



CALI CATALYST

Frequently Asked Questions (effective September 29, 2021)

1. What changes were made to CALI Catalyst?

CALI Catalyst launched its pilot open application round from June 1 – July 15, 2021. A total of 114 applications were received, and four grants were awarded. With the benefit of this first round and the input of applicants' feedback, CCI has updated the CALI Catalyst review process and grant criteria to more clearly target the program's intended beneficiaries. Effective September 29, 2021, CCI introduced the following three changes:

- **Expanded the review criteria** to narrow the list of competitive applications. CCI is considering the scale of impact to recognize efforts that shift entire sectors, such as the entirety of the museum or theatre sectors, to move away from the status quo. The program is also assessing the tangible and measurable ways that applicants helped underrepresented communities gain more power (e.g., through governance authority, through causal "changing of the guards," or shifting industry or regulatory policies and practices). In addition, CCI is considering how applicants played a causal role in the catalyzing change that was realized.
- **Expanded the reference-checking process** to also include calling on individuals in the field of a competitive applicant's work so that the people directly meant to benefit will influence the adjudication process.
- **The program will no longer accept nominations.** Applications must be submitted directly by individuals or teams. Initially, CCI accepted nominations to cast as wide a net as possible, but the applications written in the first-person (i.e., applications submitted by individuals and teams) were stronger. Admittedly, this tactic didn't quite work. However, we hope that once-potential nominators will share this opportunity with funding candidates and support their preparation of an application.

2. What is CALI Catalyst?

The California Art Leadership Investments (CALI) Catalyst grant program supports artists and arts workers who are on the frontlines of effecting greater inclusion, access, diversity, and equity in the arts and culture sector. Through bold actions, these individuals are tangibly helping underrepresented communities—including Black, Indigenous, people of color, LGBTQIA+, and people with disabilities—gain more influence and power in the arts and culture sector. We

consider these bold actions to be “changemaking” because they are *visibly* moving the needle for underrepresented communities to have more influence and power at an *industry-wide level*.

3. What do you mean by “arts and culture sector?”

CCI is a nonprofit arts intermediary that supports individual artists and arts workers. In our work, we understand the “arts and culture sector” to encompass a wide spectrum of creative industries, artistic disciplines and practices, cultural expressions, and areas of focus, and all at varying scales. However, we’re more interested in knowing how CALI Catalyst applicants self-define “arts and culture sector,” and importantly, what aspect(s) of it they are trying to overtly influence. (See Question 10 for examples of CALI Catalyst grantees.)

4. Who is eligible to apply for a CALI Catalyst grant?

CALI Catalyst is open to individuals and teams of individuals (See Question 6 for additional information regarding “teams”).

To be eligible for consideration, applicants must:

- Be an artist or arts worker (e.g., arts administrator, cultural producer, culture bearer, creative, cultural practitioner, teaching artist, or specialized technician); and
- Be a full-time resident of California.

Additionally, to be eligible for review, an applicant’s action must have taken place or commenced (i.e., the action is still in progress) on or after January 1, 2020. We are prioritizing this timeframe as these individuals may be suffering an immediate financial fallout as a result of catalyzing industry-level shifts in the arts and culture sector.

The following are ineligible for funding consideration:

- Organizations;
- Individuals or teams of individuals who are requesting funding to support an organization; and
- Individuals or teams of individuals who have a conflict of interest (family or financial relationship) with the board, staff, or directors of the Center for Cultural Innovation.

5. What does CALI Catalyst funding support?

CALI Catalyst awards unrestricted grants of up to \$5,000 to individual artists and arts workers whose bold actions (enacted on or after January 1, 2020) have shifted the arts and culture sector in explicit ways that work better for marginalized people—BIPOC, LGBTQIA+, and those with disabilities. Grant awards are unrestricted and therefore, not tied to the support of a project or a proposed outcome. Instead, the award’s unrestricted nature is meant to support individual grantees in whatever way is most needed. However, CALI Catalyst funding, or any portion thereof, may not be used for lobbying, political campaigns, voting efforts, or in a manner inconsistent with CCI’s charitable purpose under IRS Section 501(c)(3). Further details are provided in the CALI Catalyst grant agreement.

6. I work closely with a team of collaborators. Can we submit a joint application?

If applying as a “team,” only one application will be accepted per team (in other words, individual team members cannot submit separate applications for the same action). Teams will therefore need to select a single team member to apply, and if funding is approved, this individual will be responsible for fulfilling the grant requirements such as final reporting and providing a completed W-9. If an individual grant recipient wants to share their award with a

team of collaborators, they may do so; however, CCI will not assume responsibility for any further due diligence regarding the team's membership.

7. I know an individual/team of individuals who would be a great candidate for funding. How can I help this potential applicant?

The best way to help a potential applicant is to share this opportunity with them and, if needed, support their preparation of an application. This may mean helping the applicant to compose narrative responses, select ephemera, or identify references. You might also support the applicant by reviewing their application for clarity and completeness, or reaching out to CCI staff on their behalf with questions.

8. I work at an organization. Can I apply?

CALI Catalyst is a grant program for *individuals*, and funding is meant to support the *person* who is enacting change in the arts and culture sector. If you are seeking funding to support an organization—such as a 501(c)3 nonprofit, fiscally sponsored project, cooperative business, for profit entity, or collective, to name a few—then this program is not for you. To be clear, employment or membership in an organization is fine, but funding is meant to support the needs of individual grantees and not those of the organization with which they're affiliated.

9. I have an *idea* for a changemaking action. Can I apply?

CALI Catalyst will only consider applications from applicants whose action took place or commenced (i.e., the action is still in progress) on or after January 1, 2020. We are prioritizing this timeframe as these individuals may be suffering an immediate financial fallout as a result of catalyzing industry-level shifts in the arts and culture sector.

10. What are some examples of changemaking actions within the arts and culture sector that align with the review criteria?

Examples of changemaking actions within the arts and culture sector that align with the review criteria can be illustrated by CALI Catalyst's first round of grantees, which included:

Taylor Brandon (Alameda County) is an artist and writer from Oakland, CA whose practice is grounded in the study of Black geographies, Black American cultural lineages, her family, and her experience as a Black queer woman. On May 30, 2020, San Francisco Museum of Modern Art (SFMOMA) used the work of artist Glenn Ligon to address the murder of George Floyd on Instagram. Brandon posted a lengthy response in the post's comments section that culminated with, "museums kill Black people too." Her comment was deleted, which prompted a series of actions initiated by Brandon—including a national communications campaign that saw coverage by Vanity Fair and The New York Times—and her allies to hold arts institutions accountable for censorship and anti-Blackness. As a result, Brandon brought greater attention to the mistreatment of Black employees within cultural institutions and mobilized SFMOMA staff to keep the pressure on leadership and advocate for themselves. taylorlbrandon.com

Rhiannon Evans MacFadyen (San Francisco County) is a curator, consultant, facilitator, and project based artist in San Francisco. With 20 years of experience in the folkloric and visual arts, Rhiannon is deeply influenced by their own—and their communities'—intersectional identities and by their pursuit of "productive discomfort." Their actions in 2020–2021 re-centered the voices, experiences, needs, and protocols of marginalized communities by voicing dissent and pushing for equity in civic and nonprofit spaces, specifically by co-organizing and co-facilitating public forums for accountability and speaking openly to the press about the misappropriation of resources from BIPOC organizations and artists by large, white-led nonprofits and civic bodies.

This work led Rhiannon to appear in spring 2021 in Bay Area news outlets, KQED and SF Chronicle, on matters of funding and labor. The Chronicle pieces centered their image and strong language about how inequitable funding harms communities, and that the forces for healing, safety, and culture must remain entirely in the hands of BIPOC communities and organizations. pushingart.wordpress.com

Joel Garcia (Los Angeles County) is an Indigenous artist (Huichol) and cultural organizer who uses Indigenous-based frameworks to center those most impacted, and arts-based strategies to raise awareness of issues facing underserved communities, youth, and other targeted populations. Garcia played a critical role in the removal of Los Angeles' Columbus statue in 2018 and later, in the removal of its Father Serra statue (2020). Both removals were strategic actions to raise the visibility of Los Angeles' First Peoples, increase access and funding for Indigenous-led creative efforts and artists, change policies within the arts, and, primarily, to decolonize publicly owned art collections such as those with the City of Los Angeles Department of Cultural Affairs and the Los Angeles County Department of Arts & Culture. Informed by Garcia's actions, the Andrew W. Mellon Foundation developed a dedicated grant program for the removal of monuments, the Los Angeles County Museum of Art and Occidental College have focused programming on the issue, and the Los Angeles Mayor's Office of Civic Memory Working Group released a report with 18 key recommendations connected to undoing the whitewashing of Indigenous histories. rageoneart.com

Ann James (Los Angeles County) has an extensive career in international stage direction and theatre education spanning over three decades. In March 2020, she wrote an article for HowlRound—a free and open platform for theatremakers worldwide that amplifies progressive, disruptive ideas about the art form—that shook the still-nascent intimacy industry to its core. She posed that leadership in the intimacy direction field did not fairly represent the global majority and set out to make change happen. Also in 2020, Ann founded Intimacy Coordinators of Color (ICOC) to provide her skills as an Intimacy Professional to projects that center the stories of Black, Indigenous and People of Color actors in the theatre industry. Recently, the ICOC accredited nine cohort members to work as experienced intimacy professionals. In so doing, Ann is actively influencing the direction of this emerging priority away from the field's homogeneity. intimacydirectorsofcolor.com

11. Who reviews the applications?

Applications are reviewed internally by a diverse team of CCI staff who have varied experiences with sector discrimination, exclusionary practices, and the power of artists and arts workers to have profound impacts. The internal review process is meant to support the program's one-month response turnaround. However, in addition to contacting the references of top funding candidates, CCI also calls on individuals in the field of a competitive applicant's work. In so doing, the people directly meant to benefit from an individual or team's work are able to influence the adjudication process.

12. How are applications evaluated? What makes for a strong application?

Applications are evaluated against the criteria listed in the CALI Catalyst guidelines. Please review these closely.

In general, the most competitive applications are the ones that are clearly written, brief and to the point, and demonstrate a strong alignment with each criterion. Please note: while we welcome applications from changemakers who are working in varying ways and contexts, we

discourage applications that describe having issues with any particular person as these conditions may have impact within an organization, but are too isolated to be felt industry wide.

13. How do I apply for funding?

Applications will only be accepted through CCI’s Submittable platform. Applicants MUST create an account in Submittable before they will be able to access the grant application. The application can be accessed at: <https://centerforculturalinnovation.submittable.com/>. Information about using Submittable is available [here](#).

14. When are applications due? When will I learn about my application status?

Applications are due by 5 p.m. PT on the 15th of every other month, with a one-month response turnaround. For the 2021 cycle, application deadlines and notification dates are:

Deadline	Notification
July 15	August 15
September 15	October 15
November 15	December 15

Applications received after the bi-monthly deadline will be reviewed with the next award cycle.

15. What should I prepare for the Support Materials section? And, are there file format or length specifications?

Applicants must upload a brief résumé, bio, or CV that references their current role(s) in the arts and culture sector, and is no longer than two (2) pages (.pdf, .doc, and .docx formats accepted). In addition, applicants must upload documentation of their changemaking action. A minimum of one, and no more than three, samples can be uploaded. Samples should demonstrate that the action was public-facing. Examples may include relevant URLs, press, screenshots, or photo/video documentation. Acceptable file formats are .pdf, .doc, .docx, .jpg, .png, .mp4, .mov, .avi, and .wmv. Individual samples have no page or time limits.

16. Who should I use as a reference and what information do you need?

We suggest choosing references who can attest to the applicant’s demonstration of the review criteria, and speak on behalf of the communities the applicant is hoping to positively impact. In addition, references should not be a family member nor should they be engaged in an active financial relationship with the applicant.

Regarding information needed, applicants will need to provide contact information (phone number and email) for both references and indicate the nature of their relationship. References must be able to commit to a 15-minute phone conversation with CCI staff at a mutually agreed upon time. Currently, staff can only accommodate phone conversations in English. References who are not fluent in English are welcome to have a translator on the call.

CCI staff will *only* contact the references of top candidates for funding. CCI will also call on individuals in the field of a competitive applicant’s work so that the people directly meant to

benefit will influence the adjudication process. Please note that reference calls do not guarantee funding approval.

17. If my request for funding is declined, can I reapply in a subsequent 2021 application round?

Unless a new body of work is being addressed, applicants who are declined in 2021 will not be able to reapply until 2022. However, if funding is unencumbered in 2021, competitive applications from previous rounds may be reassessed.

18. If I am awarded a grant, how will I receive the funds?

If approved for a grant, you will have the option of receiving a direct deposit payment through Tipalti.com—CCI’s secure, third party accounting software platform—or via a mailed check. In either case, CCI’s preference is to issue a single payment for the full amount of the grant award. Processing times will depend on the method of payment chosen and the return of your electronically signed grant agreement along with any requested attachments such as the Form W-9. To be clear, grantees do *not* need a fiscal sponsor or other 501(c)3 nonprofit intermediary to receive funding as CALI Catalyst supports individuals and not organizations or projects.

We understand that fund disbursement may impact disability-related community support or other social benefits; therefore, we will structure options that work for each person’s unique financial situation.

19. If I am awarded a grant, is it considered taxable income?

Please be aware that grant awards may be taxable as ordinary income. As CCI cannot offer legal or tax advice, grantees are advised to consult with an accountant, tax expert, and/or benefits specialist. We understand that fund disbursement may impact disability-related community support or other social benefits and are willing to structure options that work for each person’s unique financial situation.

20. If I am awarded a grant, will I need to submit a report?

If you are awarded a grant, you will need to complete a brief final report that describes the impact and use of funding (i.e., line item expenses). Reports will be due within nine months of signing the grant agreement. CCI will provide further instruction, including how to submit the report through Submittable, in the grant agreement. In addition, grantees must submit a final report that is approved by CCI before they are eligible to reapply for CALI Catalyst funding.

21. If I’ve received funding through another CCI grant program, am I eligible to apply for CALI Catalyst support?

Yes, you are eligible! Funding through another CCI grant program has no bearing on your eligibility to apply for or receive funds through CALI Catalyst.

22. How often can I receive funding through CALI Catalyst?

Individuals may receive one CALI Catalyst grant per calendar year. If you are a current grantee, you must submit your final report to CCI for approval before you can be considered for funding again. Additionally, please be aware that CCI prioritizes first-time CALI Catalyst applicants.

23. How many grants will you make?

Year One (2021) of the CALI Catalyst grant program’s two-year cycle has \$125,000 in available funding. Because 2021 is the fund’s pilot year, we cannot anticipate the volume of applications that will be received or the number of awards that will be made. Moreover, this is a new

program and inevitably, we will be learning as we go. In light of observations made from the Year One pilot application round, CCI has updated guidelines and application requirements and may implement more learnings/applicant input in the future.

24. Will you publicize the names of grantees?

The names of CALI Catalyst grantees will be included in CCI's Annual Report, an online publication that is produced each fiscal year (July 1 - June 30) and available for download on our website. CALI Catalyst grantees may also be highlighted through CCI's communication channels including our e-newsletter, social media accounts, website, and press releases.

25. If I am awarded a CALI Catalyst grant, does that mean that CCI and its funding partners agree with or endorse my changemaking action?

CCI and its funding partners do not take a position on the sentiments or actions expressed by CALI Catalyst applicants and grantees. This ensures that the adjudication and award processes remain focused on sector and community impacts, and not on individual institutions or actors.

26. What happened to CALI Accelerator grants?

CALI Accelerator is part of a lineage of the evolving-with-the-times CALI program, which has been marked by different phases of grantmaking priorities since its launch in 2011. In its first years, CALI (fka, the NextGen program) was a professional development pipeline for young talent; then, when it was renamed CALI (California Arts Leadership Investments), it emphasized externally facing opportunities that prepared emerging arts professionals for managerial-level roles (i.e., workplace-specific skills and knowledge attainment). CALI Accelerator, offered from October 2018 - January 2021, prioritized activities aimed at helping grantees develop their leadership vision and voice while acquiring professional knowledge and skills as a means of preparing grantees to be influential in their organization, discipline, or larger arts and culture field. In response to the changing dynamics of the field, CALI Catalyst has emerged to support changemakers who are explicit about changing the arts and culture sector in ways that are needed by those whose voices have not been adequately heard.