

**NCAAHC Commissioners Meeting**  
**Tuesday, January 26, 2021**  
**9:00 am – 12:00 pm**  
**NC Arts Council Presentation (5 Minutes)**

**I. Deputy Director Role at NC Arts Council**

**A. Job Responsibilities**

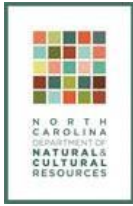
- Charged with the design, development, and implementation of agency programs
- Recommends policies that realize the agency's mission of "arts for all people"
- Works with the staff and boards to create and implement strategic plans, and provides executive-level support to the agency's Director
- Assess the effectiveness of institutional equity, diversity goals, and outreach efforts – DEAI

**B. NCAAHC Liaison Role for NCAC**

- Seek guidance from AAHC for technical assistance as they shift their institutional culture, specifically around African American arts engagement and supporting the work of African American artists
- Introduce AAHC to a wider network of artists by connecting AAHC to local arts councils within the state and local artists within the western region of the state
- Share funding opportunities for African American artists and organizations
- Work closely with AAHC on annual partnership of Strategic Planning Partners Workshop for Artists of Color and Organizations of Color
- Provide an official report on behalf of the NCAC to present during AAHC official meetings

**C. DEAI Work to Date**

- DEAI Plan
  - Phase I (May 2020 – Oct. 2020): Commitment to Acknowledge & Learn; Internal Staff discussion sessions, communication with DNCR, other agencies/stakeholders, and board; Collect information
  - Phase II (Nov. 2020 – Mar. 2021): Listening to Others; Meet with NCAC Board and NC Arts Foundation, Staff, DNCR leadership to continue DEAI work



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1. BIPOC Arts Equity Forum: A Conversation with Organizations of Color (Listening Sessions: Nov. 20, 2020 & Jan. 15, 2021)
    - Phase III (Apr. 2021 – Aug. 2021): Synthesize Draft Strategic Plan; Finalize draft of strategic plan and get Board input and approval after public meetings; Translate finalized strategic plan into operational goal
      - Monthly DEAI Staff Meetings
- D. Goals for the Future**
- Build/Rebuild Relationships
  - Implement Strategies for True Equity in the Arts in NC
  - Be More Reflective of Mission – “Arts for All People”