The Arts Council of Anne Arundel County (ACAAC) is committed to advancing and modeling equity, diversity, inclusion, and accessibility in all of our programs and services and those of our grantees. We are dedicated to embracing equity and non-discrimination regardless of race, religious creed, color, age, gender expression, sexual orientation, class, language, and/or ability.

GOAL A:
Provide outreach, funding, and technical support to organizations that provide arts programming to diverse and under-represented constituencies in Anne Arundel County.

1. Require targeted DEIA metrics in all grant applications and reports to establish a baseline, and then measure and report on future progress across grant programs. Utilize grant scoring rubrics that quantify and reward applicants that incorporate DEIA principles and procedures into their ACAAC-funded operations and programming.
2. Expand organizational capacity and allocate funds to provide technical support and DEIA training to new and existing grantees.
3. Budget ACAAC grant funding for strategic grants targeting diverse, underserved communities with innovative arts projects.
4. Initiate and support partnerships with diverse community groups and AACPS Performing & Visual Arts Schools as well as the Naval Academy, St. John's College, and Anne Arundel Community College to encourage community participation in lifelong arts education.
5. Ensure adequate funding for the Arts Angels program budget to provide opportunities for younger students, and support teachers in recruiting talented and motivated candidates.

GOAL B:
Create pathways for engagement with new and diverse communities in Anne Arundel County through a targeted outreach and marketing plan.

1. Establish working relationships and support for community groups representative of the ethnic, racial, social, and economic diversity in Anne Arundel County (including Boys' and Girls' Clubs and African-American and Hispanic social clubs and civic organizations) to connect their arts-related organizations and constituencies with ACAAC programs and services including our "What's Happening" e-blasts, grants program announcements, and other related activities.
2. Provide updated Spanish language content on the ACAAC website, including links to ongoing arts activities, as well as ACAAC grants program announcements, applications, and guidance.

3. Promote ACAAC's and Grantees' DEI activities through social media and the ACAAC website.
4. Encourage viewers' feedback on the content of ACAAC's website to facilitate dialogue and information sharing in English and Spanish.
5. Manage the ACAAC YouTube channel to highlight video clips from a diverse group of grantees and county-wide arts activities throughout the year.

GOAL C:
Incorporate principles of diversity, equity, inclusion, and accessibility into all aspects of ACAAC operations and governance.

1. Prominently place ACAAC's DEIA Commitment and Strategy on the ACAAC website.
2. Develop and implement a strategic plan with DEIA initiatives integrated throughout.
3. Allocate adequate funding in annual budget to implement and evaluate organizational efforts laid out in the strategic plan.
4. Allocate funding in annual budget to provide DEIA training for all grantees.
5. Require all Board Members to serve as "Goodwill Ambassadors for the Arts" by attending performances of Anne Arundel County arts organizations and reporting their experiences to the board.
6. Require all ACAAC board members to work with the Governance Committee to leverage their personal connections in recruiting and nominating new board members who reflect the demographics of Anne Arundel County in terms of age, geography, race/ethnicity, gender, sexual orientation/LGBTQ, and economic status.
7. Require all ACAAC Board members to evaluate one to three Community Arts Grant recipients annually, with particular emphasis on grantees' efforts to expand diversity, equity, and inclusion.