



Team Objectives for 2020

Mindful of the [agreements](#) that we have made with one another, and grounded by CAC's [Mission, Vision & Values](#), we state the following objectives for 2020:

Grantmaking: Connecting with artists and organizations

1. Throughout 2020, continue to build strong working relationships and connections with the 277 groups we fund, as well as potential new applicants.
2. Deepen our commitment to ALAANA organizations and continually evolve our grantmaking so it embodies our organizational value of equity, as demonstrated in Q1-2 with the rollout of Project Support 2021; ioby; Neighborhood Connections; and ALAANA support grants.
3. Throughout 2020, respond to feedback from our grant recipients who request continued learning opportunities, including workshops on racial equity, for their staff and boards, to help build shared understanding, spark change, and realize positive outcomes.
4. Continue to work with our Support for Artists grant recipients in their efforts to fund and support artists in 2020.

Communications: Connecting with residents

1. Continue to build community by offering four, quarterly Arts and Culture Network Nights for artists, residents, and grant recipients to connect and take action with one another.
2. In Q1-2, build new partnerships and identify cross-promotional opportunities outside the arts and cultural sector to increase awareness of the Cleveland Arts Events among all Cuyahoga County residents.
3. In Q2-3, increase website visits to ClevelandArtsEvents.com through targeted promotions (social media, paid media, etc.) that reflect the diversity of our grant recipients and community.
4. Every month, use our communications channels to highlight our value of racial equity by sharing resources and examples of how we are and others are working to address racial inequities.

Effective Teamwork and Operations

1. Continue our commitment to professional development for each member of the team.
2. Throughout 2020, consistently use equity primes to guide our decision making and, under the leadership of the internal equity team, work toward being a multi-cultural organizational culture (MCOD).
3. Continue to steward public funds in a responsible and transparent manner.
4. Welcome, onboard and support our new executive director as we work together to achieve CAC's mission.
5. Expand CAC's capacity by offering internship opportunities throughout 2020 in partnership with local colleges and universities, prioritizing historically marginalized and underrepresented candidates.