

CRNY Organizational Prime for Racial Equity and Values Alignment

The CRNY prime is an organizational prime for decision making that ensures accountability that includes but is not limited to taking on new partnerships and strategic and programming opportunities. These choice points will be used at staff meetings, program design sessions, etc. to ensure that race and CRNY values are at the forefront of conversations that affect internal and external factors.

Choice Points to Advance Equity:

1. Identify a choice point: what is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?
2. Assess Impacts: What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?
3. Generate options: what are some alternative action options that could produce different outcomes?
4. Decide Action: which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. Change habitats: what reminders or "equity primes" can be structured into your routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

Choice Points for Creating a Partnership:

1. Relationship to CRNY Programs:
 - a. What is this organization's history, knowledge of, reputation (how is this organization received by others, are they easy to work with, are they kind?), and relevance to the work that we are trying to do?
 - b. How does this organization address depth vs. breadth of the field/what is their position in the field?
 - c. How do the partnership goals roll up to larger strategies of building financial stability for artists and the organizations that employ them?
 - d. Does this contribute to something that we are uniquely positioned to do?
 - e. Will this organization be sustainable beyond our partnership? What is their capacity?
2. ALAANA (African, Latinx, Asian, Arab, and Native American) Organization:
 - a. Is this organization an ALAANA Organization?
 - b. On what dimensions?
3. Values:
 - a. Do this organization's values align with CRNY's values?

- b. Does this organization hold racial equity as a value within their work and their organization? Where are they on this journey?
- c. Does the organization hold disability justice values within their work and their organization? Where are they on this journey?
- d. Does this organization serve communities that we are also prioritizing in our work?
- e. Does this organization invite those communities to inform their decision making? How do they incorporate the voice of and structure their relationships with folx they serve? With artists?

4. Organizational Fit:

- a. Does this organization have willingness and eagerness to partner with us and work in this way?
- b. Does this fit into their mission already and/or does this advance their work in a relevant way?
- c. What is the organization gaining from this partnership?
- d. Do they share a similar vision of systems change?
- e. Does the ability and capacity of the organization meet our needs/needs of the field?
- f. Is the leadership of the organization committed to this work and committed to supporting those executing the work?
- g. Have we worked with this organization/person before? Has that been successful? Are we only reaching out to them because of past work, or does it make sense to engage with them again? Are we sure that there are NOT others who can do this work?
- h. Does this organization reach the intended audience(s) we have for our work?
 - i. Artists
 - ii. Community-Based Organizations (arts and non-arts)
 - iii. Philanthropy
 - iv. Workforce Development
 - v. Policymakers
 - vi. Communities

5. Partnership:

- a. What type of partnership is this – embedding, contract, research, etc.?
- b. What are the trade-offs in this partnership?

Choice Points for Events:

1. Who are the organizers? Do their values align with CRNY?
2. Why are we being asked to show up? Who has asked us to show up?
3. Is this something that CRNY is uniquely set up to do/talk about?
4. Do we have the capacity to attend/show up?
5. How does this opportunity forward our mission and strategy (exposure, relationships, networking, influence)?
6. If it is a panel, is the panel diverse and inclusive? Are there artists and/or Think Tank members being represented? Are we promoting the work being done vs. our work as funders?
7. Is there someone else that could do this better/differently?
8. Does this organization reach the intended audience(s) we have for our work?
 - a. Artists
 - b. Community-Based Organizations (arts and non-arts)
 - c. Philanthropy
 - d. Workforce Development
 - e. Policy – relief, economic security, solidarity economy, poverty, labor
 - f. NY State Communities
9. What can our temporality afford us?
 - a. Embedding these opportunities with others
 - b. Can we say something bold?

Choice Points and Balances for Assembling a Group: What does representation mean?

Striking a Balance – what does representation really mean in this context? If we've drawn the circle around the field of practice within a geographic space, and we want to gather people to have a conversation about strengthening said field, then the people invited to the table should in some ways be representative of the field of practice. We are thinking of that representation striking a balance across various dimensions of social and professional identity. It COULD look like this, but might be different depending on the group being assembled.

Balance 1 – Decision making power

Balance 2 – Job level

Balance 3 – Person of Color/ALAANA

Balance 4 – Discipline

Balance 5 – Other Identity

Balance 6 – Affiliations

Balance 7 – Type of job

Balance 8 – Type of issue interested in advancing

Balance 9 – Geography

Balance 10 – Ways of being/type of group contributor

Allowing others to extend invitations (e.g. each 1 reach 1) is another way of gathering folx. It is also important to not have anyone isolated/feel that they are tokenized. It can be important to have opposing belief systems and multiple voices from different perspectives. It can also be important to include folx who you do not know.