

ARTS AND CULTURE HUBS: OUR THEORY OF CHANGE

One of three “Arts and Culture” strategies

Goal: Enable artistically exceptional arts and culture organizations that center racial equity and economic inclusion to reinforce and deepen their commitment and continue strengthening connections to community so that they create welcoming and relevant arts and culture experiences for people across the Philadelphia region.

WPF ACTIVITIES

Organizations with a **mature** commitment to equity & inclusion

- Provide multi-year general operating support to arts and culture organizations that play a meaningful cultural, social, and civic role in the region or their communities **and** have a long-standing, core commitment to equity and inclusion.

See framework for selection criteria.

Organizations with a **growing** commitment to equity & inclusion

- Provide multi-year general operating support to arts and culture organizations that play a meaningful cultural, social, and civic role in the region or their communities **and** have adopted meaningful, but still growing, commitments to equity and inclusion.

See framework for selection criteria.

INTERMEDIATE OUTCOMES

For Grantees

- Strengthened financial and operating capacity.
- Deepened and sustained commitment to racial equity and economic inclusion.
- Programming integrates community voice and interests into the creation of arts and cultural experiences.

For People

- See themselves, experiences, and interests reflected in grantees’ programming.
- Derive benefits from participation in grantees’ programming such as experiencing joy; strengthened connections with others; a greater sense of belonging; connections to new ideas and perspectives, affirmation of their cultural or community identity; greater understanding of and appreciation for other cultural or community identities; a deeper attachment to their community and the region.

LONG-TERM OUTCOMES

- Arts and culture organizations bring people together to deepen understanding of and empathy for each other and build and reinforce vibrant, creative and just communities.
- A wide diversity of arts and culture organizations — in terms of organizational scale, cultural practices, and communities served — flourishes in the Philadelphia region.
- Communities of color, economically vulnerable communities, and other historically marginalized groups feel that a wide range of high-quality arts and culture programming is accessible, welcoming, and reflective of their identities, experiences, and interests.
- Audiences across the Philadelphia region’s arts and culture sector more closely reflect the racial/economic profile of the region.
- Organizations led by People of Color are receiving an increased proportion of all arts and culture funding across the Philadelphia region.
- The region’s cultural workforce is diverse and provided with fair compensation and good working conditions.