**MacArthur Foundation
Culture, Equity, and the Arts**

Application Template

Section 1: Demographic Information

Organizations are made up of people who are multi-dimensional. Your organization will likely have data for some of these demographic areas but perhaps not for others. Share what you have. **It is preferred that the organization checks the data not available box if it does not collect this information.** This section provides the people reviewing your application with information about your organization; it is not the sole determinant of funding.

1. **Board and Staff**
   Please indicate the total number of board members, head(s) of organization, senior staff, and other staff members at your organization. **(NUMBER FIELD)**

Board Members	President/CEO/Executive Director/Artistic Director	Senior Management Staff	Other Staff
(NUMBER FIELD)	**(NUMBER FIELD)**	**(NUMBER FIELD)**	**(NUMBER FIELD)**

2. **Demographic Information**

Sex and Gender

In this application, we have combined sex (e.g., male and female) and gender (e.g., men and women) into a single category. We have also included options beyond the traditional binary in order to better represent the full range of identities. We hope that these categories are both inclusive and relatively simple for organizations that must translate their own data conventions into this application.

Please indicate how many of your organization's board members, head(s) of your organization, senior management, and all other staff identify as one of the following sexes or genders. Each person should appear once. The total number of individuals reported in each question below should match the total number that was provided at the beginning of the application.

	Board Members	Head(s) of Organization (President/CEO/Executive Director/Artistic Director)	Senior Management	Other Staff
Male/men (could include cisgender men, transgender men, and male-identified individuals)				
Female/women (could include cisgender women, transgender women, and female-identified individuals)				

Gender non-binary or gender non-conforming individuals			
Individuals who prefer not to provide this information			
Individuals for whom you do not have data			
TOTAL			

Race and Ethnicity

While the U.S. Census Bureau continues to separate race and ethnicity into separate categories, we rely here on emerging practice that recommends combining the two into a single question. While your organization may collect data in another manner, we ask that you report using the categories presented in this application. If individuals have self-identified in more than one racial and/or ethnic category, please select "Multiple Races/Ethnicities" for these individuals.

Please indicate how many of your organization's board members, head(s) of your organization, senior management, and all other staff identify as one of the following race and ethnicity categories. Count each person only once. The total number of individuals reported in each question below should match the total number that was provided at the beginning of the application.

	Board Members	Head(s) of Organization (President/CEO/Executive Director/Artistic Director)	Senior Management	Other Staff
American Indian or Alaska Native (e.g., Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.)				
Asian (including East Asian, South Asian, and Southeast Asian)				
Black or African American (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.)				
Hispanic, Latinx, or Chicanx (e.g., Mexican or Mexican American, Puerto Rican, Cuban, Salvadorian, Dominican, Colombian, another country of Spanish origin, etc.)				
Middle Eastern or North African (e.g., Lebanese,				

Iranian, Egyptian, Syrian, Moroccan, Algerian, etc.)				
Native Hawaiian or Pacific Islander (Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.)				
White (e.g., German, Irish, English, Italian, Polish, French, etc.)				
Individuals reporting multiple races/ethnicities				
Individuals reporting another race, ethnicity, or origin not on this list				
Individuals who prefer not to provide this information				
Individuals for whom you do not have data				
TOTAL				

LGBTQ+ Community

The following questions ask you to consider sexual orientation and other identities that are included within the Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning (LGBTQ+) community. We believe this is an appropriate level of detail for this application, and it is not our intent to erase or make invisible the range of identities within the LGBTQ+ community.

Please indicate how many of your organization's board members, head(s) of your organization, senior management, and all other staff identify in the following ways. Each person should appear once. The total number of individuals reported in each question below should match the total number that was provided at the beginning of the application.

	Board Members	**Head(s) of Organization (President/CEO/Executive Director/Artistic Director)**	**Senior Management**	**Other Staff**
LGBTQ+ (Individuals in your organization who identify as members of the LGBTQ+ community.)				
Individuals who are not a member of the LGBTQ+ community				
Individuals who prefer not to provide this information				
Individuals for whom you do not have data				

Disability

We invite you to think about disabilities as both apparent and nonapparent conditions that impact functionality. The Americans with Disabilities Act (ADA) defines a person with a disability as "a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability." We believe this is an appropriate level of detail for this application, and it is not our intent to erase or make invisible the different types of disabilities individuals experience.

Please indicate how many of your organization's board members, the head(s) of your organization, senior management, and all other staff identify in the following ways. Each person should appear once. The total number of individuals reported in each question below should match the total number (head count) that was provided at the beginning of the application.

	Board Members	Head(s) of Organization (President/CEO/Executive Director/Artistic Director)	Senior Management	Other Staff
Individual reporting one or more disabilities				
Individuals with no disabilities				
Individuals for whom you do not have data				
Individuals who prefer not to provide this information				

3. **In what way, if at all, would your organization be considered an ALAANA organization?**
   ALAANA is an acronym devised by Grantmakers in the Arts that stands for African, Latinx, Asian, Arab, and Native American. An ALAANA organization is one whose primary intentions, practices, and mission are by, for, and about ALAANA artists, cultures, and communities. (The word "for" refers to the intention of the organization to perpetuate, promote, and present art that is representative of an ALAANA culture and people and/or is given form by ALAANA artists.)

TEXT BOX FOR RESPONSES

Section 2: Organization Overview (500 words)

This section should succinctly introduce your work to grant reviewers who may not have previous knowledge of your organization. Describe your organization's mission, history, and significant milestones. How are artistic and cultural practice central to your organization's mission? What are your core programs (especially as they relate to artistic or cultural practice)? Provide a brief description for each. Describe the communities you primarily serve in terms of race, ethnicity, and identity (e.g. gender, sexual orientation, disability, income).

OPTIONAL UPLOAD

Organizational history, fact sheet, etc.

Section 3: Attributes

The rest of this application focuses on four attributes (values or qualities):

- **Collaborative** – actively works with external entities to achieve mutually beneficial outcomes.
- **Fosters Equity** – recognizes that advantages and barriers exist, strives to ensure access to opportunities and resources for historically underserved communities within its creative practice(s), program(s), and within the organizational structure itself.
- **Connective** – uses its art and cultural practices/programming to build empathy and individual empowerment, bridge divides between people, and/or connect to other familiar or unfamiliar perspectives.
- **Relevance** – organization's creative work and the organization itself are in dialog with present-day issues.

These attributes intersect in many ways and there are space constraints in each section, so consider what makes sense to highlight in each section. You must complete each section below. Within each section, you may select the Guiding Question(s) that you consider most applicable to your organization. **You do not need to respond to every Guiding Question.**

1. **Collaborative: Describe your organization's work with external entities. (500 words)**

Guiding Questions: What motivates your organization to collaborate with external entities (e.g. schools, other nonprofit organizations)? What outcomes are you attempting to achieve by collaborating with other organizations? How many programmatic collaborations do you have, and can you describe some of them? Provide an example of a collaboration that led to your organization learning something new or an experience that has informed your approach to collaboration. How do you ensure that each participating partner organization benefits equally from the collaboration?

TEXT BOX FOR RESPONSES

Please provide three references for external collaborators who can speak to its relationship with your organization that we might contact as part of our due diligence.

Include: Name, organization, email address (Separate Boxes)

2. **Fosters Equity: Describe your organization approach issues related to diversity, equity, and/or inclusion. (500 words)**

Guiding Questions: How are artists from diverse cultural backgrounds involved in the artistic process and artistic product? How does your organization provide arts programming to Chicagoans who have the least access to it? In what way(s) does the organization highlight the voices of or engage with populations that are historically underserved (e.g. LGBTQ+, people of color, low income, people with disabilities)? Describe your organization's internal equity goals and accountability structures to monitor progress.

TEXT BOX FOR RESPONSES

OPTIONAL UPLOAD

Statement on equity and related policies – if the organization has statements or policies related to equity (in its variety of forms) it can upload those in this separate section.

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3. **Connective: Describe how your organization uses its cultural programs to empower communities and/or connect people from different backgrounds. (500 words)**

Guiding Questions: How does your organization make its cultural or artistic work approachable and welcoming to all Chicagoans? What is the scope of your organization's arts education and/or community engagement/outreach programs? What does the organization hope to achieve through these programs? Does your organization reflect more than one cultural perspective? If yes, how does your organization ensure it is doing so equitably (e.g. co-curation or co-creation processes, how responsibility for decisionmaking is shared, role of community engagement)?

TEXT BOX FOR RESPONSES

4. **Relevance: Describe your organization's efforts to ensure that its creative work and the organization itself are in dialog with present day issues. (500 words)**

Guiding Questions: How is your organization responding to its neighborhood/city/a particular population? Is your organization using its platform to affect a change or issue (or set of issues)? If so, what is/are the issue(s) and what is/are the change(s)? How does your organization differentiate itself or understand its place in the market? What is your organization's distinctive niche? How do you strive to ensure that your work resonates with broad, diverse audiences? Do you currently gather demographic information about your audience? If so, describe recent audience characteristics and trends.

TEXT BOX FOR RESPONSES

Section 4: Additional Sharing (300 words)

Is there anything else that you would like to share?

TEXT BOX FOR RESPONSES