

Vision

We envision a Rhode Island where arts and culture are valued as an essential part of life, and for their contribution to a thriving state.

Mission

Through grantmaking, programming, convening, policy-building, and education, the Rhode Island State Council on the Arts ensures that arts and culture will play an ever more significant part in the well-being and experience of all Rhode Island residents.

Values

We believe in the transformative power of arts and culture. All Rhode Islanders benefit from creative expression and a culturally vibrant state.

As the agency of state government charged with supporting arts and culture in Rhode Island, RISCA is committed to:

- **OPENNESS:** Being respectful, welcoming, and inviting to all.
- **CONSISTENCY:** Behaving intentionally, in a knowledgeable, responsive, engaged, respectful and transparent manner.
- **DEDICATION:** Developing authentic relationships, as a team and with others, built on our passion, humor, kindness, and optimism.

Through grantmaking, programming, and services, RISCA promotes:

- **EQUITY AND ACCESS:** Ensuring the identification and removal of barriers in all contexts, including cultural opportunities, resources, and RISCA support for diverse communities throughout Rhode Island.
- **COLLABORATION:** Creating networks of mutual support among individuals, organizations, and RISCA to strengthen communities
- **ECONOMIC VALUE:** Honoring the time, skills, talents, and excellence of artists and arts administrators through fair compensation.
- **COLLECTIVE RESPONSIBILITY:** Supporting culturally relevant and responsive art to ensure the health and well-being of the arts and cultural ecosystem, beginning with arts education.
- **ARTISTIC EXPRESSION:** Protecting freedom of artistic expression in Rhode Island.
- **LEADERSHIP DEVELOPMENT:** Fostering diverse arts and cultural leaders in, from, and for Rhode Island.

GOAL 1:	OBJECTIVE	ACTIONS
FUND - Financially support arts and culture in Rhode Island through grantmaking guided by a public process	Seek to achieve the highest commitment to diversity, equity, access and inclusion within grantmaking	<u>An agency commitment to continual learning on DEAI:</u> Engage and work with consultants in our continual learning on DEAI, addressing governance, staffing and programmatic standards
		<u>Accessibility:</u> Establish and employ oversight protocols to assess the accessibility of all RISCA-funded programs
		<u>Grantee responsibility toward DEAI:</u> Develop grantmaking criteria that takes into consideration diversity, inclusion, physical and programmatic accessibility
		<u>Equity in funding analysis:</u> Review grantmaking over the past five years to assess equity of funding on diversity, socio-economic and geographic levels
	Establish and maintain responsive arts and culture grant programs	<u>Commitment to continual listening:</u> Through regular listening sessions RISCA Program Directors will annually review grant programs to assess their responsiveness and effectiveness
		<u>Ongoing Review of Needs of the Field:</u> Program staff will meet, review, examine and change programs based on the needs of the field
	Increase the integrity and transparency of the grantmaking process	<u>Panel process:</u> RISCA will continue to ensure that panelists are recruited and trained with an eye toward racial and geographic diversity, with a goal of at least 40% BIPOC representation on project review panels in accordance with the agency DEAI plan
		<u>Public acknowledgement of panelists:</u> Annually publish lists of panelists on the RISCA website following the biannual announcement of grants
		<u>Transparency:</u> Prepare and annually review a “Transparency Checklist” for the Council, detailing efforts to ensure the transparency of the grantmaking process
		<u>Candor and Accountability:</u> Maintain open communications with applicants, grantees and the public about RISCA grantmaking in ways that ensure an understanding of process, decision-making and the responsibilities of granter and grantee alike

GOAL 2:	OBJECTIVE	ACTIONS
ADVANCE - Equip people and organizations with the skills, knowledge and resources to thrive	Provide professional development for individuals and capacity building support for organizations	<u>Collective learning:</u> Collaborate and promote peer-to-peer and mentor learning opportunities among artists, educators and administrators
		<u>Assessing needs:</u> Help the arts and culture community identify and assess their short and long-term needs
	Amplify the stories of Rhode Island's arts and culture community and share them with residents and visitors to Rhode Island	<u>Communications strategy:</u> Create and maintain an agency-wide strategic communications plan
	Quantify and communicate the value and importance of arts and culture	<u>Tell important stories:</u> Continue to call attention to RISCA grants and the work of our grantees
		<u>Advocacy:</u> Support advocacy, educate and provide resources and opportunity for Rhode Islanders to advocate for arts and culture
		<u>Arts as Career:</u> Increase understanding of artists' value to life in Rhode Island and respect for 'artist' as a career/job
		<u>Collect and Use Data:</u> Organize data to make a case for the arts role in education, community life and the economy

GOAL 3:	OBJECTIVE	ACTIONS
BUILD - Foster sustainable infrastructure for the future of arts and culture in Rhode Island	Promote an arts and culture ecosystem that is equitable, just and aligned with best practices	<u>Promote equity:</u> Develop and sustain programs that advance the values espoused in RISCA’s DEAI plan
		<u>Capacity building for arts and cultural organizations:</u> Establish and sustain programs that support the growth and development of organizations in the arts and cultural sector
		<u>Capacity building for arts and culture workers:</u> Provide arts and culture workers with programs and training that strengthen their ability to grow their creative practice
		<u>Empower the next generation:</u> Ensure the representation of youth voices in the arts and culture ecosystem
	Collaborate with values-aligned partners to support the arts and culture community	<u>Advance partnerships:</u> Continue to build partnerships in Rhode Island and beyond that address RISCA’s strategic priorities
	Secure mission-driven funding and resource opportunities for the benefit of the agency and its constituents	<u>Identify funding partners:</u> Continue to build partnerships with other funders to advance RISCA strategic initiatives
	Expand relationships within state government and with major stakeholders that advance the role of the arts and culture in public life	<u>Grow state agency allies:</u> Discover and connect with state agencies and General Assembly committees that can partner on RISCA strategic initiatives
		<u>Build community partnerships:</u> Actively develop a diverse array of relationships in the Rhode Island community to address programmatic priorities

GOAL 4:	OBJECTIVE	ACTIONS
ENGAGE - Be continuously present and responsive to the arts and culture community in Rhode Island	Plan, develop and maintain programs based on continuous engagement with stakeholders and the arts and culture community	<u>Support community-led initiatives:</u> be present and spend time in the community and at events
		<u>Co-create programs:</u> develop programs and services in equal partnership with community members
	Provide Rhode Islanders with varied, appropriate and accessible paths to obtain information and assistance from RISCA	<u>Maintain a multifaceted communications effort:</u> ensure that RISCA’s communications are open to all, regardless of income, geography, race, language or ability
		<u>Identify thought partners to amplify:</u> RISCA staff will identify and curate information from community partners (state, regional, national) whose work we can share with the Rhode Island arts community
		<u>Be responsive:</u> proactively build new relationships, expand and strengthen varied channels for residents to access RISCA information and staff
	Conduct regular evaluations to ensure that all programs and services align with RISCA's Vision, Mission and Values	<u>Annual review of program conformity:</u> Program staff will meet annually to review programs and services, ensuring that they comply with RISCA’s foundational documents
	Maintain and grow networks that connect and empower people and organizations in the Rhode Island arts and culture community	<u>Cultivate networks:</u> Identify, connect and establish groups that can collectively advance the capacity of its members
		<u>Promote values:</u> ensure that RISCA supported networks – and all they generate - operate in congruity with the agency’s values