



Patrick Fisher <patrick@culturalcouncil.org>

IMPORTANT SCHEDULING LINK - CHOOSE YOUR DAY AND TIME - Diversity, Equity, Inclusion and Eligibility 2017

Tony Allegretti <tony@culturalcouncil.org>
To: Charles Joseph <Charles.Joseph@bcbsfl.com>
Bcc: patrick@culturalcouncil.org

Tue, Apr 11, 2017 at 9:33 AM

Dear CSG Leadership,

I hope you are doing well. This is the time of the year where we will meet and discuss your organization's board and staff diversity. As you know we've reached out to all CSG organizations to capture data on where our organization's land in terms of board and staff diversity and how that compares to that of our community as a whole. I introduced the diversity definitions, the approach to this eligibility criteria, and the best practices back in May. In the interim, we've developed a multi-prong strategy to assist and augment efforts you likely already have in place or are planning.

There will not be CSG's deemed ineligible this year as this is a baseline year using consistent terminology and data. As stated before, there is no quota style goal either, but that our entire community is represented and that our boards and staff reflect the diversity of this great city. Year to year, efforts in this regard will be the main driver of eligibility requirements. We know that efforts will genuinely move the needle.

I would like for each organization to bring a board member. You may bring more than one, just let me know in advance so I can have materials for all.

Lock in your date and time via this link: <http://doodle.com/poll/c72wgiccw9g9vv7>

The earlier you click to schedule, the more choices there will be available. **This meeting is mandatory for eligibility for this year's grants.**

We've blocked an hour to make sure we've covered all questions but the meeting might only last 30 minutes.

The Agenda:

1. Brief overview of our Ordinance as it pertains to board and staff diversity
2. Brief overview of Diversity Definitions, our Focus on Race and why
3. Brief overview of underrepresented races and ethnicities in our CSG's
3. Cultural Council of Greater Jacksonville's Cultural Equity Commitment
4. Your Orgs Demographic data
5. Review of the Continuum of Best Practices
6. Conversation of where your Org stands today, which best practices you'll use for the coming year, and other diversity, equity and inclusion attributes of your organization.

If you or your board have any questions about this meeting or this important eligibility requirement, please don't hesitate to reach out.

Thanks,
Tony

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Tony Allegretti
Executive Director
Cultural Council of Greater Jacksonville
(904) 358-3600 x 18
www.culturalcouncil.org
@moreartculture