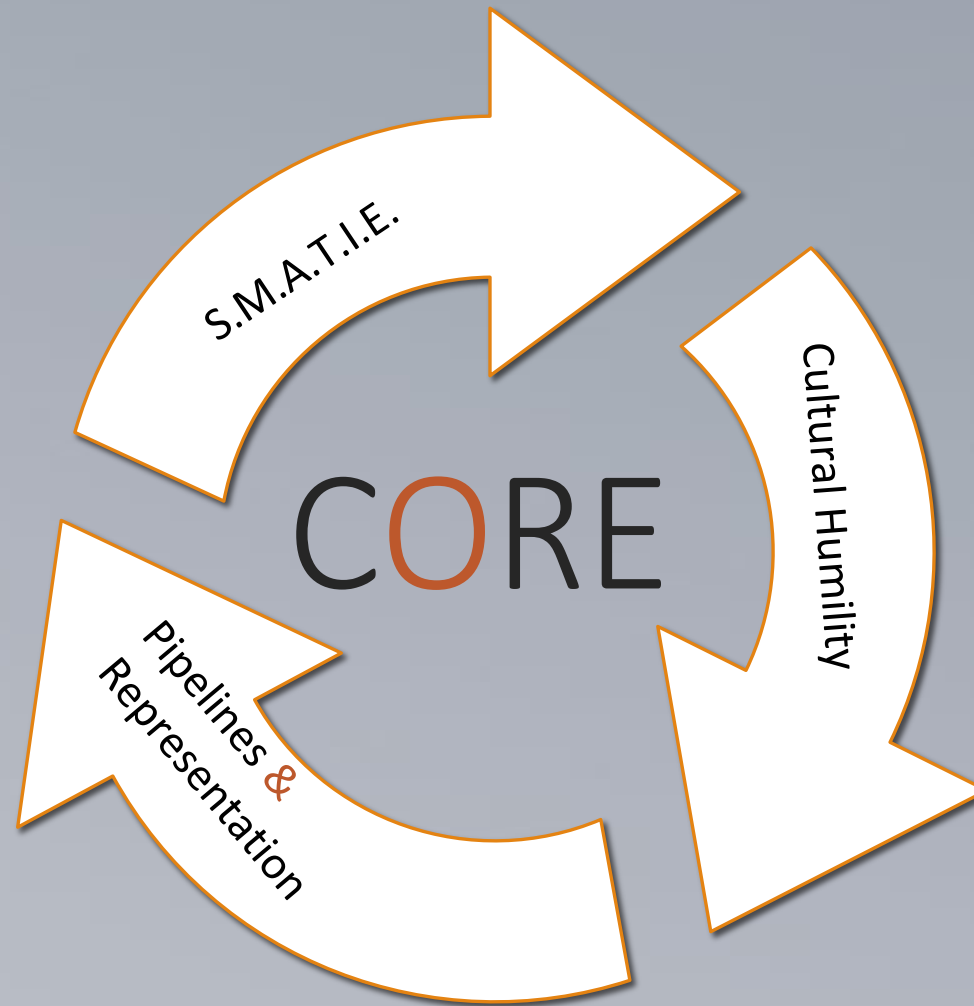
Salt Lake City Arts Council

Equity, Diversity, Inclusion, and Belonging Report

Kilo Zamora, February 2024



EDIB is a core value at the Arts Council

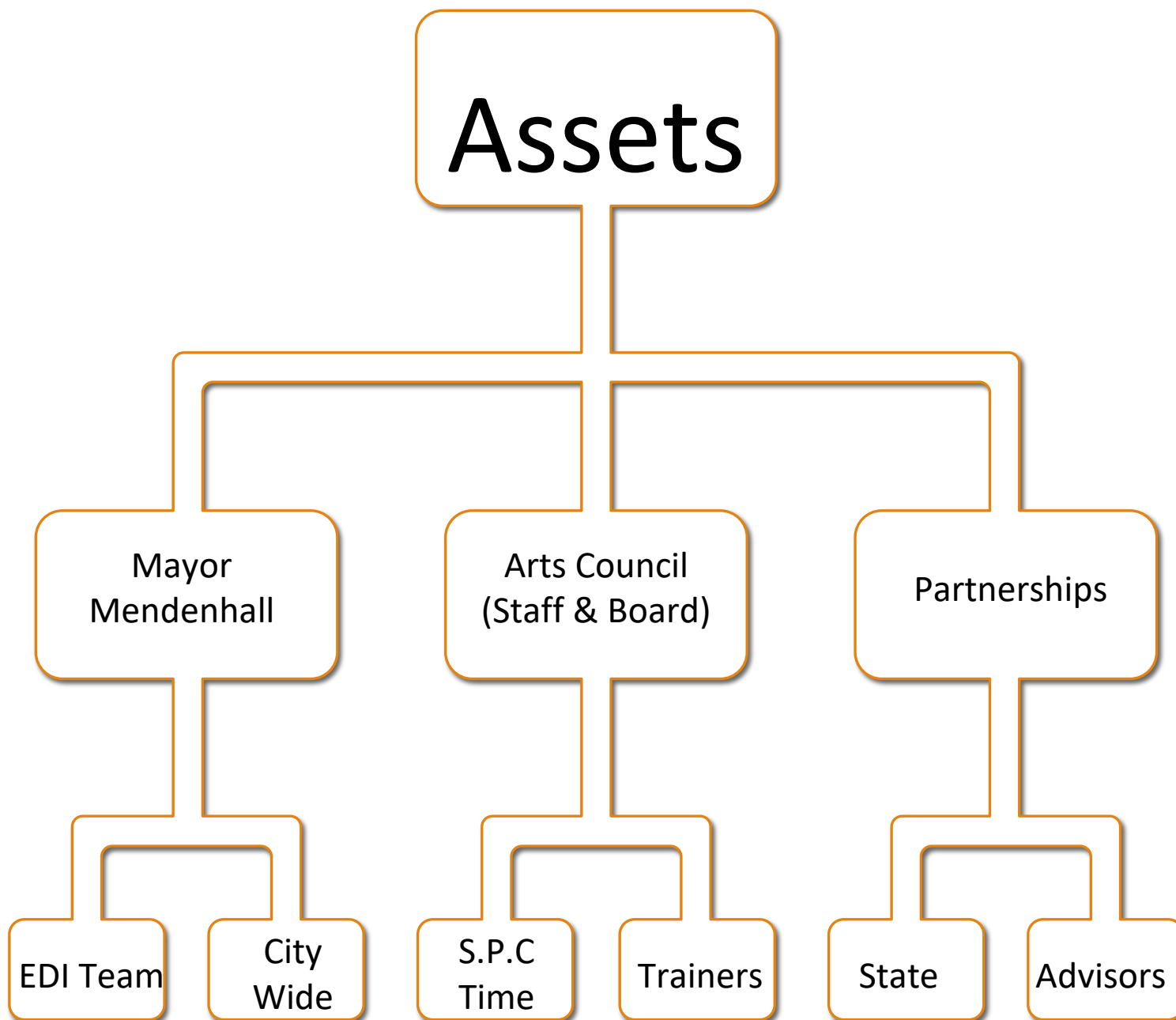


EDIB is a core value at the Arts Council

Trending assets to support Equity, Diversity, Inclusion and Belonging

"I support and defend efforts aimed at diversity, equity, and inclusion, no matter the political whiplash these efforts may be forced to endure. We will not stop this critical work. It's the right thing to do."

Mayor Mendenhall 2024
State of the City address



Wish list items

WHAT IS MISSING?

New opportunities on the horizon

tokenism /tō'kə-nĭz"əm/ noun

THE POLICY OF MAKING ONLY A PERFUNCTORY EFFORT OR SYMBOLIC GESTURE TOWARD THE ACCOMPLISHMENT OF A GOAL, SUCH AS RACIAL INTEGRATION. THE PRACTICE OF HIRING OR APPOINTING A TOKEN NUMBER OF PEOPLE FROM UNDERREPRESENTED GROUPS IN ORDER TO DEFLECT CRITICISM OR COMPLY WITH AFFIRMATIVE ACTION RULES. A POLICY OF FORMALLY COMPLYING WITH EFFORTS TO ACHIEVE A GOAL BY MAKING SMALL, TOKEN GESTURES; ESPECIALLY TO HIRE A MINIMAL NUMBER OF ETHNICALLY DIVERSE OR DISADVANTAGED PEOPLE. THE AMERICAN HERITAGE DICTIONARY OF THE ENGLISH LANGUAGE, 5TH EDITION

- A. The Salt Lake Arts Foundation staff has been asked to put together a panel of local architects who specialize in creating green spaces. The staff realizes that 4 of the 5 panelists are male-identifying. At the last minute, the female-identifying architect cancels. The staff decides to ask a woman studying architecture to join the panel. How do you differentiate within this scenario between tokenism and representation?
- B. The Arts Council has been tasked with commissioning a large-scale piece of public art for a neighborhood that has never had such an installment before. Community members have expressed wanting the work to be from a local, BIPOC artist. However, after reviewing the qualifications for several interested artists, the list of qualified finalists doesn't include a BIPOC artist from the area. How does the Arts Council move forward with this public art project if there are no BIPOC local artists? How can this dilemma devolve into tokenism? If the vast majority of public art commissioned in Utah is produced by White people, does this constitute institutional racism?
- C. The Living Traditions Festival secures a grant to hire a person to conduct an audit of the physical accessibility for the entire event and venue. The staff hires a person who is wheelchair-bound to conduct the audit. What evidence would help you determine if the new employee was a token hire? How do you value lived experience as part of hiring qualifications?