



CONNECTICUT OFFICE OF THE ARTS

ART IS POWER

**COMMUNITY ROUNDTABLE
DISCUSSIONS**



National Endowment for the Arts
www.arts.gov

www.cultureandtourism.org
www.facebook.com/CTOfficeoftheArts

Contact : (860) 256-2800
FourteenG Creative Marketing Agency

COMMISSIONER STATEMENT

“The arts play an essential role in bringing communities together and are fundamental to our state's economic health. The roundtables convened by Connecticut Office of the Arts were a great example of how arts can be used as a force for change in our communities; in this case serving as a platform for dialogue on issues of social equity and workforce innovation. Arts are not just nice, they are necessary.”



Commissioner Catherine Smith
Department of Economic and
Community Development.



LETTER FROM THE DIRECTOR



There is power in Art. Its power comes in its messages. Its power comes in its ability to agitate for social change. Communities convene because of the power of the art. The voiceless find words through the power of the art. There is power in the emotional reactions art evokes in people. There is power in the reflective spaces art creates. And there is power in the way art allows people of all backgrounds to relate to each other.

Art is also a powerful part of our economy. From a numbers perspective, the arts generate jobs, cultural tourism and economic impact. Less quantifiable, but equally valuable: art helps create community

identity and vibrancy, and access to the arts is critical to attracting employers.

As the Executive Director of the Connecticut Office of The Arts, I believe in this power, and I believe we have enormous responsibility to the creators and consumers in the state to protect the legacy of the arts in Connecticut and help to foster growth in the creative economy.

Through our roundtable discussion series, which was sponsored by the National Endowment for the Arts, we were able to sit down with artists, arts organizations and cross sector stakeholders and laser focus on key topics that have been voiced as challenges by our constituency. These roundtable conversations allowed us to take a deeper dive into our READI initiative of Relevance, Equity, Access, diversity and Inclusion, where we acknowledge that all populations are critical in the vitality of our neighborhoods, towns and cities. Our agency holds true to our mission of animating a culture of creativity across Connecticut by supporting arts making and arts participation for all people. These roundtables are reflective of that mission and will be used to greatly inform our work.

Kristina Newman-Scott
Director of Culture
Department of Economic & Community Development

DISCUSSIONS GALLERY



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ROUNDTABLE OVERVIEW



The State of Connecticut Office of the Arts (COA) hosted a series of Roundtable discussions, sponsored by the National Endowment for the Arts (NEA). These roundtable conversations were curated with key stakeholders from the arts, community members and professionals from various business sectors to provide unique perspectives on practices, challenges and collaborations that are occurring within the state of Connecticut. Together, participants of the roundtables addressed issues such as Cultural Equity, Arts & Workforce Development, and Bridging Artists and Military Communities.

Ultimately, the discussions generated invaluable insight into our arts community and will influence our agency's future planning and creative opportunities.

These conversations were informed by similar discussions recently hosted by the National Endowment for the Arts in collaboration with State and National Partners. The



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“There is significant power in collaboration. Coordinated efforts, whether within the arts or across industry sectors, can yield tremendous results and rewards.”

“

“Great collaborations take intentional coordination and COA is poised to support the forward momentum of concerted action.”

main initiative has been to learn about important models of artist's practice, where we can locate opportunities for impact, and understand what needs to change for our current ecosystem of support to address changing economic conditions and demographics.

Connecticut Office of the Arts roundtables aligned with COA's READI (Relevance, Equity, Access, Diversity, and Inclusion) initiative to make arts programming, artist development, and the creative economy in Connecticut more diverse and inclusive.

READI INITIATIVE

EQUITY, INCLUSION AND ACCESS STATEMENT

Equity, inclusion and access involving all populations are critical to the vitality of our neighborhoods, towns, and cities. We acknowledge that there is much work to do in this area. We are committed to supporting and fully engaging diverse members of our communities in arts policy, practice, and decision making. Continually changing demographics invite opportunity for responsible and responsive social change by attracting new perspectives that connect minds to a vision and hands to a purpose through the arts.

The Connecticut Office of the Arts will insist upon using the lenses of relevance, equity, access, diversity, and inclusion to guide programmatic and investment decisions within the framework of artistic excellence.



RELEVANCE

Meaningful or purposeful connection to one's aspirations, interests, or experiences in relation to current society or culture.

EQUITY

Policy and practice that is fair and just. Our processes and systems are designed to insure that we distribute resources without bias.

ACCESS

We will create pathways that invite participation and communication and that provide opportunities for constituents from all populations.

DIVERSITY

A mosaic of individuals offering unique perspectives and experiences influenced by their ethnic, cultural, social, economic and ability backgrounds. As Malcolm Forbes says, "Diversity: the art of thinking independently together."

INCLUSION

Active participation by constituents who represent and reflect the communities we are all a part of.

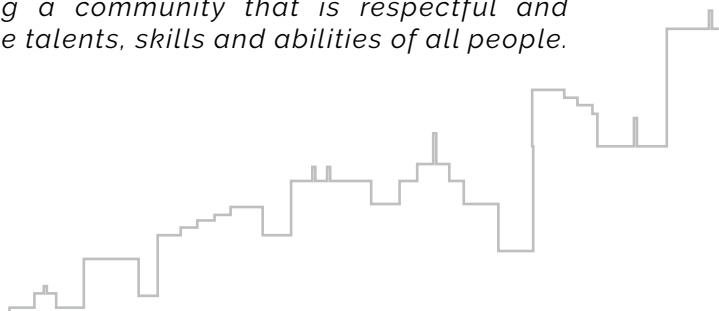
We commit to a culture that supports curiosity action and awareness in, about, and through the arts.

We commit to a level playing field for constituents to access the resources in our control and the systems we can influence.

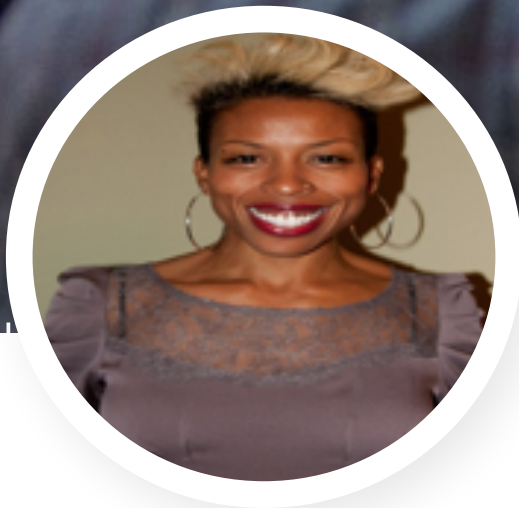
We commit to cultivating channels for engagement on all levels for all people.

We commit to enhancing creativity through diversity.

We commit to building a community that is respectful and responsive to the diverse talents, skills and abilities of all people.



CULTURAL EQUITY



ROUNDTABLE FACILITATOR

Lisa Yancey

Organizational Development Coordinator, Yancey Consulting, LLC

Trecarcia "Lisa" Yancey is an Organizational Development consultant who specializes in development/fundraising planning, strategic organizational planning, program evaluation and assessments, business planning, and senior project management for nonprofit institutions. She is the President of Yancey Consulting, LLC. Yancey Consulting. Lisa Yancey primarily works within the arts and culture, social justice and communications rights sectors.

Cultural Equity, Access, and Inclusion Roundtable

COA's Equity, Access, and Inclusion Roundtable focused on identifying challenges, needs and determining solutions to better serve historically underrepresented artists within the creative economy. Participants discussed the needs of marginalized artists at great length, identifying several areas of concern that hinder artistic development, especially in the area of access and inclusion.

Key Findings:

- **Inequity, accessibility and diversity in the workplace are heavily impacting artists in Connecticut**
- **Acknowledging the problem is not enough; implementing solutions needs to be made a priority**
- **Creating unique partnerships and human-centered programming may improve diversity**
- **Connecticut's underground art culture should be highlighted by activating non-conventional spaces with art**

SOME OF OUR FINDINGS

During the discussions, participants identified lack of accessibility, whether it is due to transportation, finances, language barriers, or other causes, as an obstacle for many in viewing, learning, and participating in arts programming. Roundtable participants brainstormed creative solutions that could help address the issue. Ideas included collaborating with the Department of Transportation, installing art in untraditional locations like laundry mats, and making art mobile and bringing it to the constituents instead of the other way around. Participants discussed how to make access free through partnerships and grants, and addressed making arts education affordable and accessible to underrepresented students.

PARTICIPANTS

Ashley Sklar - www.nhfpl.org
Community Engagement and Communications Manager

David Green - www.culturalalliancefc.org
Director of Programs and Membership, Cultural Alliance of Fairfield County

Dr. Marlene Baldizon - www.newhavenmagnetschools.com
Principal, John C. Daniels School of int'l Communications

Eddie Kim - www.ektheater.com
Founder & Visual Artist, EK Theater

Felicia Hurley - www.writersblockink.org
Teaching Artist, The Writers Block Ink

Keith Vitali - www.isaacschool.org
Musical and Performing Arts Director, Inter-district School for Arts and Communications

Kenyon Adams - www.gracefarms.org
Arts Initiative Director, Grace Farms Foundation

Lindaluz Carrillo - Graphic Designer

Martha Brogan - www.nhfpl.org
Director, New Haven Free Public Library

Pamela Ruggio - www.gracefarms.org
Special Projects, Grace Farms Foundation

Titus Kaphar - www.kapharstudio.com
Visual Artist, Kaphar Studio

ARTISTS IN THE WORKFORCE

ROUNDTABLE FACILITATORS



Barbara Schaffer Bacon
Co-director,
Animating Democracy;
Americans for the Arts

Barbara Schaffer Bacon co-directs Animating Democracy, a program of Americans for the Arts that inspires, informs, promotes, and connects arts and culture as potent contributors to community, civic, and social change. Additionally, she contributes to Local Arts Advancement work at Americans for the Arts. A Consultant in program design and evaluation, Barbara has served as an adviser for State and National arts agencies and private foundations.



Heather Pontonio
Arts Program Director,
The Emily Hall Tremaine Foundation

Heather Pontonio is the Art Program Director at the Emily Hall Tremaine Foundation (EHTF) where she has worked since April 2012. Heather oversees the national Art program portfolio focused on professional practices for both artists and contemporary art curators. Heather currently serves on the Grant makers in the Arts' Support for Individual Artists Committee and is Board President for the Bethel Education Foundation.

Key Findings

- There is a widespread belief that the arts do not link to careers
- More professional development resources need to be made available to artists
- Currently, artists gain visibility mainly from partnering with non-profits
- Connecting the art and business communities would create a shared pathway to growth

Artists in the Workforce Roundtable

The Artists in the Workforce Development Roundtable was an in-depth knowledge sharing conversation about the roles artists currently play in Connecticut's workforce, how we can grow creative career pathways in the State, and how we can apply READI values to creative workforce development.

Some of Our Findings

Participants identified areas of concerns such as the lack of general understanding of the kinds of careers that exist within the arts. Another concern was the mixed blessing of Connecticut being in such close proximity to New York City, which can provide ample opportunities to many young and emerging artists, but it can also draw them away from building successful art careers within our state. Participants felt there was a need to educate parents, educators, and young people on the diversity of educational and career opportunities here in Connecticut, as well as provide them with guidance in finding funding sources for education and career opportunities in the arts.

Many participants expressed the need for Connecticut's Office of the Arts to invest in a paid internship program that provides job training and placement for artists and arts administrators as well as assists in fulfilling the employment needs of Connecticut's creative sector, looking for talented and qualified individuals from the field.

Since this discussion, COA has designed and launched the Arts Workforce Initiative (AWI) program. AWI has been specifically designed to provide an opportunity for college and emerging professionals that are aligned with our READI framework (Relevance, Equity, Access, Diversity, and Inclusion). Our agency selected 12 interns that specialize in the areas of arts administration, arts presenting/curating, media arts, performing arts, visual arts, arts education, and literary arts and matched them with a CT arts organization that is aligned to their professional goals and desired career track.



“Arts are a critical driver of growth and prosperity for communities and play a role in stimulating long-term economic and social growth.”

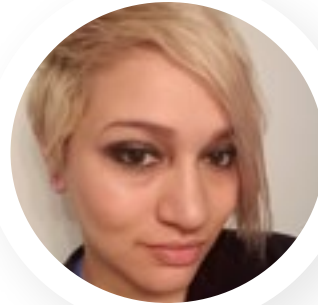
ARTISTS IN THE WORKFORCE INTERNS



Abigail
DuPont
*University of
Connecticut*



Rebecca
Maynard
*Eastern Connecticut
State University*



Leslie
Hernandez
*Manchester
Community College*



Hunter
Mitchell-Adams
Trinity College



Gianna
DiMaiolo
*College of the
Holy Cross*



Catherine
Harger
*University of
Hartford*



Collette
Grimes
Trinity College



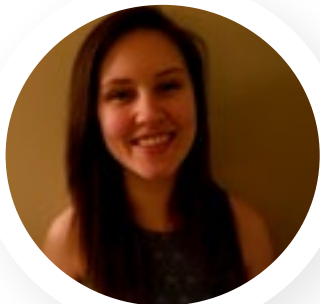
Jhulenty
Delossantos
*Housatonic
Community College*



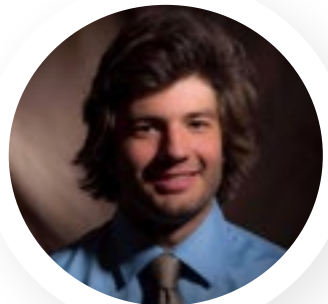
Jamie
Beldon
*Eastern Connecticut
State University*



Maritza
Quintuna
*Housatonic
Community College*



Robyn
Genzano
*University of
Connecticut*



Grayson
Grazia
*Eastern Connecticut
State University*



Participants

Aaron Turner - www.senatedems.ct.gov/gomes, Legal Aid, Connecticut State Democrats

Angie Durrell - intakemusic.org, Founder and Artistic Director, Intake Music

Anisha Thomas - www.hcc.commnet.edu, Career Services Coordinator, Housatonic Community College

Amy Goldbas - www.higherorderthinkingschools.org, Associate Director and Education Consultant, HOT Schools

Arien Wilkerson - www.tnmotaztro.com, Founder and Performing Artist, TNMOT AZTRO

Barbara Alexander - ceo@artsinct.org, Owner, Arts in CT Corporation

Bart Kollen - www.ct.gov/ecd/site/default.asp, Deputy Commissioner, The Department of Economic and Community Development

Brett Thompson - www.LetsGoArts.org, Chief Operating Officer, Greater Hartford Arts Council

David Greco - www.arte-inc.com, Co-Founder and Executive Director, Arte Inc

Diane Ploch - www.waterburyregionarts.com, Administrator, Arts & Culture Collaborative, Waterbury Region

Eddie Kim - www.ektheater.com, Founder & Visual Artist, EK Theater

Senator Ed Gomes - www.senatedems.ct.gov/gomes, Deputy Majority leader, Connecticut Senate Democrats

Govind Menon - www.cfect.org, Board Chair, The Community Foundation of Eastern Connecticut

Guido Garaychochea - www.expressions.org, Co-Founder, Expressiones Cultural Center

Howard K. Hill - www.hkhfuneralservices.com, Owner, Howard K. Hill Funeral Services

Jennifer Katona - www.ccny.cuny.edu/edtheatre/, Director Graduate Program in Educational Theatre, The City College of New York



Johnna Scott - ctnext.com/technology-talent-bridge, Program Associate, CTNext: CT Innovations Tech Talent

Jose Garaychochea - www.expressiones.org, Executive Director and co-founder, Expressiones Cultural Center

Lis Sinniger - newhavensymphony.org, Ticket Manager and Finance Associate, New Haven Symphony Orchestra

Margaret Bodell - www.eaststreetartsnh.org/welcome.html, Consultant, East Street Arts

Matt Beaudoin - www.spark.coop, Spark member, Spark Maker Space

Michael Kozlowski - www.MichaelDavidKozlowski.com, Visual Artist/painter

Monique Price-Taylor - www.preventionworksct.org Peer-to-Peer Manager, The Governor's Prevention Partnership

Paul Pfeffer - ctlearninglab.org, Director of Education, CPBN Learning Lab

Rodney Williams - www.ct.gov/mbi/site/default.asp, Department of Economic and Community Development, Connecticut Minority Business Initiative

Susan Chen - www.ct.gov/ecd/cwp/view.asp?a=3931&q=489792, State Economic Agent and Business Development Project Manager, The Department of Economic and Community Development, Small Business Express Program and Enterprise Zone Program

Suzanne Kachmar - www.citylightsgallery.org, Program Director, City Lights Gallery

Tammy Denease - historicalfirsts.org, Performing artist and Story Teller, Historical Firsts

Tarishi "M.I.D.N.I.G.H.T" Shuler - www.13thmidnight.com Spoken Word Artist and Performer

ARTISTS AND MILITARY



“We are committed to supporting and fully engaging diverse members of our communities in arts policy, practice and decision making.”

ROUNDTABLE FACILITATOR



PETER VAN HEERDEN

**Executive Director, Fairfield University
Quick Center for the Arts and Director of a
Veteran's War Story**

As Executive Director of the Quick Center for the Arts at Fairfield University, Van Heerden is focused on developing and implementing some of the most innovative and dynamic performing arts based programs in Fairfield County and the greater surrounding metro area. His cumulative experience in the art, heritage and cultural sector on a national and international level, ensures that core programming areas in Visual Art, Performing Art and Education generate a profound impact on the community by ensuring art is accessible, approachable and an enriching part of all participants' lives.

Bridging Artists and Military Communities

COA's Bridging Artists and Military Communities Roundtable discussion focused on promoting healing, empowerment and understanding through the arts. The arts and the military have a thriving connection being fostered by passionate activists who see the mutual benefit each community can provide the other. This curated roundtable discussion involved key stakeholders from the arts, military and health care sectors to delve in to the unique perspectives, practices, challenges and collaborations that are occurring within the State of Connecticut to address military and veteran issues. Together we learned about important models and practices that are helping to build bridges between military, artists and civilian communities, locating opportunities for impact, and investigating methods for artist-military collaboration.

This roundtable discussion was also the first and only one out of our series to be broadcast live on ICRV Radio, allowing the discussion to be heard by a wider audience and inviting listener participation. To listen to the radio interview, please visit <http://icrvradio.com/> and search "CT Office of the Arts Roundtable" in the Archives.

Some of Our findings:

During the discussion our participants posed and answered several questions. Why is the connection between the arts and the military important? How do you engage both communities? What is being done to make those connections? What are the challenges being faced by organizers who are working to build these bridges? Many participants spoke of the importance of engagement, listening, and building support systems to help veterans cultivate artistic endeavours. In addition, they voiced a need for providing veterans opportunities to explore and discover their pathways as artists. They felt it was important not to group them together under one identity (suffering from PTSD for example,) but instead to engage them as individuals since everyone has their own personal story to tell. The discussion was engaging and eye-opening and will help COA identify funding and strategies to help foster the arts and military relationship within the State of Connecticut.

Key Findings:

- Veterans and military communities have an important story to share
- Connecting the community to expression through art may help with Post-Traumatic Stress (PTSD)
- Art has the power to inspire strength, hope, support, and self-appreciation

Participants

Allan Garry - *veteransartfoundation.wordpress.com* Poet laureate & Veteran, Veterans Art Foundation

Adam Chambers - Poet & visual Artist, The Hope Project

Claude Campbell - *claud_campbell@murphy.senate.gov* Veteran/Affairs and Military Outreach Asst, Office of Senator Murphy

Eric Dillner - *www.shorelinearts.org* Executive Director, Shoreline Arts Alliance

Jeff Stewart - *www.housatonic.edu* Veterans Representative, Housatonic Community College

Mark McClain - *quickcenter.fairfield.edu/16-17-season/live-performances/war-stories-a-veterans-project-april-1.html* E5 Army Veteran, Poet and Actor, War Stories: A Veterans Project

Michael Hawley President - *veteransartfoundation.wordpress.com* Board of Directors & Co-Founder, Veterans Art Foundation

Rennie McQuilkin - *antrimhousebooks.com/mcquilkin.html* CT Poet Laureate and Literary Artist

Tarishi "M.I.D.N.I.G.H.T" Shuler - *www.13thmidnight.com* Spoken Word Artist Radio Panelists

Christopher J. La. Casse, Ph. D. - *www.cga.edu* English Lecturer and Veteran, Department of Humanities, United States Coast Guard Academy

James Shaw - *quickcenter.fairfield.edu/16-17-season/live-performances/war-stories-a-veterans-project-april-1.html* NK 3rd Class Petty Officer -Veteran, Poet and Actor, War Stories: A Veterans Project

Joyce Kirkpatrick - *joyce.kirkpatrick@gmchorale.org* , Chair, Development Committee, GM Chorale (The Greater Middletown Chorale, Inc) Letter from Italy, 1944

Kathy Smits - *ctlearninglab.org/adults/* Graphic Design and Digital Design Instructor, Advance Media's Veteran "I Am" Program

Peter Van Heerden - *quickcenter.fairfield.edu* Executive Director, Fairfield University; Quick Center for the Arts and Director of A Veteran's War Story

Scot Engel, Psy.D. - *dvbic.dcoe.mil/location/fort-hood-tx* Director, Fort Hood Intrepid Spirit Center/ OIC Traumatic Brain Injury Clinic/DVBIC Site Director

ABOUT CONNECTICUT OFFICE OF THE ARTS

About Connecticut Office of the Arts

Connecticut Office of the Arts (COA) is a State Arts Office (or Agency) within the Department of Economic and Community Development. Initially founded as the Commission on the Arts in 1965, the state arts office directly serves arts organizations, artists, schools, municipalities, college and universities, and non-profits conducting arts programming across the state through a range of programs and services, including grant support and professional development opportunities. The COA is funded by the State of Connecticut and the National Endowment for the Arts (NEA). Learn more about the Connecticut Office of the Arts at www.ct.gov/cct.

Mission Statement

The Connecticut Office of the Arts animates a culture of creativity across Connecticut by supporting arts making and arts participation for all people.



Vision Statement

Inspire. Empower. Educate. Transform. The arts are a human right. The Connecticut Office of the Arts envisions a world where the arts, in all forms, are embedded in everyday life.



OFFICE OF THE ARTS STAFF LIST

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Executive Director, Connecticut Office of the
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Administrative Assistant, Connecticut Office of the Arts

Adriane Jefferson

Arts Program Associate and Special Programs
Coordinator, Connecticut Office of the Arts

Patricia Brunetto

Office of the Arts Intern



ABOUT THE NEA



About the National Endowment for the Arts (NEA)

Established by Congress in 1965, the NEA is the independent Federal agency whose funding and support gives Americans the opportunity to participate in the arts, exercise their imaginations, and develop their creative capacities. Through partnerships with state arts agencies, local leaders, other federal agencies, and the philanthropic sector, the NEA supports arts learning, affirms and celebrates America's rich and diverse cultural heritage, and extends its work to promote equal access to the arts in every community across America. Visit [arts.gov](https://www.arts.gov) to learn more about NEA.





**ART IS POWER
THANK YOU**

**THANK YOU
NEA &
ALL
PARTICIPANTS**

On behalf of Connecticut Office of the Arts, thank you to the National Endowment for the Arts and the participants of the roundtable discussions. Your support, insight, and leadership is shaping the future of the Arts in the state of Connecticut.



www.CultureandTourism.org
facebook.com/CTOfficeoftheArts



Department of Economic and
Community Development

Office Of The Arts