



REPORT

Report Date: October 29, 2019
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Meeting Date: November 26, 2019
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TO: Vancouver City Council
FROM: General Manager, Arts, Culture, and Community Services
SUBJECT: 2019 Cultural Grants Culture|Shift Implementation

RECOMMENDATION

- A. THAT Council approve 27 Cultural Grants totaling \$711,500 to the organizations listed in Appendix A of this report in the amounts set out beside their names in the "Grant Rec." column of the Table in Appendix A for the purpose of supporting key actions in Culture|Shift; source of funds to be the 2019 Cultural Grants Operating Budget.
- B. THAT Council approve one grant of \$55,000 to The Beaumont Studios Artist Resource Society to support key actions in Culture|Shift and Making Space for Arts and Culture, as listed in Appendix B of this report; source of funds to be the 2019 Operating Budget.
- C. THAT Council approve 6 Cultural Grants totaling \$98,750 to the organizations listed in Appendix C of this report in the amounts set out beside their names in the "Grant Rec." column of the Table in Appendix C through the Small Grants for Cultural Spaces program for the purpose of supporting key actions in Culture|Shift and Making Space for Arts and Culture; source of funds to be the 2019 Capital Budget for Cultural Infrastructure Grants (Outstanding from Prior Year Programs).
- D. THAT Council approve one grant of \$20,000 to Projectile Publishing Society for a temporary public art project in support of key actions in Culture|Shift, as listed in Appendix D of this report; source of funds to be the 2019 Capital Budget for 2015-2018 New Public Art Installations.

- E. THAT, pursuant to Section 206 (1) (j) of the *Vancouver Charter*, Council deems any organization listed in Appendix A - D that is not otherwise a charity registered with the Canada Revenue Agency to be contributing to the culture of Vancouver.
- F. THAT the General Manager of Arts, Culture and Community Services (GM of ACCS) is authorized to negotiate and execute agreements to disburse the grants described in this report on the terms and conditions generally set out below, and on such other terms and conditions as are satisfactory to the GM of ACCS and the City Solicitor.
- G. THAT no legal rights or obligations are created by the approval of Recommendations A to D above unless and until the applicable grant agreement or letter of agreement is approved by the City in accordance with Recommendation F above and executed and delivered by both the grant recipient and GM of ACCS (or their designate).

REPORT SUMMARY

This report recommends 52 grant allocations, totalling \$885,250, to 35 cultural organizations to seed and implement actions of Culture|Shift, Making Space for Arts and Culture, and the Vancouver Music Strategy.

COUNCIL AUTHORITY/PREVIOUS DECISIONS

On May 2, 2017, Council passed a motion to develop Creative City Strategy, a comprehensive plan and vision for arts, culture and creativity in Vancouver.

On May 15, 2018, Council received an update to Council on the early engagement and findings of the Creative City Strategy.

On July 10, 2018 Council approved Making Space for Arts and Culture: Cultural Infrastructure Plan 2018.

On November 13, 2018 Council approved Creative City Strategic grants for a total of \$489,925 to 36 organizations to pilot and apply early directions of the Creative City Strategy into cultural grant programs. Projects which were supported advanced principles of Reconciliation, Equity and Access, Capacity and Collaboration.

On April 3, 2019 Council approved cultural grants (Operating, Annual Assistance, Projects and Capacity) totaling \$5,857,230 to 195 organizations.

On May 29, 2019 Council approved cultural grants (Community Arts, Cultural Infrastructure and Small Grants for Cultural Spaces) totaling \$1,743,795 to 121 organizations and Theatre Rental Grants totaling \$1,559,210 to 66 organizations.

On September 10, 2019 Council adopted the vision, principles, core commitments, and objectives of Vancouver's 10-year culture plan *Culture|Shift: Blanketing the City in Arts and*

Culture (previously named Creative City Strategy), including Making Space for Arts and Culture, and the Vancouver Music Strategy. Staff was to further initiate tasks to implement the strategies and actions, with subsequent financial implications to be considered as part of the 2020 and subsequent year annual operating and capital budget processes.

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

The City Manager recommends approval of the foregoing.

REPORT

Background/Context

Culture|Shift: Blanketing the City in Arts and Culture is the City of Vancouver's 10 year culture plan, addressing key challenges and opportunities in the cultural sector. *Culture|Shift* includes Making Space for Arts and Culture, and the Vancouver Music Strategy, which together equip the City to better support a more diverse cultural sector, cultural infrastructure, and music ecosystem. The goals and directions reflect perspectives from a range of communities, and input with more than 5,000 stakeholder touchpoints. They build from five key strategic directions:

- 1. Arts & Culture at the Centre of City Building:** Champion creators & elevate arts and culture through hardwiring arts and culture into City strategy and investment;
- 2. Reconciliation & Decolonization:** Recognize and support Indigenous cultural knowledge and presence through decolonizing practices;
- 3. Cultural Equity & Accessibility:** Advance diverse and inclusive leadership and practices and the promotion of intangible cultural heritage and redress by offering equitable & accessible support;
- 4. Affordable, Accessible, Secure Spaces:** Prevent displacement and support community-led spaces through enabling partnerships; and,
- 5. Collaboration & Capacity:** Strengthen sector resilience through facilitating partnerships and leveraging investment.

The recommendations in this report implement key actions of *Culture|Shift*, Making Space for Arts and Culture, and the Vancouver Music Strategy. Some of the recommendations are strategic in their use of existing resources to better advance initiatives, ahead of the 2020 budgeting process, and prior to budgetary considerations regarding requested resources to support the implementation of *Culture|Shift*, starting in 2020. Other recommendations build upon actions embedded in *Culture|Shift* and advance the directions in Making Space for Arts and Culture, and the Vancouver Music Strategy.

Strategic Analysis

The grant recommendations are summarized in Table 1 as they link to key actions of *Culture|Shift*, Making Space for Arts and Culture, and the Vancouver Music Strategy and further described on the pages that follow.

TABLE 1
Summary of Grant Recommendations and link to Key Actions

Rec	# Grants	Goal	Action	Rec.	Source
A	2	Arts at the Centre of City Building	Review mechanisms to provide direct support to individual artists and support the diverse spectrum of music activities	\$80,000	Operating Grant
A	4	Reconciliation & Decolonization	Support the development of dedicated grant programs for Musqueam, Squamish, and Tsleil-Waututh, and Urban Indigenous artists	\$185,000	Operating Grant
A	15	Cultural Equity & Accessibility	Advance diverse and inclusive leadership and practices	\$142,000	Operating Grant
A	3	Cultural Equity & Accessibility	Promote intangible cultural heritage and cultural redress	\$24,000	Operating Grant
A	18	Collaboration & Capacity	Increase knowledge sharing opportunities and resources	\$230,500	Operating Grant
A	1	Collaboration & Capacity	Increase knowledge sharing opportunities and resources	\$40,000	Operating Grant
A	1	Collaboration & Capacity	Increase knowledge sharing opportunities and resources	\$10,000	Operating Grant
B	1	Affordable, Accessible, Secure Spaces	To prevent displacement and support affordable space for professional artists	\$55,000	Operating
C	6	Affordable, Accessible, Secure Spaces	Reduce barriers to accessing funds and increase support for small capital projects	\$98,750	Capital
D	1	Arts at the Centre of City Building	Build on tools to involve artists in shaping city-building, and expand on practices including artist-initiated public art projects	\$20,000	Capital
	52			\$885,250	

Arts at the Centre of City Building

The recommendations that follow support the actions to review mechanisms to provide direct support to individual artists and creators, and build on tools to involve artists in shaping city-building, as well as expand on practices such as artist-initiated public art commissions, and advance the diverse spectrum of music activities.

Due to Vancouver Charter limitations on granting to individual artists, Cultural Services is exploring alternative approaches to directing additional support to individual artists. The current interpretation of the Vancouver Charter requires grant recipients to be legally registered charities or societies. This creates a burden on artists to develop a set of costly administrative systems and organizational structure which requires more resources to sustain. As alternatives, Cultural Services is exploring third party administration, granting partnerships, and recommender grant models to increase access for artists. The first two recommendations that follow increase direct support to Vancouver artists in partnership with community organizations.

- Renew Partnership with The Art Starts in Schools Society (“ArtStarts”) to Support Emerging Artists working with Youth

The City first partnered with ArtStarts in Schools in 2015 to deliver Creative Spark Vancouver – a program which provides grants to individual emerging artists working with youth. ArtStarts was founded in 1996 with a mission to provide children and youth with access to quality artistic experiences and provide professional artists with opportunities to work with young people and expand their practices. Since the start of the partnership, over 102 individual artists have been supported to create impactful projects such as turning a park space into a musical playground with workshops on making instruments from household objects; dance and puppetry workshops; a plant-based wool-dyeing and weaving workshop series for families; a textile art project using salvaged fabric for display in a classroom reading corner; and a series of visual arts workshops for self-identified Muslim youth to showcase their beauty and diversity and create a safe space for expression.

The term of the partnership concluded in 2019 and a review of the program was conducted by City staff. Interviews with the participants, Cultural Services and ArtStarts staff, and a review of the final reports data indicated positive impacts. The participants reported the program as a low barrier opportunity for emerging artists to secure their first grant with practical learning experience offered through ArtStarts staff, working directly with youth, and exposure to the public education system. The revised goals of the partnership and the program reflect stronger alignment with *Culture|Shift*'s principles and ArtStarts' anti-oppression lens which was recently adopted, through which programs and governance are being reassessed in order to increase opportunities for artists from equity-seeking communities. The program goals are as follows:

- Increase support for individual emerging artists and projects that reflect the diversity of artistic and cultural forms in Vancouver;
- Build the capacity and confidence of emerging artists working with young people and arts-based learning;
- Provide young people opportunities to engage actively in the arts; and,
- Increase capacity of emerging artists with skill-building opportunities and access to ArtStarts' resources.

Changes to the program include prioritizing emerging artists and cultural practitioners from the Musqueam, Squamish, and Tsleil-Waututh Nations and artists from equity-seeking communities, and with that, a focus on outreach and engagement with these communities. Caps on grant amounts and honoraria have been increased, and a commitment to meet a minimum of 50% representation of equity seeking community members on the selection panel has been implemented as well as an increase in fees to the panel members.

To support this, staff recommends a grant of \$60,000 to ArtStarts to deliver the revised program and increase outreach and engagement activities to priority communities.

- Support to Chapel Sound Art Foundation for a Pilot Grant Program for Artists working in Projects Rooted in Electronic Music and Art

Chapel Sound Art Foundation (CSAF) is a multidisciplinary electronic art and music collective formed in 2012 with a mandate to offer platforms for local emerging artists to experiment in the field of multidisciplinary electronic art and music. In 2019 CSAF received a Host Your Own Engagement grant and hosted a gathering of artists who identify as women, non-binary, and artists of colour working in electronic music, media art, film, performance art, dance and design to seek input from artists of these communities. Staff recommends a grant of \$20,000 to CSAF to pilot a grant program to increase access to funding for artists working on projects in electronic music and art. The program is intended to be low barrier and provide greater access to funding through an organization that has strong ties to artists that have been underrepresented in the City's cultural funding. CSAF will deliver the program working within their existing processes based on their knowledge of artists within their network.

The goals of the pilot program include:

- Increasing support to individual artists and cultural practitioners who identify as women, non-binary, and artists of colour working in inter-disciplinary projects rooted in electronic music and art;
- Providing low barrier access to funding for artists who have been underrepresented in the City's cultural funding; and,
- Supporting projects that advance the diverse spectrum of music activities.

The program will be delivered by Chapel Sound Art Foundation, and will launch in 2020. Grants of \$1,000 - \$3,000 will be available to support projects, including research and development of new instruments by music technologists, creation of multimedia or performative augmentations to original music, and opportunities to showcase new experimental work. The organization will provide a post-pilot report back on the recipients, funded projects, and sectoral impact. Cultural Services staff will review the results of the pilot and based on learnings, explore further opportunities for similar programs in different segments of the arts and culture sector.

- Support to Projectile Publishing Society to Commission a Temporary Public Art Project

Since 2016, grant allocations of \$1,588,700 have been awarded to 39 not-for-profit organizations through the Public Art Boost and the Community Arts Grant program to support the production of a wide range of public art projects throughout the city. Staff recommends a grant of \$20,000 to Phillip (operating under Projectile Publishing) for phase two, fabrication and installation, of a temporary neon public art project titled *Gaslight* by Vancouver and Paris-based artist Kathleen Ritter. Phase one of this project, concept development and detailed design, was supported through the Public Art Boost. Phase two is being supported through 2019 funds from the 2015-2018 Public Art Capital Plan.

Inspired by the title card for a 1940 film of the same name, *Gaslight* is a neon artwork that references Vancouver's history of neon signs illuminating the city throughout the 50s, 60s, and 70s as well as notions of power and the ways power shapes public identities and social relations. The word "gaslighting" has been adopted to refer to the manipulation of reality and is a

metaphor for the current era of *post-truth* politics and media in which data is selected or fabricated to a desired conclusion. *Gaslight* will be attached to the exterior façade of the Del-Mar Inn where it will be illuminated for the next 8-10 years.

Reconciliation & Decolonization

Given the context of colonial erasures and exclusions, Cultural Services acknowledges that grants and awards programs have created systemic barriers and have limited meaningful support to Musqueam, Squamish and Tsleil-Waututh artists and cultural practitioners. Urban Indigenous people have likewise been impacted by the histories of assimilation and exclusion in Vancouver. Examples of these barriers include: applying a narrow view of artistic excellence to assessment criteria; requiring artists to form legal colonial organizational structures such as non-profit societies and registered charities to be eligible for funding; to a lack of representation of Indigenous artists on selection committees.

The grant recommendations that follow support actions to create more relevant, respectful ways to partner with Indigenous people to support Indigenous visibility and voice in Vancouver's cultural landscapes and narratives, and to be equal partners in shaping culture together on these unceded Musqueam, Squamish, and Tsleil-Waututh lands. The recommendations support the development of dedicated grant programs to support Musqueam, Squamish, Tsleil-Waututh, artists and provide support for Urban Indigenous artists.

- Funding to Musqueam, Squamish, and Tsleil-Waututh Nations for Dedicated Grant Programs

Staff recommends grants of \$55,000 to each of the Musqueam, Squamish, and Tsleil-Waututh Nations, as seed funding for the development of dedicated grant programs for their artists and cultural practitioners. Cultural Services staff will work together with the Indigenous Cultural Planner, and staff from each of the Nations to develop ways in which the Nations can deliver funds to artists in their communities, with the aim to advance their cultural priorities, align with their current processes, and advance opportunities for Musqueam, Squamish, and Tsleil-Waututh artists and cultural practitioners. These funds could support the development and creation of artistic and cultural works, language projects, and professional development opportunities for artists, to name a few. Staff will report back on the specifics of each program in 2020 at which time staff will recommend funding for the implementation of said programs, as included in the proposed budget for *Culture|Shift* in 2020.

- Support to Carnegie Community Centre Association for the Elder in Residence Program

Carnegie Community Centre Association (CCCA) provides social, educational, cultural and recreational activities on-site and at Oppenheimer Park, and through an outreach team. They serve low-income adults with the goal of nurturing mind, body, and spirit in a safe and welcoming environment. The CCCA piloted an Elder in Residence program in 2016 to build on reconciliation efforts and incorporate Indigenous perspectives into their programming. Cultural Services supported the program through the pilot *Creative City Strategic Grants* in 2018 – a program that funded projects aligning with early findings of the culture plan. Based on the positive impacts of the program and the critical value of the Elder in Residence for Urban Indigenous artists and people in the community, staff recommends a grant of \$20,000 to the CCCA to renew support for the Elder in Residence Program.

The Elder holds an important role for urban Indigenous people who are unable to live in close relationship to their own Elders, or do not have access to Indigenous cultural traditions and perspectives, much of which was historically forbidden by governments and Residential Schools. With renewed civic support, the program will continue to provide healing through cultural practice, particularly important in Vancouver's Downtown Eastside, as Urban Indigenous individuals have been displaced from their homelands and community support networks. Many CCA patrons and residents of the Downtown Eastside also live with mental health challenges and addictions, live on low or no income, or live with disabilities and chronic health conditions. The funding will support cultural workshops, ceremonies and celebrations supported by the Elder in Residence, help to strengthen the sense of belonging amongst Urban Indigenous people and facilitate opportunities to (re)connect, (re)learn and (re)store cultural traditions and practices.

Cultural Equity & Accessibility

In order to support the diversity of cultural expression and creativity on these lands, Cultural Services has a goal to advance equitable funding through grants and awards programs and processes. The recommendations that follow support the action to advance diverse and inclusive leadership and practices and the promotion of intangible cultural heritage and redress. Further, the adoption of new policies will create equity in the assessment process and provide clear direction for assessment committees to adjust funding levels within the parameters of applicable policy and assessment criteria.

- Ongoing funding to Cultural Organizations working with Equity Seeking Communities

In order to advance more equitable funding, staff is recommending transition funding to organizations who are dedicated to supporting artists from equity-seeking communities, with the aim to move them into a more consistent and sustainable support program. Fifteen groups were assessed and selected to move into the Annual Assistance program using specific criteria to determine alignment and readiness. The criteria were as follows: the non-profit cultural organizations had to have an existing funding relationship with City; they demonstrated consistent high artistic, community, and leadership impact in the sector, determined through recent peer assessment processes; there is a clear vision and contributing role to the diverse local cultural ecology; they are starting to establish organizational structure supportive of the programs and mission; and there is a timely need for additional support to build upon clear capacity enhancement plans that will move the organization through a critical growth moment to be able to better achieve their mission.

Some of these organizations include Kickstart Disability Arts and Culture Society – a group that creates opportunities for disabled artists and presents authentic interpretations of disability experiences; Kwi Awt Stelmexw – a group that creates opportunities to strengthen Squamish heritage, language, culture and art; the Vancouver Asian Canadian Theatre – a group dedicated to providing opportunities for emerging Asian theatre artists to hone their skills and create dedicated audiences for their work; and Vines Art Festival – a group that presents free public outdoor events and creates platforms for artists with deep-rooted ties to the land and Vancouver's diverse stories to share their work.

The list of recommended grants is attached in Appendix A.

- Support for the 50th Anniversary Celebration of the Punjabi Market

The recommendations that follow support the ongoing vitality of cultural heritage and recognition of cultural redress in neighborhoods where communities have faced historic and ongoing discrimination and institutionalized racism. They further address a recently approved Council motion that affirms the Punjabi Market as an area of historic significance and present day importance; and supports a collaborative community celebration to mark the 50th Anniversary of the Punjabi Market while imagining its future. The recommendations also support ongoing work by staff to engage directly and collaboratively with the community to develop actions to address historical discrimination of people of South Asian descent in Vancouver. Staff recommends grants of \$8,000 each to Indian Summer Festival, South Asian Arts Festival, and the Vancouver International Bhangra Celebration Society's 5X Festival to undertake a range of artistic and cultural activations within the Punjabi Market in the Spring and Summer of 2020, in collaboration with the Punjabi Market Regeneration Collective.

The Indian Summer Festival will mount a scale reproduction of a mural by renowned Indian graphic artist Orijit Sen titled "*From Punjab with Love*" which renders the culturally rich region of Punjab in compelling ways that depict all aspects of Sikh life, spanning centuries and continents and merges the Mughal miniature style of painting with Sen's own graphic novel training. Situated in the Punjabi Market, the mural will foster a sense of history and community pride while exploring the intersection of cultural inheritances with ever-changing contemporary presents and futures, with a multi-generational resonance.

The Vancouver International Bhangra Celebration Society will locate a pop-up pop-art gallery in the Punjabi Market as part of their annual 5X Festival. The gallery will feature the work of local South Asian artists who grew up with the Punjabi Market as a staple of their community and cultural experience. The annual 5X Art Party will also take place in the Punjabi Market in June 2020 and will showcase an immersive art and fashion experience for the local South Asian creative community.

The South Asian Arts Festival will remount "*A Vancouver Guldasta*", a site-specific stage play by Paneet Singh that intersects the experience of a Punjabi Sikh family living through the trauma of a significant event in history for the South Asian community with that of a family of Vietnamese refugees. A space in the Punjabi Market will be transformed into the inside of a quintessential mid-1980's "Vancouver Special" Punjabi home, a style of home that was strongly associated with the settlement of new immigrants. This play will position the Market as a space of gathering that supports the creation and presentation of art and culture in parallel with its retail roots and history, an impactful step towards revitalizing and reimagining the area.

Integrating Equity into Grants and Awards Programs

To integrate equity into the Grants assessment processes, staff has adopted a policy to exceed 50% representation of people from equity-seeking communities in all of its assessment bodies for grants and awards. This is in keeping with City-wide policy for all of its Agencies, Boards and Committees and supports the *Culture|Shift* action to advance priority groups on arts and cultural advisory committees and boards where the City convenes or appoints representatives. Staff also revised the nominations process for assessment committees and panels with an equity lens.

As a first phase, equity was integrated into existing grant programs for Operating, Annual Assistance and Projects for the deadline for 2020 funding. Staff revised grant questions and criteria in keeping with good practices implemented by other cultural funders and informed by input gathered through the consultation process of *Culture|Shift*. Staff also included a Glossary

and Resources section of the program information guides to help applicants navigate early definitions drawn from *Culture|Shift* and informed by the community and provided links to further readings on topics such as Reconciliation, Indigenous Arts Protocols, Canadian Charter of Rights and Freedoms, Respectful Workplace in the Arts, and more.

In 2020 and the years ahead, staff will continue to work on implementing further actions including establishing an Equity Committee, the development of dedicated Equity and Accessibility programs, equity training for the community, to name a few.

Affordable, Accessible, Secure Spaces

The recommendations that follow support the Making Space for Arts and Culture report vision to partner with the community to secure, enhance and develop vibrant affordable and accessible arts and cultural spaces.

- Critical Support to Beaumont Studios to Avoid Displacement

Beaumont Studios Artist Resource Society (Beaumont Studios) is a multidisciplinary venue that houses artist production studios, gallery, and performance and gathering space serving the local arts and cultural sector. The studios offer 18,000 square feet over two buildings, 43 studios in total, with a range of visual arts production, and are home to approximately 100 professional artists. The Beaumont Studios has been grappling with significant escalating costs as a result of commercial property tax increases, putting the society in a precarious operational situation. In advance of a longer term solution, staff recommends critical one-time funding of \$55,000 to assist the Beaumont Studios in order to prevent displacement and ensure the continuance of affordable space for the artists who rely on this venue to support their living.

The City is continuing to work with the Province to develop a new tax sub class to reduce the tax burden on underdeveloped commercial and industrial space. Additionally, staff is developing the process and scope for the Affordable Cultural Spaces Grants anticipated to be launched in 2020 to support non-profit space operators providing subsidized affordable space for professional artists and cultural organizations.

- Small Grants for Cultural Spaces

These recommendations support accessibility and sustainability capital upgrades and needs identified in the *Culture|Shift*, and Making Space for Arts and Culture plans. Small Grants for Cultural Spaces support space-related projects including planning, research, minor capital, mentorships and capacity building. This program is intended to lower barriers for equity seeking groups and under-represented groups and projects in the current infrastructure programs and provide timely support to meet time-sensitive capital and planning space needs.

Staff recommends six projects totaling \$98,750, including five planning projects supporting research of an arts district; space feasibility; minor infrastructure and accessibility upgrades; operational readiness; and one minor capital project for improved soundproofing.

The list of recommended grants is attached in Appendix C.

Collaboration & Capacity

The recommendations that follow support the action to increase and share knowledge resources across the sector including opportunities for peer learning, workshops, intergenerational connections, and mentorships focused on revenue generation, governance and audience engagement.

- Capacity Investment in Cultural Organizations working with Equity Seeking Communities

Additional investment in organizational and programmatic capacity building is recommended to eighteen organizations working with artists from equity-seeking communities. This cohort includes fifteen organizations selected to move into the Annual Assistance program, as well as an additional three organizations: All Bodies Dance Society, Vocal Eye Descriptive Arts Society, and the Pacific Association of First Nations Women. This was part of the process in assessing groups moving into Annual Assistance which included a review of the level organizational development in various aspects of the organization (i.e. programs, administration, finances, staff and board leadership). This review pinpoints areas in most need of investment, in order to enhance an organization's ability to build administrative, programmatic and board capacity to advance their missions, and deepen community impact.

This one-time funding of \$230,500 to eighteen organizations will enable these groups to dedicate additional resources to developing strategic plans; administrative and financial systems to support accounting; database and donor management; as well as supporting artist development and augmenting human resources.

The list of recommended grants is attached in Appendix A.

- Support to Banff Centre for a Vancouver Cultural Leadership Cohort to Participate in the Cultural Leadership Program

Banff Centre for Arts and Creativity offers access to a broad range of learning experiences with emphasis on the fine arts, management studies, language and environmental training. One nationally-recognized program is the Cultural Leadership Program aimed at teaching skills and helping leaders establish the frameworks to navigate the complexity of the Canadian arts and culture sector, and further explore leadership roles within the sector. Several alumni are cultural leaders from Vancouver who attest to the benefits of the program on their leadership development offered through the training modules and knowledgeable trainers, and peer learning through the cohort design of the program.

To increase and share knowledge and resources across the sector, staff recommends a grant of \$40,000 to the Banff Centre to support a cohort of four Vancouver-based cultural leaders to participate in Cultural Leadership Program. These leaders are those who have demonstrated leadership experience and are pursuing or considering arts and culture leadership opportunities. These leaders take risks, approach their work with a spirit of sharing, and believe in the role of cultural organizations as fostering community growth, development, and wellbeing.

The Cultural Leadership program includes four on-site intensives (three in Banff, one in Montreal) as well as workshops, seminars, and projects that take place virtually and across Canada. The seven-month program features applied learning, small group work, reflective practice, large group forums, interactive processes, lectures, and case-study analysis.

The Cultural Leadership program is designed to:

- Assist a group of leaders in diverse traditional or non-traditional leadership roles to explore and better understand the increasingly complex environment of the Canadian arts and culture sector;
- Equip leaders with the skills and contextual intelligence to navigate the landscape of the sector; and,
- Develop awareness of networks – and build networks – that enable leaders to succeed.

For this pilot phase, the selection process is led and coordinated by the Cultural Leadership staff at Banff in consultation with Cultural Services staff. Cultural Services staff will review the pilot program and impact on the leaders and if deemed beneficial, will renew the partnership and promote the call for the next Vancouver cohort in 2020.

- Support to Chapel Sound Art Foundation to provide Skill-building Workshops to Equity Seeking Artists

To increase knowledge sharing opportunities and support peer learning and mentoring in the sector, staff recommends a grant of \$10,000 to Chapel Sound Art Foundation, to provide a comprehensive series of entrepreneurial skill-building workshops for emerging artists and cultural workers with a priority to serve artists from equity-seeking communities, specifically those that identify as women, non-binary, or people of colour. Participants from the areas of electronic music, media art, film, performance art, dance and design, among other disciplines, will engage in learning opportunities to build skills in financial management, project administration, digital marketing, collaboration and conflict resolution, and mindfulness-based emotional-regulation in experiential and arts-based practices through an intersectional lens. Access to the workshops will be low-barrier, with low to zero registration fees for artists from equity-seeking communities, will take place in fully accessible venues, and may also be offered online to accommodate different learning styles. All sessions will be facilitated by women, the majority of whom are women of colour.

New Capacity Program to Support Learning and Knowledge Sharing

Based on input from the sector through a survey on capacity needs in 2016 and to further support peer-learning and knowledge sharing across the sector, a revised low barrier capacity program will be launched early 2020. The program will provide funds of up to \$20,000 to support individuals and non-profit arts and cultural organizations to access or deliver professional and organizational development opportunities that will build and strengthen skills, knowledge, relationships and experience in order to enhance individual, organizational or sectoral practices. The program is open to a wide array of learning methods and is intended to support diverse contributors and leaders in ways that build knowledge and resources as well as strengthen communities of practice.

The program goals align with *Culture|Shift* actions and include:

- Increase knowledge, and share knowledge and resources across the cultural sector;
- Increase leadership opportunities for Musqueam, Squamish, Tsleil-Waututhm Urban Indigenous artists, and cultural leaders and artists from equity-seeking communities;

- Support Indigenous-lead development of cultural protocols resources and training to support non-Indigenous cultural organizations to build collaboration with local nations; and,
- Support the development and facilitation of organizational learning opportunities to advance equity and accessibility.

Financial

The recommended grant allocations totalling \$885,250 draw from the 2019 Culture Grants Operating budget and the 2019 Cultural Infrastructure and Public Art Capital budgets to seed and implement actions of *Culture|Shift* and Making Space for Arts and Culture. The recommendations leave a balance of \$204 in the 2019 Cultural Grants Operating budget as per Table 2.

Table 2
Grant Recommendations and 2019 Cultural Grants Operating and Capital Budget

Rec.	Program Stream	2019 Budget	Previously Approved	Rec'd in this Report	Balance
	Major Institutions	\$3,948,400	\$3,948,400		\$0
	Operating	\$2,825,050	\$2,825,050		\$0
	Annual Assistance	\$1,157,750	\$1,157,750		\$0
	Projects	\$436,800	\$436,800		\$0
	Community Arts	\$435,445	\$435,445		\$0
A	Arts Capacity	\$100,000	\$27,500	\$72,500	\$0
A	Ind. Artists Fund	\$50,000		\$60,000	(\$10,000)
	One-Time Grant (VSO)	\$150,000	\$150,000		\$0
A	Strategic Investments	\$589,204		\$579,000	\$10,204
	Music Fund (Innovations)	\$300,000	\$300,000		\$0
	Subtotal - Operating Grants	\$9,992,649	\$9,280,945	\$766,500	\$204
B	Critical Grant Beaumont Studios (one-time Operating)	\$55,000		\$55,000	\$0
	Subtotal - Operating	\$55,000		\$55,000	\$0
	Cultural Infrastructure Grants	\$1,299,900	\$1,299,900		\$0
C	Small Grants for Cultural Spaces	\$98,750		\$98,750	\$0
	Public Art Boost (innovations)	\$194,510	\$194,510		\$0
	Public Art (Community Arts)	\$12,150	\$12,150		\$0
D	Public Art (Artist-initiated)	\$20,000		\$20,000	\$0
	Subtotal - Capital Grants	\$1,625,310	\$1,506,560	\$118,750	\$0
	TOTAL All Grants	\$11,672,959	\$10,787,505	\$885,250	\$204

Conclusion

This report's strategic recommendations initiate immediate actions to implement Council priorities as outlined in *Culture|Shift*, Making Space for Arts and Culture, and the Vancouver Music Strategy. These immediate actions, as well as future investments supported through the proposed multi-year budget, will support a range of organizations and artists in ways that further the key directions of *Culture|Shift*, including Placing Arts and Culture at the Centre of City Building; advancing City's Reconciliation and Decolonization efforts, as well as Cultural Equity and Accessibility; and providing Affordable, Accessible, Secure Spaces, while supporting Collaboration and Capacity across the sector.

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**Recommendation A
Grants to Cultural Organizations in support of key actions of Culture Shift**

	Organization	Project Description	Grant Rec.	Program Stream
1	The Art Starts in Schools Society	To deliver grants to emerging artists working with youth – Creative Spark	\$60,000	Ind. Artists Fund + Strategic Investments
2	Chapel Sound Art Foundation	To deliver grants to women, BIPOC and LGBTQ2+ artists (pilot)	\$20,000	Strategic Investments
3	Musqueam Indian Band	To develop dedicated grant program for Musqueam artists and cultural leaders	\$55,000	Strategic Investments
4	SKwxwu7Mesh Uxxwumixw Squamish First Nation Band	To develop dedicated grant program for Squamish artists and cultural leaders	\$55,000	Strategic Investments
5	Tsleil-Waututh Nation	To develop dedicated grant program for Tsleil-Waututh artists and cultural leaders	\$55,000	Strategic Investments
6	Carnegie Community Centre Association	To support Elder in Residence program to support Urban Indigenous artists and cultural leaders	\$20,000	Strategic Investments
7	The Art Starts in Schools Society	To support transition into Annual Assistance	\$25,000	Strategic Investments
8	Capilano Review Contemporary Arts Society	“	\$7,500	Strategic Investments
9	Kickstart Disability Arts and Culture	“	\$2,500	Strategic Investments
10	Kwi Awt Stelmexw (KAS Cultural Society)	“	\$9,500	Strategic Investments
11	Latincouver Cultural & Business Society	“	\$6,000	Strategic Investments
12	Pacific Legal Education and Outreach Society (PLEO)	“	\$15,000	Strategic Investments
13	Rice and Beans Theatre Society	“	\$7,500	Strategic Investments
14	Room Magazine (West Coast Feminist Literary Magazine Society)	“	\$7,500	Strategic Investments
15	Savage Production Society	“	\$7,000	Strategic Investments
16	Vancouver Asian Canadian Theatre	“	\$8,000	Strategic Investments
17	Vancouver Latin	“	\$12,000	Strategic

	Organization	Project Description	Grant Rec.	Program Stream
	American Cultural Centre Society			Investments
18	Vines Art Festival Society	"	\$6,500	Strategic Investments
19	Visceral Visions Society	"	\$12,000	Strategic Investments
19	WePress Community Arts Space Society	"	\$7,500	Strategic Investments
20	ZeeZee Theatre Society	"	\$8,500	Strategic Investments
21	Indian Summer Arts Society	Cultural Redress – 50 th anniversary celebration of Punjabi Market	\$8,000	Strategic Investments
22	Vancouver International Bhangra Celebration	"	\$8,000	Strategic Investments
23	South Asian Arts Society	"	\$8,000	Strategic Investments
24	All Bodies Dance Society	Capacity	\$11,750	Strategic Investments
26	VocalEye Descriptive Arts Society (Canadian Council of the Blind British Columbia – Yukon Division)	"	\$11,250	Arts Capacity
27	Pacific Association of First Nations' Women	"	\$15,000	Strategic Investments
28	The Art Starts in Schools Society	"	\$15,000	Arts Capacity
29	Capilano Review Contemporary Arts Society	"	\$12,500	Arts Capacity
30	Kickstart Disability Arts and Culture	"	\$15,000	Arts Capacity
31	Kwi Awt Stelmexw (KAS Cultural Society)	"	\$12,500	Strategic Investments
32	Latincoover Cultural & Business Society	"	\$10,000	Strategic Investments
33	Pacific Legal Education and Outreach Society (PLEO)	"	\$12,500	Strategic Investments
34	Rice and Beans Theatre Society	"	\$12,500	Strategic Investments
35	Savage Production Society	"	\$15,000	Strategic Investments
36	Vancouver Asian Canadian Theatre	"	\$12,500	Strategic Investments
37	Vancouver Latin	"	\$12,500	Strategic

	Organization	Project Description	Grant Rec.	Program Stream
	American Cultural Centre Society			Investments
38	Vines Art Festival Society	"	\$12,500	Strategic Investments
39	Visceral Visions Society	"	\$12,500	Strategic Investments
40	WePress Community Arts Space Society	"	\$12,500	Strategic Investments
41	Room Magazine (West Coast Feminist Literary Magazine Society)	"	\$12,500	Strategic Investments
42	ZeeZee Theatre Society	"	\$12,500	Strategic Investments
43	The Banff Centre for Arts and Creativity (Board of Governors of The Banff Centre)	Capacity - Cultural Leadership program for Cultural Leaders	\$40,000	Arts Capacity
44	Chapel Sound Art Foundation	Capacity - Professional Development for women, BIPOC and LGBTQ2+ artists working in electronic music and arts	\$10,000	Arts Capacity
	Total		\$711,500	

Source of funds - the 2019 Cultural Grants Operating Budget

Recommendation B
Critical Grant to Beaumont Studios Artist Resource Society to Avoid Displacement

	Organization	Project Description	Request	Grant Rec.
1	The Beaumont Studios Artist Society	To prevent displacement and support affordable space for professional artists	\$75,000	\$55,000

Source of funds - the 2019 Operating Budget

**Recommendation C
Small Grants for Cultural Spaces**

	Organization	Project description	Budget	Request	Grant Rec.
1	B.C. Artscape Society	Planning: Needs Assessment, Shared-Space Model, Operational Plan, and Financial Analysis for new shared production space	\$43,500	\$21,750	\$21,750
2	Creative Coworkers	Planning: Infrastructure upgrades for functionality, accessibility, and safety	\$50,000	\$25,000	\$21,000
3	Eastside Culture Crawl Society	Planning: Study exploring the creation of a designated arts district, including precedents, needs assessment, partnership opportunities, and development strategy	\$34,500	\$25,000	\$20,000*
4	Powell Street Festival Society	Planning: Feasibility study to assess viability of a purpose-built cultural space in conjunction with low-income housing in the historic Powell Street area	\$50,000	\$25,000	\$21,000
5	Vancouver Creative Space Society	Capital: Improvements to support space sharing to improve soundproofing	\$55,000	\$18,500	\$18,500
6	Vancouver Independent Music Centre Society	Planning: Detailed Business Concept and Plan, including feasibility of café/bar component for new music centre	\$35,275	\$17,500	\$17,500
	Total			\$132,750	\$98,750

Source of funds - the 2019 Capital Budget for Cultural Infrastructure Grants (Outstanding from Prior Year Programs).

*Exceptions are made with the requirement for 50% matching funds due to challenges for organizations to secure support for small planning projects

Recommendation D
Grant to Projectile Publishing Society to Commission a Temporary Public Art Project

	Organization	Project Description	Grant Rec.
1	Phillip (Projectile Publishing Society)	Fabrication and installation of a temporary public art project titled <i>Gaslight</i> by Kathleen Ritter	\$20,000

Source of funds - the 2019 Capital Budget for 2015-2018 New Public Art Installations