

ARTS AND CULTURE HUBS FRAMEWORK

as referenced in *Arts and Culture Hubs: Our Theory of Change*

Creative Communities uses the following criteria to assess an organization’s alignment with the strategy.

	NIL	EMERGENT	DEVELOPING	STRONG
Artistic or Cultural Practice	NIL No impact or influence on artistic field	EMERGENT Limited impact or influence on artistic field	DEVELOPING Potential impact or influence on artistic field	STRONG Essential to its artistic field, community or the region “STRONG” REQUIRED
Organizational Strength	NIL Unrealistic plan, budget, and/or resources for expected results	EMERGENT Limited plan, misaligned with budget and resources	DEVELOPING Moderately clear plan, gaps in budget and resources “DEVELOPING” OR “STRONG” REQUIRED	STRONG Equipped with the necessary assets and resources
Orientation to Racial Equity and Economic Inclusion	NIL Vague, limited, or non-existent commitment	EMERGENT Limited with clear plan to develop further	DEVELOPING Making substantial change or transformation “DEVELOPING” OR “STRONG” PREFERRED	STRONG Embedded throughout the organization
People-Centered Practice	NIL Minimal evidence of community input	EMERGENT Consults with community for some activities ONLY ONE “EMERGENT” PERMITTED	DEVELOPING Collaborates on public-facing activities “DEVELOPING” OR “STRONG” PREFERRED	STRONG Relies on community to positively impact audiences