

# The Clay Studio

## The Clay Studio DEAI Goals, Timeline, and Action Steps • updated October, 2022

| Goals   | Timeline  | Action Steps |
|---|---|--------------|
| Continue to partner and expand collaborations with artistic, community, and educational organizations from more diverse communities. We believe that strong partnerships allow us to learn from and share our resources with those who have established expertise, larger perspectives, and direct access to a broader diversity spectrum.  | Continued from past, and ongoing  | Initiated    |
| Recruit board, staff, in-house artists, shop artists, and interns who reflect the broad diversity of Philadelphia, and beyond. As vacancies or creative opportunities arise, we will engage our network of partners to be sure that a diverse applicant pool is established. Work with The Roz Group to engage with influencers of color in the Philadelphia area to cultivate new participants, supporters, and board members. | Started to develop Institutional strategy, with input from The Roz Group  | Initiated    |
| Continue to offer and increase free programming, need based scholarships, as well as working toward sliding scale cost calculators for program participation. We believe that all people deserve access to the arts regardless of their ability to pay.   | Continued from past, and ongoing. Recently started new sliding scale tuition rates, including community supported, standard, and clay it forward rates. | Initiated    |
| Maintain an internal DEAI Committee that is dedicated to addressing relevant and salient issues immediately and sustainably. The Committee will function as a recommending body to advise the administration and board on our ongoing work to redress the inequalities that our current system is prone to uphold. The Committee will recommend actions that TCS will be able to execute and not just good intentions.          | Established 2 years ago, and ongoing.   | Initiated    |
| Collect consistent data from each population of The Clay Studio community (artists, students, customers, employees, board members, volunteers, interns, and patrons), including select demographic data to avoid assumptions, to establish a baseline for goal-setting, and to inform design of outcomes assessments.   | Started in winter of 2021, and ongoing.   | Initiated    |
| Conduct DEAI and anti-discrimination orientation for new staff, board, in-house artists, and teaching artists, as well as ongoing annual refresher trainings.   | Beginning fall of 2022, with fall term, and ongoing.  | Initiated    |
| Schedule annual staff, board, and artists social gatherings for personal interactions and formal discussion forums, with the goal of open communication and creating a community of mutual understanding.   | Began in May 2022, and ongoing.   | Initiated    |

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| <p>Enhance Human Resource support, policies, and systems, including embedding procedures to address racist/bigoted/threatening behavior within staff, board, artist handbooks.</p>  | <p>Created community agreement that will be reviewed as part of staff and Artists onBoarding process. In addition, TCS will review annually with program participants and staff.</p> | <p>Initiated</p> |
| <p>Create exhibition opportunities for BIPOC and historically underrepresented artists.</p>   | <p>Started in earnest with the opening of new building, and ongoing.</p>   | <p>Initiated</p> |
| <p>Conduct DEAI and anti-discrimination orientation for new staff, board, in-house artists, and teaching artists, as well as ongoing annual refresher trainings.</p>  | <p>Beginning fall of 2022, with fall term, and ongoing.</p>  | <p>Initiated</p> |
| <p>Make our content accessible to people of all abilities.</p>  | <p>Within 6 months of creation of this document.</p>   |                  |
| <p>Include accessibility information for our events and programs on our website and institutional literature. We will also work to caption videos and include image descriptions on our social media platforms so that our content can be for all people - not just abled, hearing, or sighted people; craft a Know Before You Go Guide, so everyone feels welcome.</p> | <p>Within 6 months of creation of this document.</p>   |                  |
| <p>Update current literature to reflect the resources that The Clay Studio offers with transparency and voiced from many perspectives.</p>  | <p>Within 6 months of creation of this document.</p>   |                  |
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| <p>Conduct staff and teacher training with Art-Reach, a non-profit organization devoted to increasing cultural participation among traditionally underrepresented audiences in both the disability and low-income sectors.</p>  | <p>Within 6 months of creation of this document.</p>   |                  |
| <p>Identify and implement opportunities to collaborate with other organizations to foster, craft, and deliver meaningful DEAI outcomes to our shared communities.</p>   | <p>Within 6 months of creation of this document.</p>   |                  |
| <p>Identify and implement ways to intentionally engage and support the needs of immigrant populations.</p>  | <p>Within 6 months of creation of this document.</p>   |                  |
| <p>Prioritize DEAI planning alongside programmatic, marketing, business process, and financial strategies during high level strategic planning processes and on-the-ground action planning. Identify and embed diversity standards throughout the strategic plan.</p>   | <p>Within 1 to 3 years, aligned with next Strategic Planning process.</p>  |                  |
| <p>Develop a strategic marketing and engagement plan to increase diversity of TCS students, family, city-wide participants, teaching staff, in-house artists, exhibiting artists and board, and are representative of Philadelphia's population and beyond.</p>   | <p>Within 1 to 3 years, aligned with next Strategic Planning process.</p>  |                  |