

# Report for Diversity Field Scan

## Response Counts

### ■ Arts Organization Support, Level I (AOSI)



**Totals: 34**

### ■ Arts Organization Support, Level II (AOSII)



**Totals: 23**

### ■ Arts Organization Support, Level III (AOSIII)



**Totals: 11**

### ■ Arts Project Support (APS)



**Totals: 58**

### ■ Arts in the Parks and Historic Sites

Completion Rate:	100%	<div style="width: 100%; height: 15px; background-color: #663366;"></div>
Complete		<div style="width: 80%; height: 15px; background-color: #663366;"></div> 2

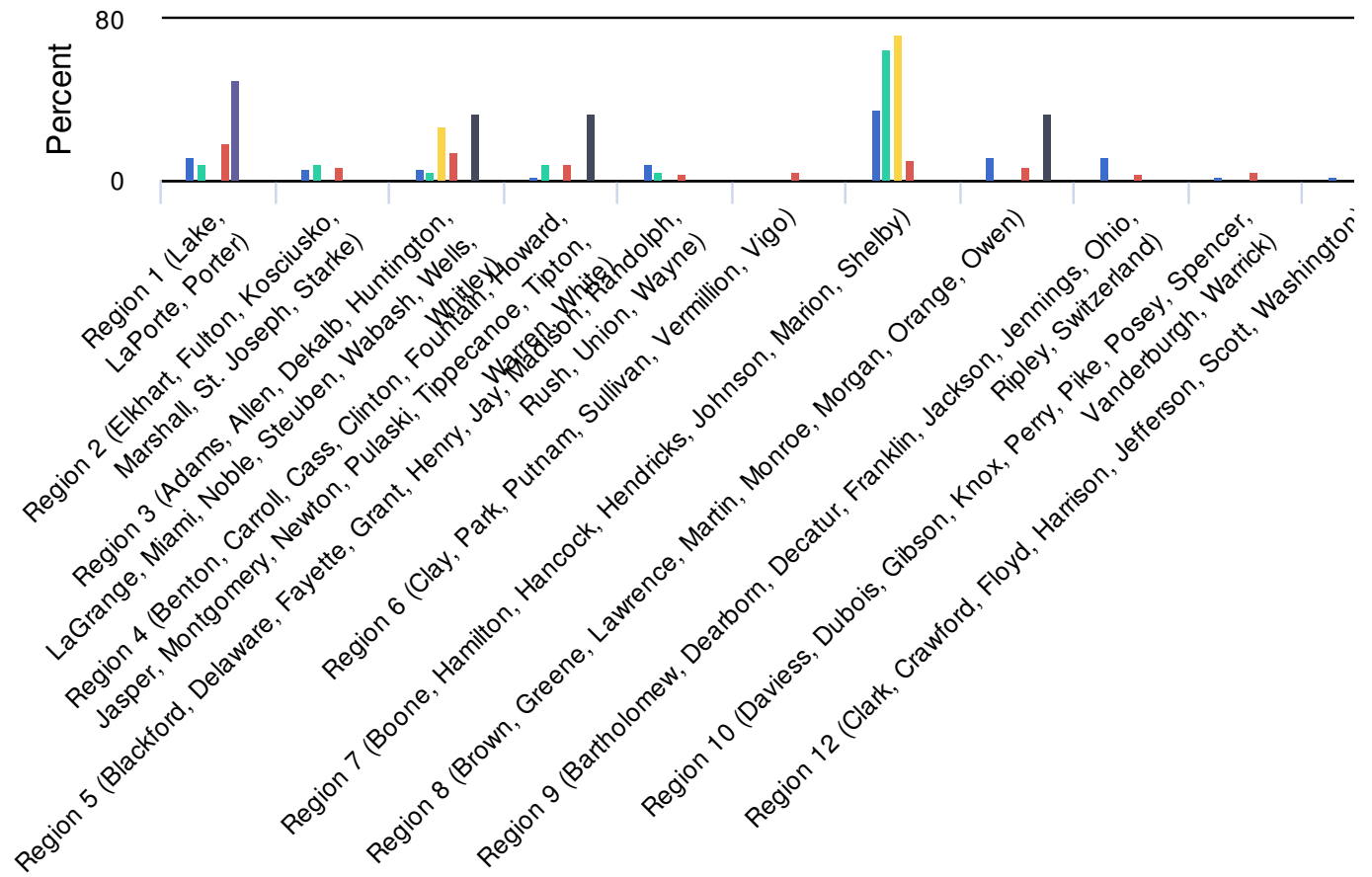
Totals: 2

■ Not applicable

Completion Rate:	100%	<div style="width: 100%; height: 15px; background-color: #663366;"></div>
Complete		<div style="width: 83%; height: 15px; background-color: #663366;"></div> 3

Totals: 3

### 1. Which IAC region do you reside in? (Based on county)



Segment	Value	Percent	% of Total	Responses
<b>Arts Organization Support, Level I (AOSI)</b>	Region 1 (Lake, LaPorte, Porter)	11.8%	3.1%	4
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	5.9%	1.5%	2
	Region 3 (Adams, Allen, Dekalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	5.9%	1.5%	2
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	2.9%	0.8%	1
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	8.8%	2.3%	3
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	0%	0%	0
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	35.3%	9.2%	12

Segment	Value	Percent	% of Total	Responses
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	11.8%	3.1%	4
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	11.8%	3.1%	4
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	2.9%	0.8%	1
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	2.9%	0.8%	1
Total Responses			26.2%	34
■ Arts Organization Support, Level II (AOSII)	Region 1 (Lake, LaPorte, Porter)	8.7%	1.5%	2
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	8.7%	1.5%	2
	Region 3 (Adams, Allen, Dekalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	4.3%	0.8%	1

Segment	Value	Percent	% of Total	Responses
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	8.7%	1.5%	2
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	4.3%	0.8%	1
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	0%	0%	0
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	65.2%	11.5%	15
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	0%	0%	0
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	0%	0%	0
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	0%	0%	0
Total Responses			17.6%	23
Arts Organization Support, Level III (AOSIII)	Region 1 (Lake, LaPorte, Porter)	0%	0%	0
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	0%	0%	0
	Region 3 (Adams, Allen, Dekalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	27.3%	2.3%	3
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	0%	0%	0
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	0%	0%	0
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	72.7%	6.1%	8
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	0%	0%	0
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	0%	0%	0
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	0%	0%	0
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	0%	0%	0
		Total Responses		8.4%
				11
■ Arts Project Support (APS)	Region 1 (Lake, LaPorte, Porter)	19%	8.4%	11

Segment	Value	Percent	% of Total	Responses
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	6.9%	3.1%	4
	Region 3 (Adams, Allen, DeKalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	13.8%	6.1%	8
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	8.6%	3.8%	5
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	3.4%	1.5%	2
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	5.2%	2.3%	3
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	10.3%	4.6%	6
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	6.9%	3.1%	4



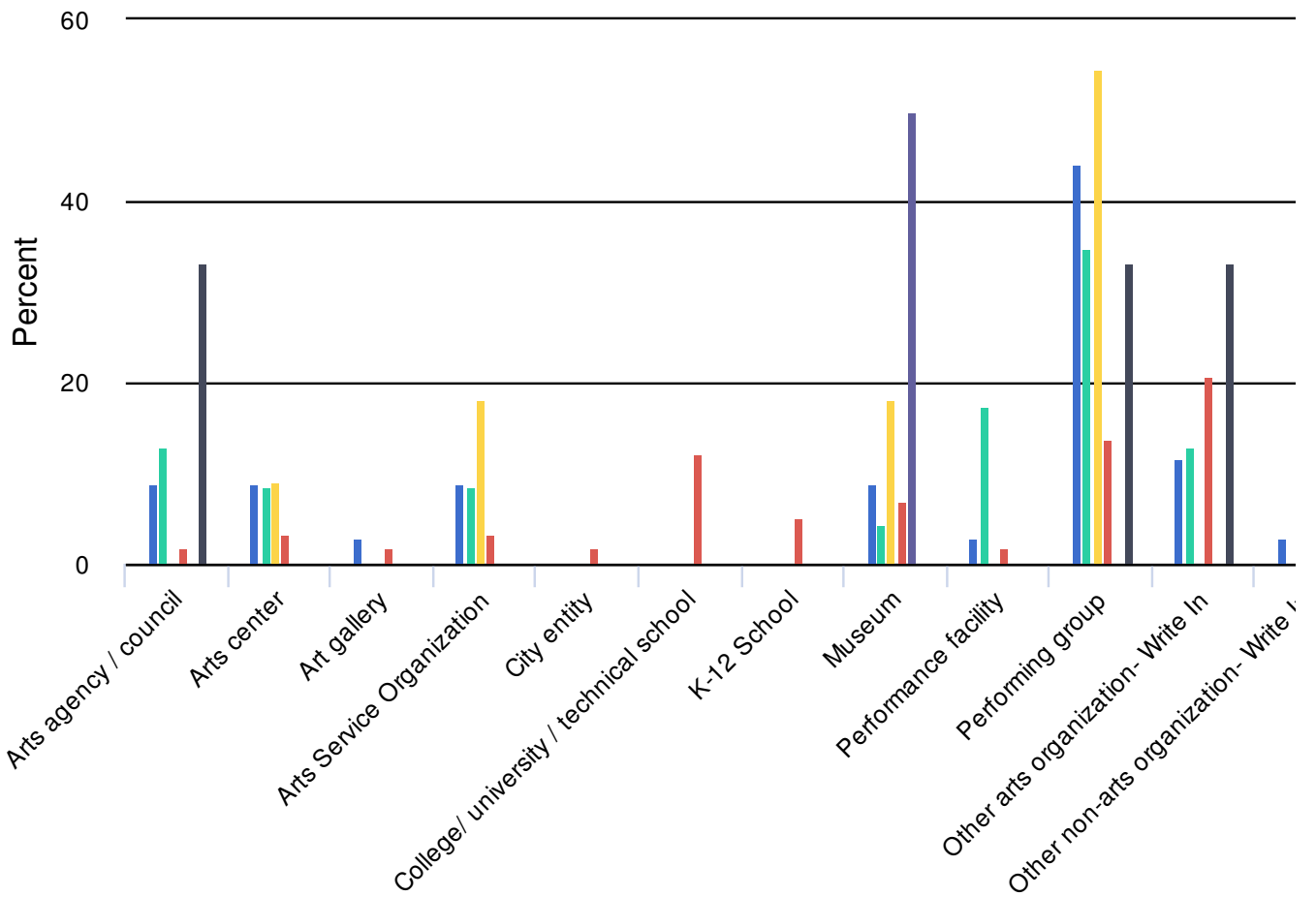
Segment	Value	Percent	% of Total	Responses
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	3.4%	1.5%	2
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	5.2%	2.3%	3
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	17.2%	7.6%	10
		Total Responses	44.3%	58
■ Arts in the Parks and Historic Sites	Region 1 (Lake, LaPorte, Porter)	50%	0.8%	1
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	0%	0%	0
	Region 3 (Adams, Allen, Dekalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	0%	0%	0
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	0%	0%	0
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	0%	0%	0
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	0%	0%	0
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	0%	0%	0
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	0%	0%	0
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	0%	0%	0


Segment	Value	Percent	% of Total	Responses
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	50%	0.8%	1
	Total Responses		1.6%	2
■ Not applicable	Region 1 (Lake, LaPorte, Porter)	0%	0%	0
	Region 2 (Elkhart, Fulton, Kosciusko, Marshall, St. Joseph, Starke)	0%	0%	0
	Region 3 (Adams, Allen, Dekalb, Huntington, LaGrange, Miami, Noble, Steuben, Wabash, Wells, Whitley)	33.3%	0.8%	1
	Region 4 (Benton, Carroll, Cass, Clinton, Fountain, Howard, Jasper, Montgomery, Newton, Pulaski, Tippecanoe, Tipton, Warren, White)	33.3%	0.8%	1
	Region 5 (Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, Union, Wayne)	0%	0%	0
	Region 6 (Clay, Park, Putnam, Sullivan, Vermillion, Vigo)	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Region 7 (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Shelby)	0%	0%	0
	Region 8 (Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, Owen)	33.3%	0.8%	1
	Region 9 (Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jennings, Ohio, Ripley, Switzerland)	0%	0%	0
	Region 10 (Daviess, Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick)	0%	0%	0
	Region 12 (Clark, Crawford, Floyd, Harrison, Jefferson, Scott, Washington)	0%	0%	0
Total Responses			2.4%	3


## 2. Institutional Affiliation



Segment	Value	Percent	% of Total Responses	Count
Arts Organization Support, Level I (AOSI)	Arts agency / council	8.8%	3.2%	3
	Arts center	8.8%	3.2%	3
	Art gallery	2.9%	1.1%	1
	Arts Service Organization	8.8%	3.2%	3
	City entity	0%	0%	0
	College/ university / technical school	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	K-12 School	0%	0%	0
	Museum	8.8%	3.2%	3
	Performance facility	2.9%	1.1%	1
	Performing group	44.1%	16%	15
	Other arts organization- Write In	11.8%	4.3%	4
	Other non-arts organization- Write In	2.9%	1.1%	1
	Total Responses		36.4%	34
 Arts Organization Support, Level II (AOSII)	Arts agency / council	13%	3.2%	3
	Arts center	8.7%	2.1%	2
	Art gallery	0%	0%	0
	Arts Service Organization	8.7%	2.1%	2
	City entity	0%	0%	0
	College/ university / technical school	0%	0%	0
	K-12 School	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Museum	4.3%	1.1%	1
	Performance facility	17.4%	4.3%	4
	Performing group	34.8%	8.5%	8
	Other arts organization-Write In	13%	3.2%	3
	Other non-arts organization-Write In	0%	0%	0
	Total Responses		24.5%	23
■ Arts Organization Support, Level III (AOSIII)	Arts agency / council	0%	0%	0
	Arts center	9.1%	1.1%	1
	Art gallery	0%	0%	0
	Arts Service Organization	18.2%	2.1%	2
	City entity	0%	0%	0
	College/ university / technical school	0%	0%	0
	K-12 School	0%	0%	0
	Museum	18.2%	2.1%	2

Segment	Value	Percent	% of Total	Responses
	Performance facility	0%	0%	0
	Performing group	54.5%	6.4%	6
	Other arts organization- Write In	0%	0%	0
	Other non-arts organization- Write In	0%	0%	0
	Total Responses		11.7%	11
 Arts Project Support (APS)	Arts agency / council	1.7%	1.1%	1
	Arts center	3.4%	2.1%	2
	Art gallery	1.7%	1.1%	1
	Arts Service Organization	3.4%	2.1%	2
	City entity	1.7%	1.1%	1
	College/ university / technical school	12.1%	7.4%	7
	K-12 School	5.2%	3.2%	3
	Museum	6.9%	4.3%	4
	Performance facility	1.7%	1.1%	1



Segment	Value	Percent	% of Total	Responses
	Performing group	13.8%	8.5%	8
	Other arts organization- Write In	20.7%	12.8%	12
	Other non-arts organization- Write In	27.6%	17%	16
	Total Responses		61.8%	58
■ Arts in the Parks and Historic Sites	Arts agency / council	0%	0%	0
	Arts center	0%	0%	0
	Art gallery	0%	0%	0
	Arts Service Organization	0%	0%	0
	City entity	0%	0%	0
	College/ university / technical school	0%	0%	0
	K-12 School	0%	0%	0
	Museum	50%	1.1%	1
	Performance facility	0%	0%	0
	Performing group	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Other arts organization-Write In	0%	0%	0
	Other non-arts organization-Write In	50%	1.1%	1
	Total Responses		2.2%	2
■ Not applicable	Arts agency / council	33.3%	1.1%	1
	Arts center	0%	0%	0
	Art gallery	0%	0%	0
	Arts Service Organization	0%	0%	0
	City entity	0%	0%	0
	College/ university / technical school	0%	0%	0
	K-12 School	0%	0%	0
	Museum	0%	0%	0
	Performance facility	0%	0%	0
	Performing group	33.3%	1.1%	1

Segment	Value	Percent	% of Total	Responses
	Other arts organization- Write In	33.3%	1.1%	1
	Other non-arts organization- Write In	0%	0%	0
Total Responses			3.3%	3

**Arts Organization Support, Level I (AOSI): Other arts organization- Write In**

	Count
Dance School	1
Dance School/Performing Group	1
Writers Center	1
Youth orchestra program (arts education)	1
Totals	4

**Arts Organization Support, Level I (AOSI): Other non-arts organization- Write In**

	Count
Totals	0

**Arts Organization Support, Level II (AOSII):Other arts organization- Write In**

**Count**

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Civic Theatre

1

Film festival

1

media broadcast

1

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Totals

3

**Arts Organization Support, Level II (AOSII):Other non-arts organization- Write In**

**Count**

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Totals

0

**Arts Project Support (APS):Other arts organization-  
Write In**

**Count**

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nonprofit cultural arts organization	2
501c3 promoting music, art, culture	1
Civic Organization for the arts	1
Cole Porter Festival	1
Film Festival	1
Library	1
Sociedad Cultural Y Civica La reforma	1
Traditional bluegrass music	1
Winter Performance Ensemble	1
YMCA	1
booster for high school band	1
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Totals	12

**Arts Project Support (APS):Other non-arts organization- Write In**

**Count**

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Children's Museum	1
Communiy Service Organization	1
Historical Society	1
Human Services Non-Profit	1
Independent Living Center	1
Jewish Federation of St. Joseph Valley	1
Non-Profit Youth Development Organization	1
Oak Heritage Conservancy	1
Preschool, serve children with and without disabilities	1
Preservation advocacy	1
Public Television Station	1
YMCA with Arts programming	1
non-profit, senior center	1
nonprofit agency	1
peace & justice organization	1
social service non-profit	1
Totals	16

<b>Arts in the Parks and Historic Sites:Other arts organization- Write In</b>	<b>Count</b>
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Totals	0
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<b>Arts in the Parks and Historic Sites:Other non-arts organization- Write In</b>	<b>Count</b>
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environmental education	1
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Totals	1
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<b>Not applicable:Other arts organization- Write In</b>	<b>Count</b>
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community foundation	1
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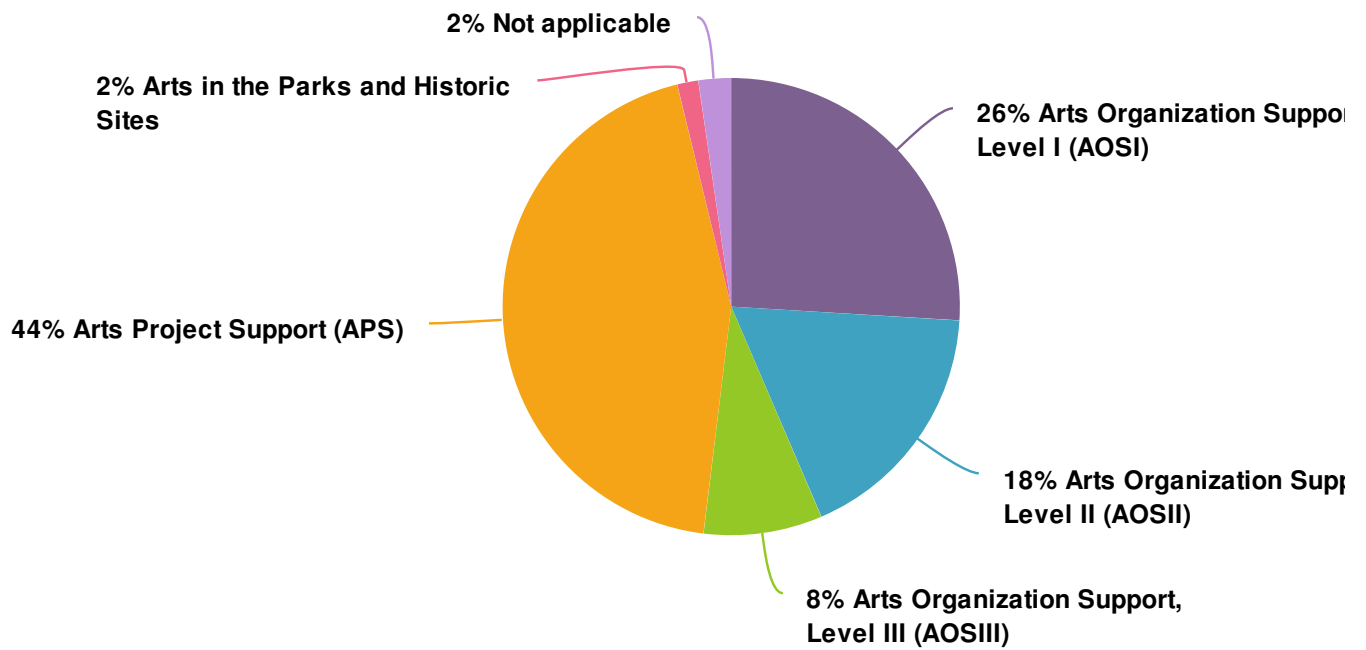
Totals	1
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<b>Not applicable:Other non-arts organization- Write In</b>	<b>Count</b>
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Totals	0
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3. Which grant have you most recently received through the IAC (or one of its Regional Arts Partners)?

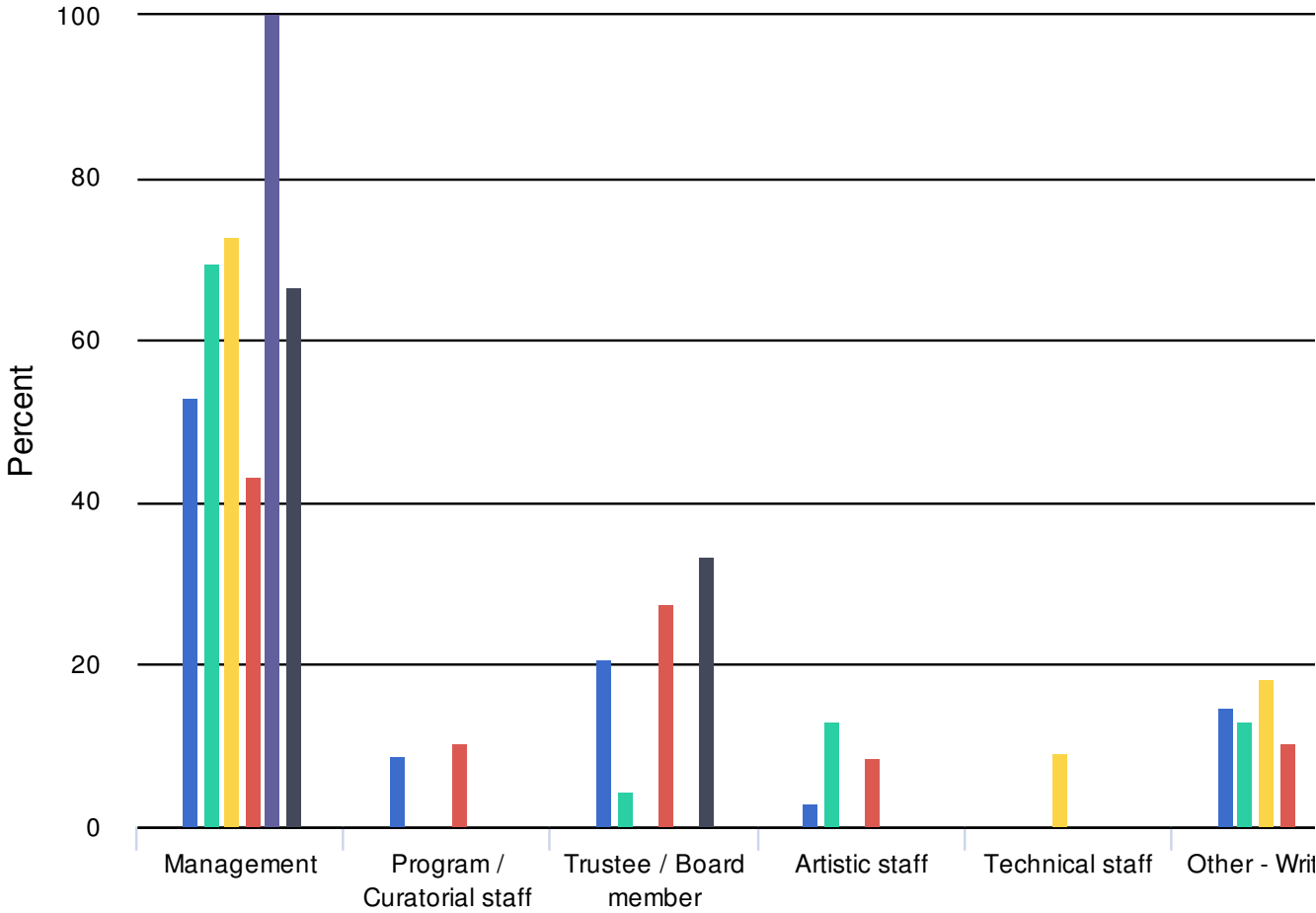


Value	Percent	Responses
Arts Organization Support, Level I (AOSI)	26.0%	34
Arts Organization Support, Level II (AOSII)	17.6%	23
Arts Organization Support, Level III (AOSIII)	8.4%	11
Arts Project Support (APS)	44.3%	58
Arts in the Parks and Historic Sites	1.5%	2
Not applicable	2.3%	3

**Totals: 131**



#### 4. Organizational Affiliation (Select primary responsibility)



Segment	Value	Percent	% of Total Responses	Count
■ Arts Organization Support, Level I (AOSI)	Management	52.9%	15.7%	18
	Program / Curatorial staff	8.8%	2.6%	3
	Trustee / Board member	20.6%	6.1%	7
	Artistic staff	2.9%	0.9%	1
	Technical staff	0%	0%	0
	Other - Write In	14.7%	4.3%	5

Segment	Value	Percent	% of Total	Responses
		Total Responses	29.6%	34
■ Arts Organization Support, Level II (AOSII)	Management	69.6%	13.9%	16
	Program / Curatorial staff	0%	0%	0
	Trustee / Board member	4.3%	0.9%	1
	Artistic staff	13%	2.6%	3
	Technical staff	0%	0%	0
	Other - Write In	13%	2.6%	3
		Total Responses	20%	23
■ Arts Organization Support, Level III (AOSIII)	Management	72.7%	7%	8
	Program / Curatorial staff	0%	0%	0
	Trustee / Board member	0%	0%	0
	Artistic staff	0%	0%	0
	Technical staff	9.1%	0.9%	1
	Other - Write In	18.2%	1.7%	2
		Total Responses	9.6%	11

Segment	Value	Percent	% of Total	Responses
■ Arts Project Support (APS)	Management	43.1%	21.7%	25
	Program / Curatorial staff	10.3%	5.2%	6
	Trustee / Board member	27.6%	13.9%	16
	Artistic staff	8.6%	4.3%	5
	Technical staff	0%	0%	0
	Other - Write In	10.3%	5.2%	6
	Total Responses			50.3%
■ Arts in the Parks and Historic Sites	Management	100%	1.7%	2
	Program / Curatorial staff	0%	0%	0
	Trustee / Board member	0%	0%	0
	Artistic staff	0%	0%	0
	Technical staff	0%	0%	0
	Other - Write In	0%	0%	0
Total Responses			1.7%	2
■ Not applicable	Management	66.7%	1.7%	2

Segment	Value	Percent	% of Total	Responses
	Program / Curatorial staff	0%	0%	0
	Trustee / Board member	33.3%	0.9%	1
	Artistic staff	0%	0%	0
	Technical staff	0%	0%	0
	Other - Write In	0%	0%	0
	Total Responses		2.6%	3

**Arts Organization Support, Level I (AOSI):Other - Write In**

	Count
Director	2
Executive Director, I do all of above	1
Executive director	1
grant writing	1
Totals	5

**Arts Organization Support, Level II (AOSII):Other -  
Write In**

**Count**

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Fundraising staff	1
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Grant Professional	1
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grant writer	1
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Totals	3
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**Arts Organization Support, Level III (AOSIII):Other -  
Write In**

**Count**

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Administration	1
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Administrative staff	1
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Totals	2
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**Arts Project Support (APS):Other - Write In**

**Count**

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Corporate & Foundation Relations Officer & Music Faculty	2
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Consultant	1
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Development staff	1
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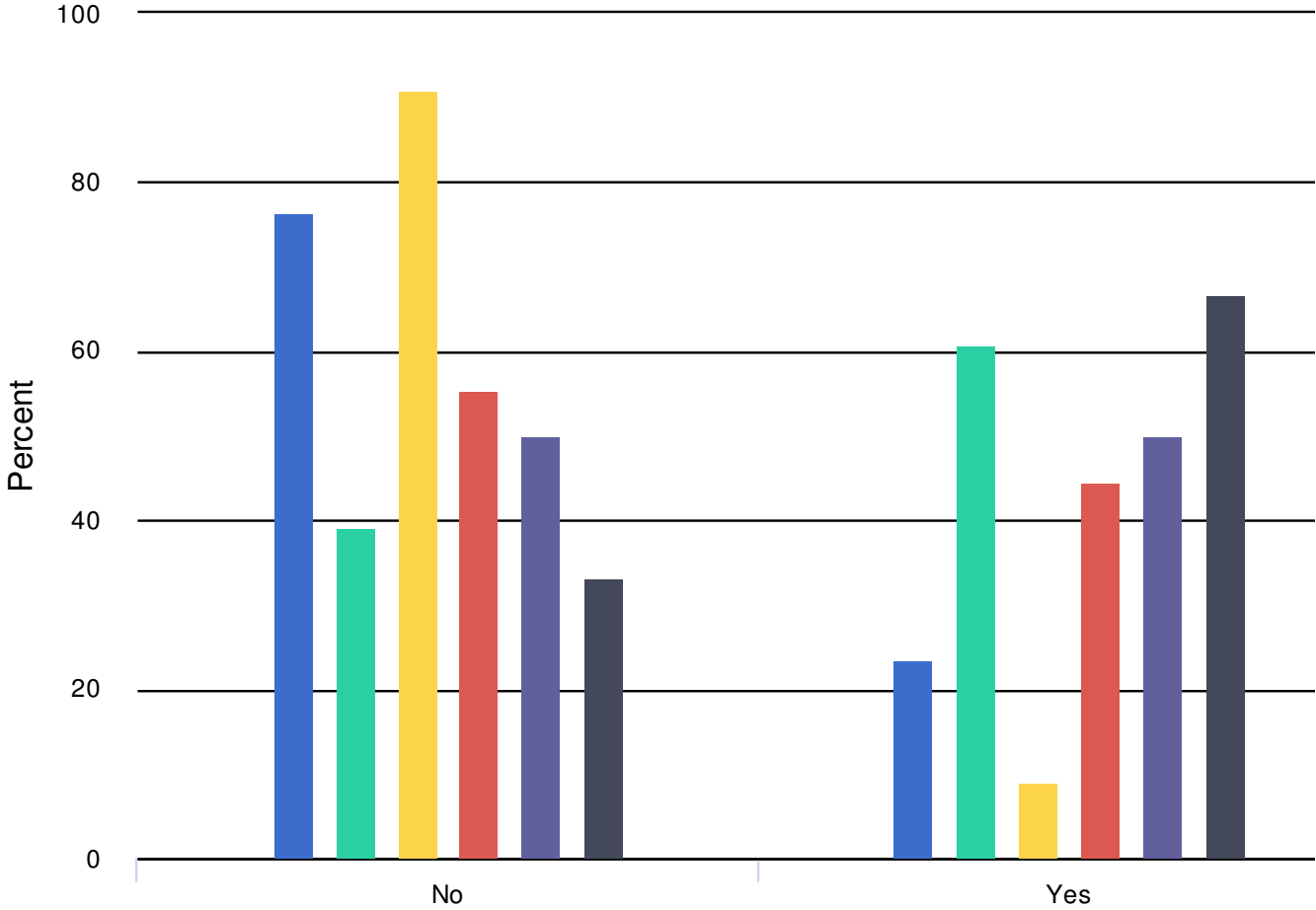
Grant Writer	1
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volunteer director & secretary	1
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Totals	6
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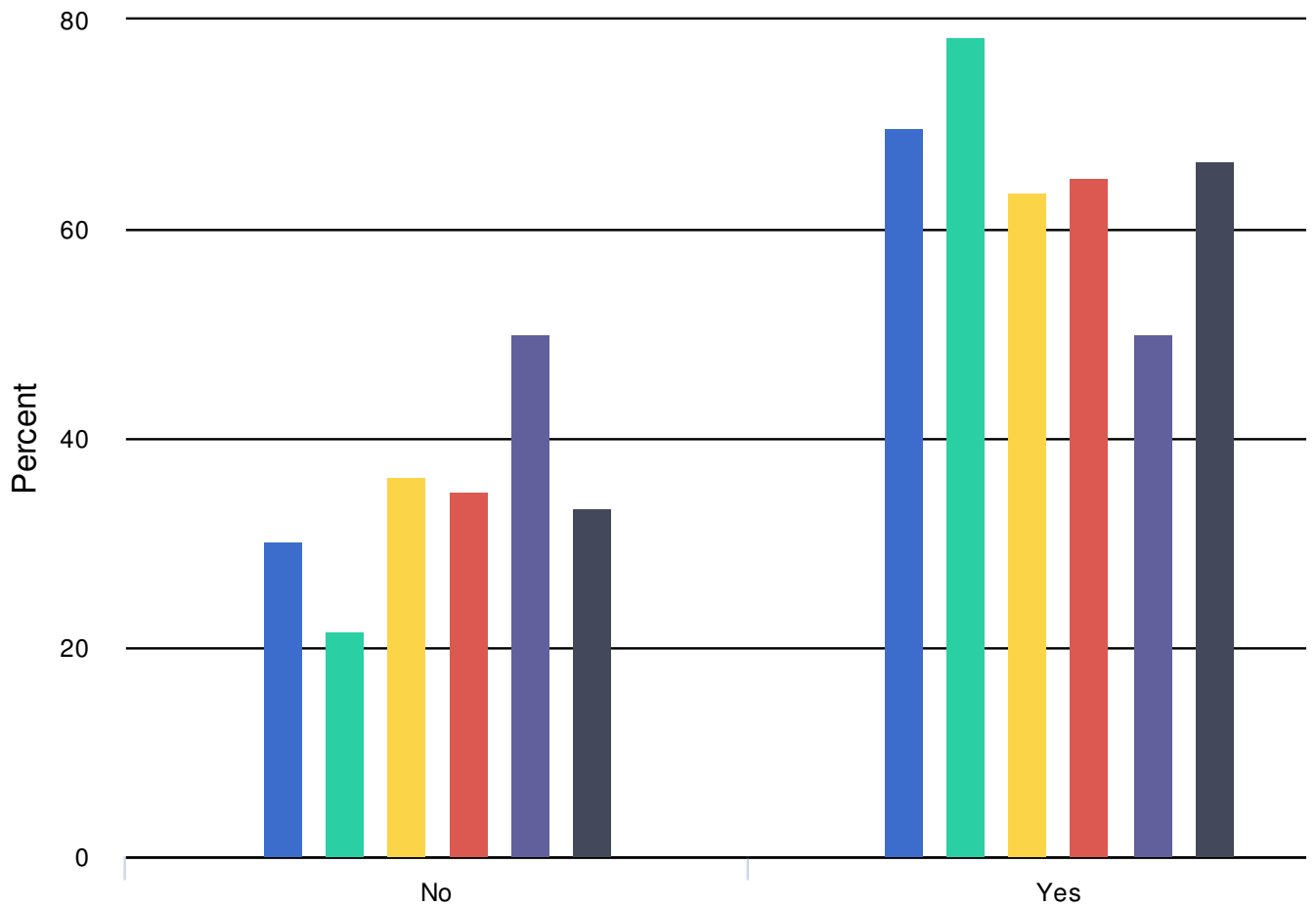
### 5. Has your organization developed a standard definition for the following terms: diversity, equity, access, inclusion?



Segment	Value	Percent	% of Total Responses	Responses
■ Arts Organization Support, Level I (AOSI)	No	76.5%	20.2%	26
	Yes	23.5%	6.2%	8
	Total Responses			26.4%
■ Arts Organization Support, Level II (AOSII)	No	39.1%	7%	9
	Yes	60.9%	10.9%	14
	Total Responses			17.9%

Segment	Value	Percent	% of Total	Responses
<span style="color: #FFC000;">■</span> Arts Organization Support, Level III (AOSIII)	No	90.9%	7.8%	10
	Yes	9.1%	0.8%	1
	Total Responses			8.6%
<span style="color: #C00000;">■</span> Arts Project Support (APS)	No	55.4%	24%	31
	Yes	44.6%	19.4%	25
	Total Responses			43.4%
<span style="color: #000080;">■</span> Arts in the Parks and Historic Sites	No	50%	0.8%	1
	Yes	50%	0.8%	1
	Total Responses			1.6%
<span style="color: #333333;">■</span> Not applicable	No	33.3%	0.8%	1
	Yes	66.7%	1.6%	2
	Total Responses			2.4%

6. Does your organization's strategic plan or organizational goals outline specific priorities related to diversity, equity, access, and inclusion?

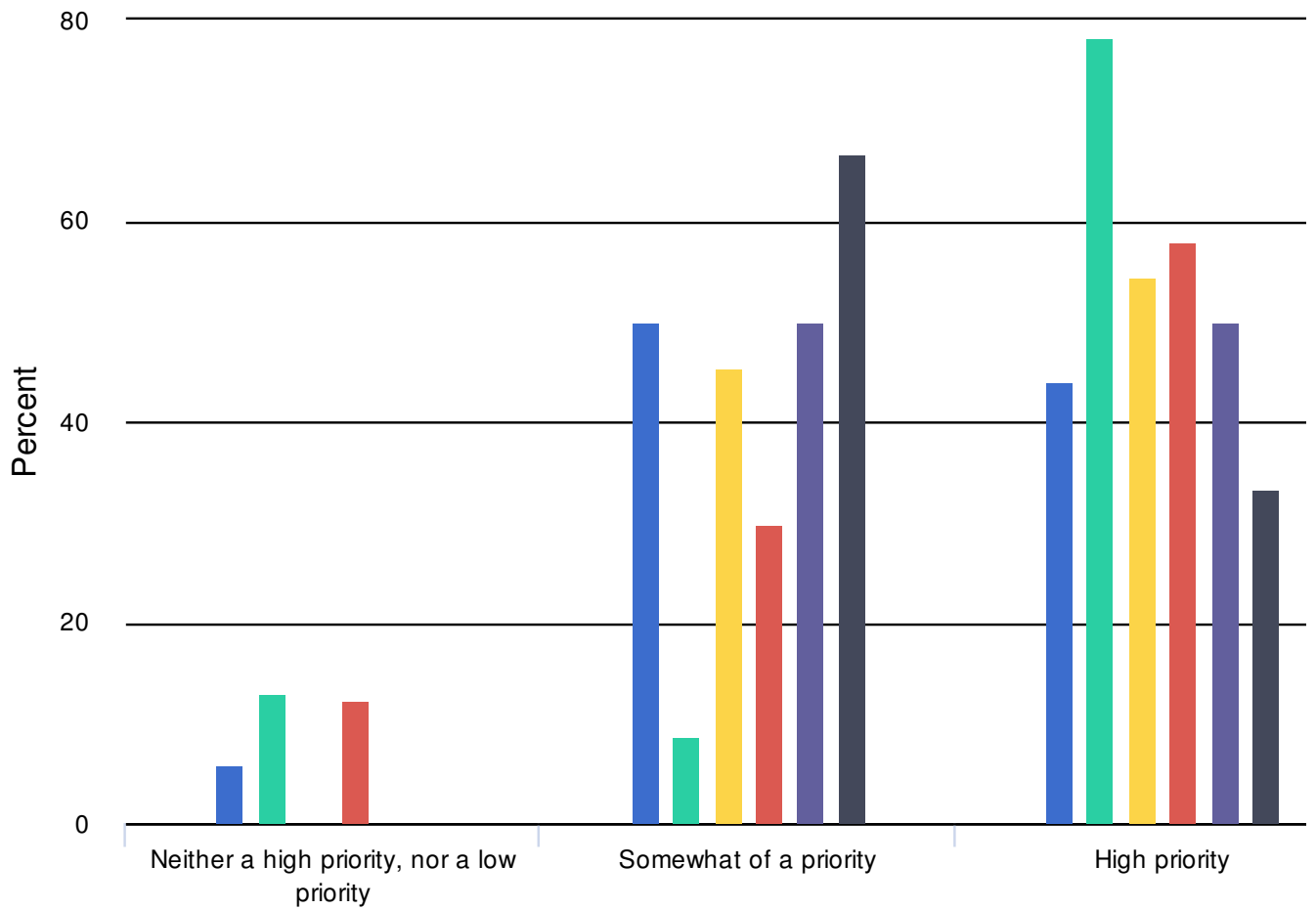


Segment	Value	Percent	% of Total Responses	Count
■ Arts Organization Support, Level I (AOSI)	No	30.3%	7.8%	10
	Yes	69.7%	17.8%	23
	Total Responses		25.6%	33
■ Arts Organization Support, Level II (AOSII)	No	21.7%	3.9%	5
	Yes	78.3%	14%	18
	Total Responses		17.9%	23
■ Arts Organization Support, Level III (AOSIII)	No	36.4%	3.1%	4
	Yes	63.6%	14.5%	18



Segment	Value	Percent	% of Total	Responses
	Yes	63.6%	5.4%	7
	Total Responses		8.5%	11
■ Arts Project Support (APS)	No	35.1%	15.5%	20
	Yes	64.9%	28.7%	37
	Total Responses		44.2%	57
■ Arts in the Parks and Historic Sites	No	50%	0.8%	1
	Yes	50%	0.8%	1
	Total Responses		1.6%	2
■ Not applicable	No	33.3%	0.8%	1
	Yes	66.7%	1.6%	2
	Total Responses		2.4%	3

7. How high of a priority is engaging with diversity, equity, access, and inclusion to your organization?

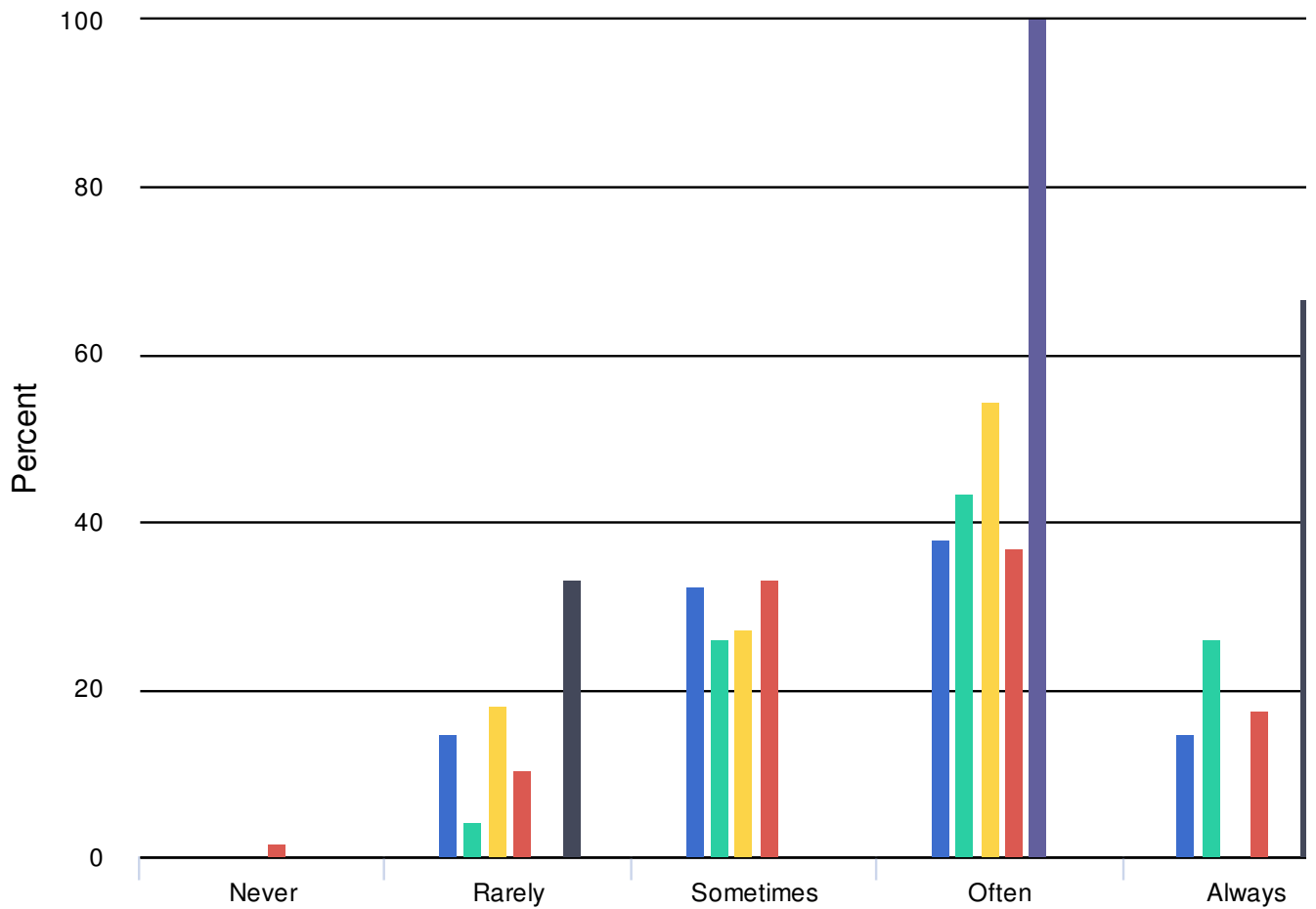


Segment	Value	Percent	% of Total Responses	Responses
■ Arts Organization Support, Level I (AOSI)	Neither a high priority, nor a low priority	5.9%	1.5%	2
	Somewhat of a priority	50%	13.1%	17
	High priority	44.1%	11.5%	15
		Total Responses	26.1%	34
■ Arts Organization Support, Level II (AOSII)	Neither a high priority, nor a low priority	13%	2.3%	3

Segment	Value	Percent	% of Total Responses	
	Somewhat of a priority	8.7%	1.5%	2
	High priority	78.3%	13.8%	18
	Total Responses		17.6%	23
■ Arts Organization Support, Level III (AOSIII)	Neither a high priority, nor a low priority	0%	0%	0
	Somewhat of a priority	45.5%	3.8%	5
	High priority	54.5%	4.6%	6
	Total Responses		8.4%	11
■ Arts Project Support (APS)	Neither a high priority, nor a low priority	12.3%	5.4%	7
	Somewhat of a priority	29.8%	13.1%	17
	High priority	57.9%	25.4%	33
	Total Responses		43.9%	57
■ Arts in the Parks and Historic Sites	Neither a high priority, nor a low priority	0%	0%	0
	Somewhat of a priority	50%	0.8%	1

Segment	Value	Percent	% of Total	Responses
	High priority	50%	0.8%	1
		Total Responses	1.6%	2
■ Not applicable	Neither a high priority, nor a low priority	0%	0%	0
	Somewhat of a priority	66.7%	1.5%	2
	High priority	33.3%	0.8%	1
		Total Responses	2.3%	3

8. How often do you think your organization engages with diverse (race, ethnicity, sexual orientation, gender, religious minorities, people with disabilities, etc.) groups when developing organizational programming?

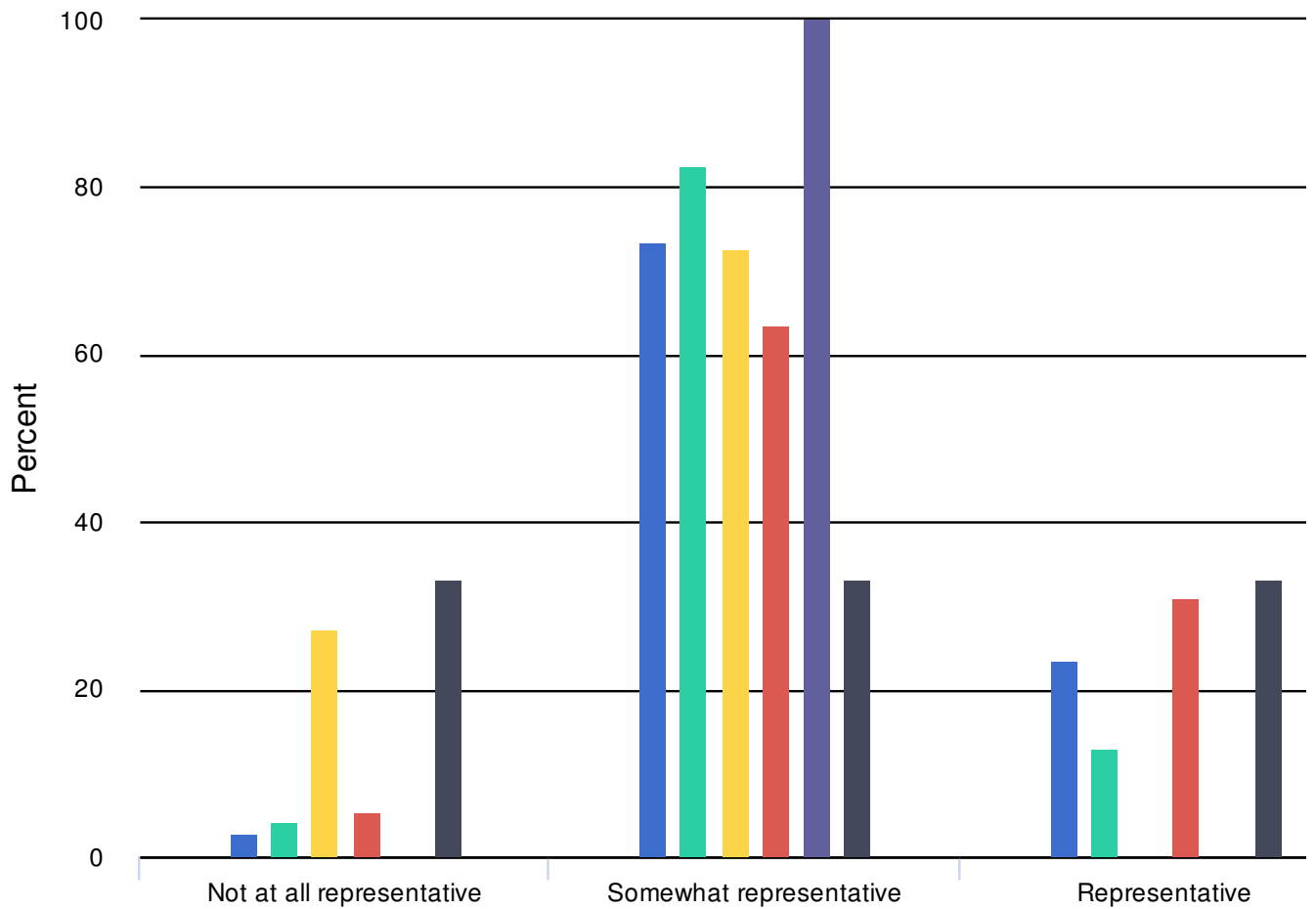


Segment	Value	Percent	% of Total Responses	Count
■ Arts Organization Support, Level I (AOSI)	Never	0%	0%	0
	Rarely	14.7%	3.8%	5
	Sometimes	32.4%	8.5%	11
	Often	38.2%	10%	13
	Always	14.7%	3.8%	5
Total Responses			26.1%	34
■ Arts Organization Support, Level II (AOSII)	Never	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Rarely	4.3%	0.8%	1
	Sometimes	26.1%	4.6%	6
	Often	43.5%	7.7%	10
	Always	26.1%	4.6%	6
	Total Responses		17.7%	23
■ Arts Organization Support, Level III (AOS III)	Never	0%	0%	0
	Rarely	18.2%	1.5%	2
	Sometimes	27.3%	2.3%	3
	Often	54.5%	4.6%	6
	Always	0%	0%	0
	Total Responses		8.4%	11
■ Arts Project Support (APS)	Never	1.8%	0.8%	1
	Rarely	10.5%	4.6%	6
	Sometimes	33.3%	14.6%	19
	Often	36.8%	16.2%	21
	Always	17.5%	7.7%	10
	Total Responses		43.9%	57

Segment	Value	Percent	% of Total	Responses
■ Arts in the Parks and Historic Sites	Never	0%	0%	0
	Rarely	0%	0%	0
	Sometimes	0%	0%	0
	Often	100%	1.5%	2
	Always	0%	0%	0
	Total Responses			1.5%
■ Not applicable	Never	0%	0%	0
	Rarely	33.3%	0.8%	1
	Sometimes	0%	0%	0
	Often	0%	0%	0
	Always	66.7%	1.5%	2
	Total Responses			2.3%

9. Is your organization's board membership representative of your community's demographic makeup?



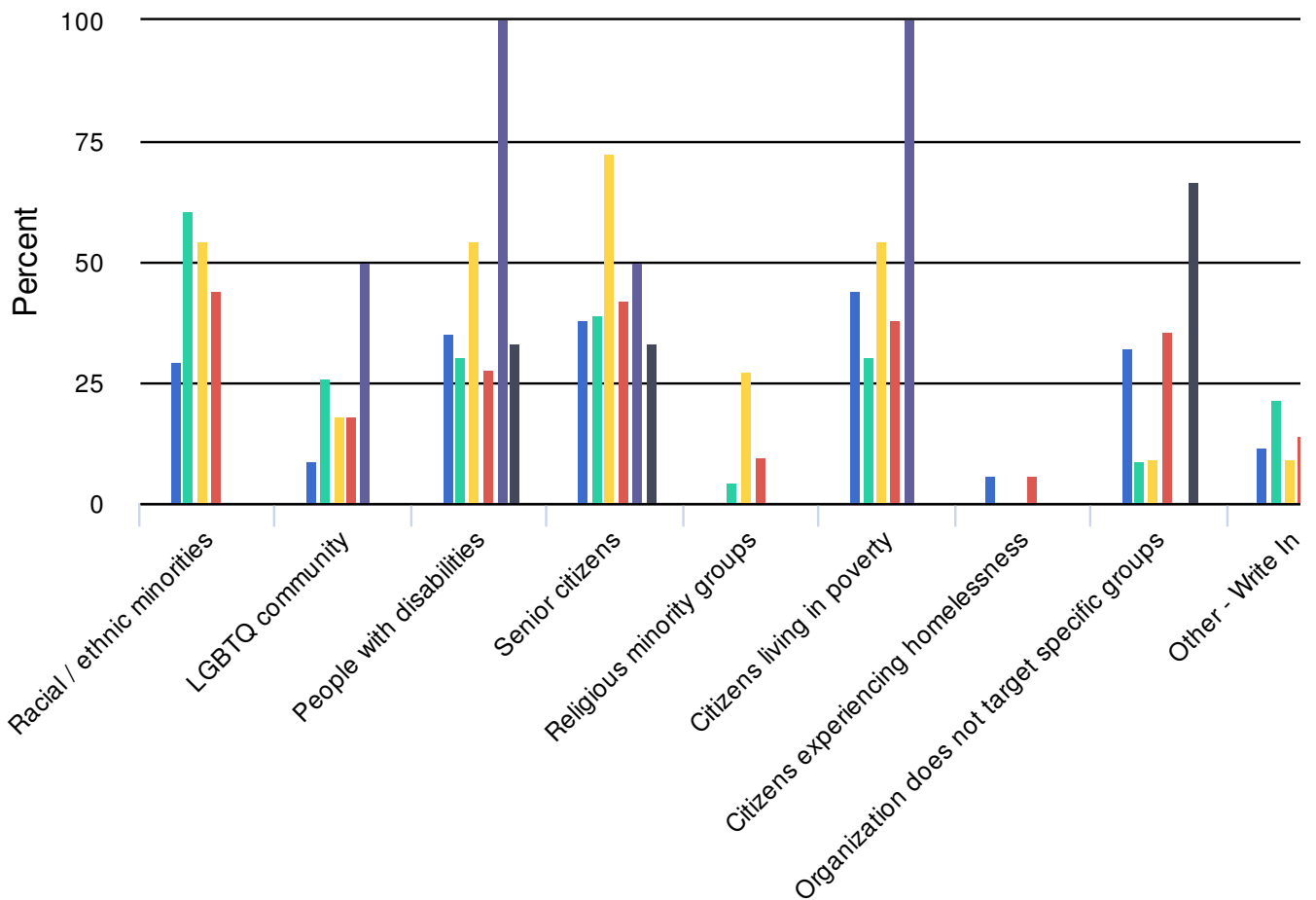
Segment	Value	Percent	% of Total Responses
Arts Organization Support, Level I (AOSI)	Not at all representative	2.9%	0.8%
	Somewhat representative	73.5%	19.5%
	Representative	23.5%	6.3%
Total Responses			26.6%
Arts Organization Support, Level II (AOSII)	Not at all representative	4.3%	0.8%
	Somewhat representative	82.6%	14.8%



Segment	Value	Percent	% of Total	Responses
	Representative	13%	2.3%	3
	Total Responses		17.9%	23
■ Arts Organization Support, Level III (AOSIII)	Not at all representative	27.3%	2.3%	3
	Somewhat representative	72.7%	6.3%	8
	Representative	0%	0%	0
	Total Responses		8.6%	11
■ Arts Project Support (APS)	Not at all representative	5.5%	2.3%	3
	Somewhat representative	63.6%	27.3%	35
	Representative	30.9%	13.3%	17
	Total Responses		42.9%	55
■ Arts in the Parks and Historic Sites	Not at all representative	0%	0%	0
	Somewhat representative	100%	1.6%	2
	Representative	0%	0%	0
	Total Responses		1.6%	2


Segment	Value	Percent	% of Total	Responses
■ Not applicable	Not at all representative	33.3%	0.8%	1
	Somewhat representative	33.3%	0.8%	1
	Representative	33.3%	0.8%	1
Total Responses			2.4%	3

10. Does your organization currently target any programming toward particular demographic groups? If so, which? (Check all that apply)



Segment	Value	Percent	% of Total	Responses
■ Arts Organization Support, Level I (AOSI)	Racial / ethnic minorities	29.4%	8.1%	10
	LGBTQ community	8.8%	2.4%	3
	People with disabilities	35.3%	9.8%	12
	Senior citizens	38.2%	10.6%	13
	Religious minority groups	0%	0%	0
	Citizens living in poverty	44.1%	12.2%	15
	Citizens experiencing homelessness	5.9%	1.6%	2
	Organization does not target specific groups	32.4%	8.9%	11
	Other - Write In	11.8%	3.3%	4
		Total Responses		56.9%
■ Arts Organization Support, Level II (AOSII)	Racial / ethnic minorities	60.9%	11.4%	14
	LGBTQ community	26.1%	4.9%	6

Segment	Value	Percent	% of Total	Responses
	People with disabilities	30.4%	5.7%	7
	Senior citizens	39.1%	7.3%	9
	Religious minority groups	4.3%	0.8%	1
	Citizens living in poverty	30.4%	5.7%	7
	Citizens experiencing homelessness	0%	0%	0
	Organization does not target specific groups	8.7%	1.6%	2
	Other - Write In	21.7%	4.1%	5
	Total Responses		41.5%	23
■ Arts Organization Support, Level III (AOSIII)	Racial / ethnic minorities	54.5%	4.9%	6
	LGBTQ community	18.2%	1.6%	2
	People with disabilities	54.5%	4.9%	6
	Senior citizens	72.7%	6.5%	8
	Religious minority groups	27.3%	2.4%	3

Segment	Value	Percent	% of Total	Responses
	Citizens living in poverty	54.5%	4.9%	6
	Citizens experiencing homelessness	0%	0%	0
	Organization does not target specific groups	9.1%	0.8%	1
	Other - Write In	9.1%	0.8%	1
	Total Responses		26.8%	11
 Arts Project Support (APS)	Racial / ethnic minorities	44%	17.9%	22
	LGBTQ community	18%	7.3%	9
	People with disabilities	28%	11.4%	14
	Senior citizens	42%	17.1%	21
	Religious minority groups	10%	4.1%	5
	Citizens living in poverty	38%	15.4%	19
	Citizens experiencing homelessness	6%	2.4%	3

Segment	Value	Percent	% of Total	Responses
	Organization does not target specific groups	36%	14.6%	18
	Other - Write In	14%	5.7%	7
	Total Responses		95.9%	50
■ Arts in the Parks and Historic Sites	Racial / ethnic minorities	0%	0%	0
	LGBTQ community	50%	0.8%	1
	People with disabilities	100%	1.6%	2
	Senior citizens	50%	0.8%	1
	Religious minority groups	0%	0%	0
	Citizens living in poverty	100%	1.6%	2
	Citizens experiencing homelessness	0%	0%	0
	Organization does not target specific groups	0%	0%	0
	Other - Write In	50%	0.8%	1
	Total Responses		5.6%	2

Segment	Value	Percent	% of Total	Responses
■ Not applicable	Racial / ethnic minorities	0%	0%	0
	LGBTQ community	0%	0%	0
	People with disabilities	33.3%	0.8%	1
	Senior citizens	33.3%	0.8%	1
	Religious minority groups	0%	0%	0
	Citizens living in poverty	0%	0%	0
	Citizens experiencing homelessness	0%	0%	0
	Organization does not target specific groups	66.7%	1.6%	2
	Other - Write In	0%	0%	0
	Total Responses			3.2%

<b>Arts Organization Support, Level I (AOSI):Other - Write In</b>	<b>Count</b>
Children	1
Kids	1
Military, at-risk youth	1
veterans, underserved student groups	1
Totals	4

<b>Arts Organization Support, Level II (AOSII):Other - Write In</b>	<b>Count</b>
Diverse age demographics including children and residents 25-50	1
Veterans	1
We partner with community organizations to highlight films about all of these.	1
Youth	1
Youth in low income families	1
Totals	5

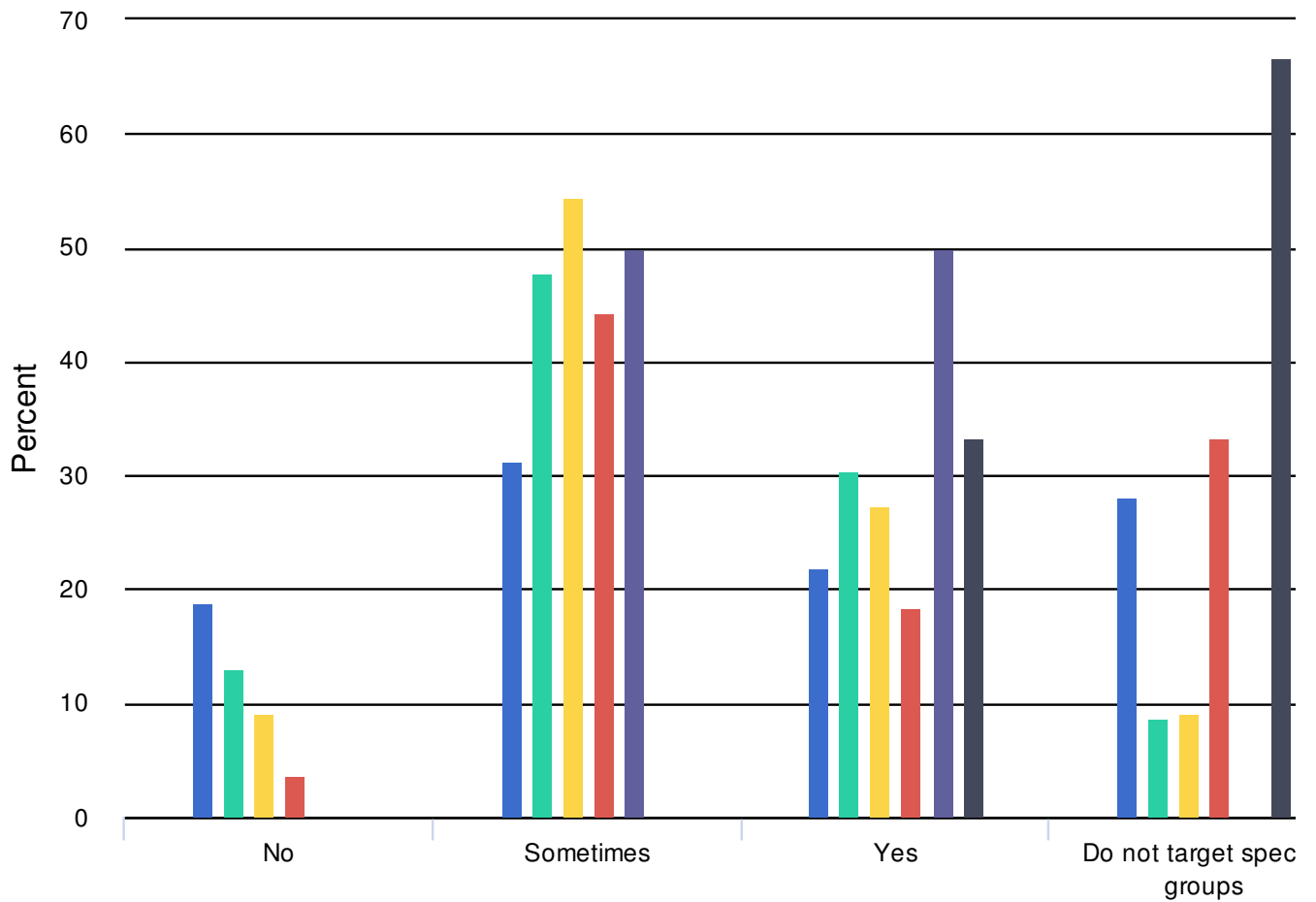
<b>Arts Organization Support, Level III (AOSIII):Other - Write In</b>	<b>Count</b>
Regular programming includes at one time or another all the above, an educational program offered annually,Turning Points that addresses all/any of the above	1
Totals	1



<b>Arts Project Support (APS):Other - Write In</b>	<b>Count</b>
children	2
Diverse Music Communities	1
LOCALS AND TOURISTS	1
Rural-underserved	1
Young filmmakers, women filmmakers	1
Youth	1
Totals	7

<b>Arts in the Parks and Historic Sites:Other - Write In</b>	<b>Count</b>
women	1
Totals	1

11. If your organization does targeted programming toward particular demographic groups, do members of target groups assist in the planning process?

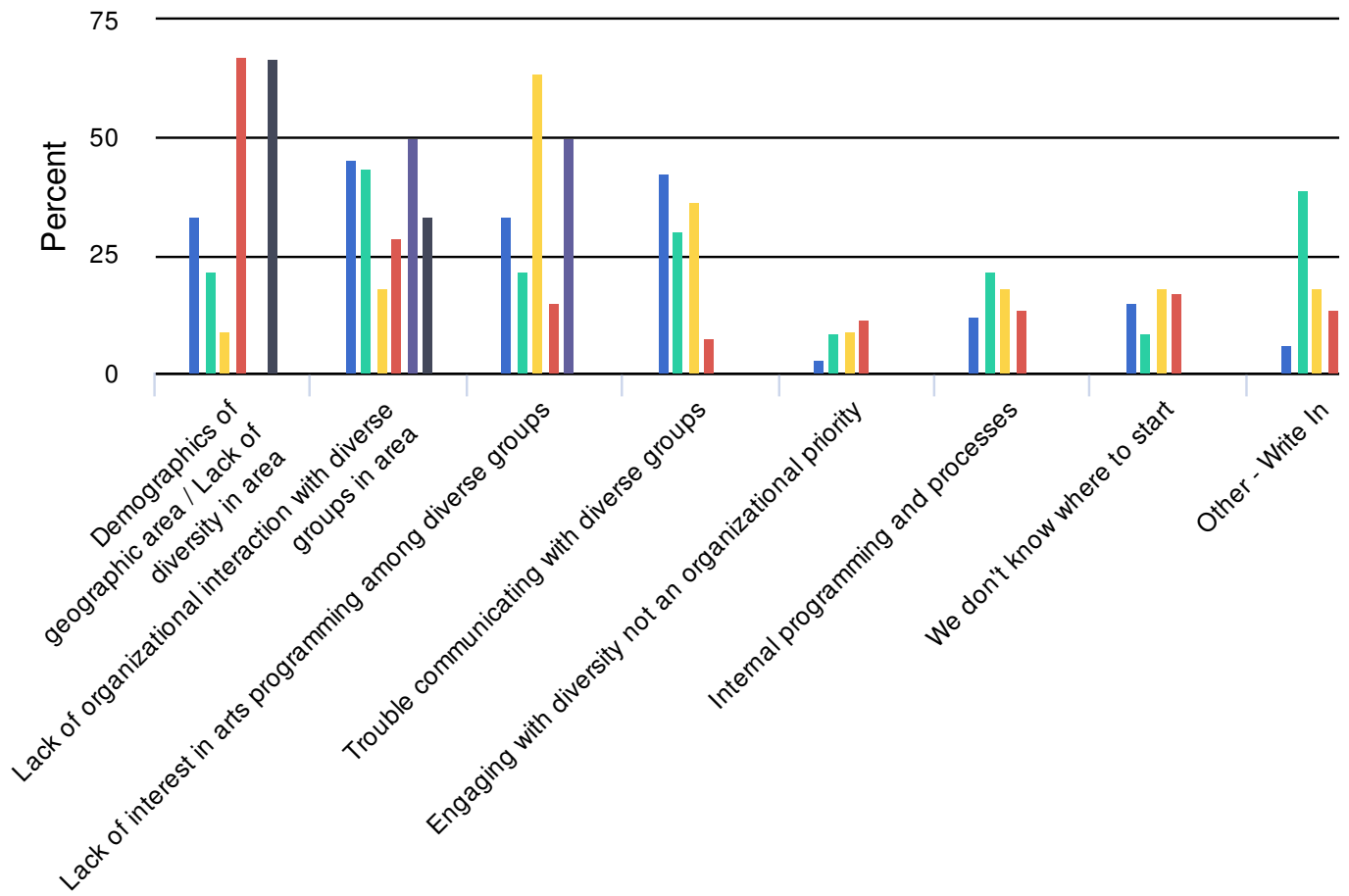


Segment	Value	Percent	% of Total Responses	Responses
Arts Organization Support, Level I (AOSI)	No	18.8%	4.8%	6
	Sometimes	31.3%	8%	10
	Yes	21.9%	5.6%	7
	Do not target specific groups	28.1%	7.2%	9
Total Responses			25.6%	32
Arts Organization Support, Level II (AOSII)	No	13%	2.4%	3
	Sometimes	47.8%	8.8%	11

Segment	Value	Percent	% of Total	Responses
	Yes	30.4%	5.6%	7
	Do not target specific groups	8.7%	1.6%	2
	Total Responses		18.4%	23
■ Arts Organization Support, Level III (AOSIII)	No	9.1%	0.8%	1
	Sometimes	54.5%	4.8%	6
	Yes	27.3%	2.4%	3
	Do not target specific groups	9.1%	0.8%	1
	Total Responses		8.8%	11
■ Arts Project Support (APS)	No	3.7%	1.6%	2
	Sometimes	44.4%	19.2%	24
	Yes	18.5%	8%	10
	Do not target specific groups	33.3%	14.4%	18
	Total Responses		43.2%	54
■ Arts in the Parks and Historic Sites	No	0%	0%	0
	Sometimes	50%	0.8%	1

Segment	Value	Percent	% of Total	Responses
	Yes	50%	0.8%	1
	Do not target specific groups	0%	0%	0
	Total Responses		1.6%	2
■ Not applicable	No	0%	0%	0
	Sometimes	0%	0%	0
	Yes	33.3%	0.8%	1
	Do not target specific groups	66.7%	1.6%	2
	Total Responses		2.4%	3

12. What are major barriers to more meaningfully engaging with diverse constituent groups? (Check all that apply)



Segment	Value	Percent	% of Total Responses	Count
Arts Organization Support, Level I (AOSI)	Demographics of geographic area / Lack of diversity in area	33.3%	8.9%	11
	Lack of organizational interaction with diverse groups in area	45.5%	12.1%	15
	Lack of interest in arts programming among diverse groups	33.3%	8.9%	11
	Trouble communicating with diverse groups	42.4%	11.3%	14

Segment	Value	Percent	% of Total	Responses
	Engaging with diversity not an organizational priority	3%	0.8%	1
	Internal programming and processes	12.1%	3.2%	4
	We don't know where to start	15.2%	4%	5
	Other - Write In	6.1%	1.6%	2
	Total Responses		50.8%	33
■ Arts Organization Support, Level II (AOSII)	Demographics of geographic area / Lack of diversity in area	21.7%	4%	5
	Lack of organizational interaction with diverse groups in area	43.5%	8.1%	10
	Lack of interest in arts programming among diverse groups	21.7%	4%	5
	Trouble communicating with diverse groups	30.4%	5.6%	7
	Engaging with diversity not an organizational priority	8.7%	1.6%	2
	Internal programming and processes	21.7%	4%	5

Segment	Value	Percent	% of Total	Responses
	We don't know where to start	8.7%	1.6%	2
	Other - Write In	39.1%	7.3%	9
	Total Responses		36.2%	23
■ Arts Organization Support, Level III (AOSIII)	Demographics of geographic area / Lack of diversity in area	9.1%	0.8%	1
	Lack of organizational interaction with diverse groups in area	18.2%	1.6%	2
	Lack of interest in arts programming among diverse groups	63.6%	5.6%	7
	Trouble communicating with diverse groups	36.4%	3.2%	4
	Engaging with diversity not an organizational priority	9.1%	0.8%	1
	Internal programming and processes	18.2%	1.6%	2
	We don't know where to start	18.2%	1.6%	2
	Other - Write In	18.2%	1.6%	2

Segment	Value	Percent	% of Total	Responses
		Total Responses	16.8%	11
■ Arts Project Support (APS)	Demographics of geographic area / Lack of diversity in area	67.3%	28.2%	35
	Lack of organizational interaction with diverse groups in area	28.8%	12.1%	15
	Lack of interest in arts programming among diverse groups	15.4%	6.5%	8
	Trouble communicating with diverse groups	7.7%	3.2%	4
	Engaging with diversity not an organizational priority	11.5%	4.8%	6
	Internal programming and processes	13.5%	5.6%	7
	We don't know where to start	17.3%	7.3%	9
	Other - Write In	13.5%	5.6%	7
		Total Responses	73.3%	52
■ Arts in the Parks and Historic Sites	Demographics of geographic area / Lack of diversity in area	0%	0%	0



Segment	Value	Percent	% of Total	Responses
	Lack of organizational interaction with diverse groups in area	50%	0.8%	1
	Lack of interest in arts programming among diverse groups	50%	0.8%	1
	Trouble communicating with diverse groups	0%	0%	0
	Engaging with diversity not an organizational priority	0%	0%	0
	Internal programming and processes	0%	0%	0
	We don't know where to start	0%	0%	0
	Other - Write In	50%	0.8%	1
			Total Responses	2.4%
				2
■ Not applicable	Demographics of geographic area / Lack of diversity in area	66.7%	1.6%	2
	Lack of organizational interaction with diverse groups in area	33.3%	0.8%	1
	Lack of interest in arts programming among diverse groups	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Trouble communicating with diverse groups	0%	0%	0
	Engaging with diversity not an organizational priority	0%	0%	0
	Internal programming and processes	0%	0%	0
	We don't know where to start	0%	0%	0
	Other - Write In	0%	0%	0
		Total Responses		2.4%
				3

**Arts Organization Support, Level I (AOSI):Other - Write In**

	Count
Time to figure it out	1
Transportation	1
Totals	2

**Arts Organization Support, Level II (AOSII):Other -  
Write In**

**Count**

For those with disability and elderly - the best way to provide better access for them would require renovation. This is an expensive endeavour that we can't fund through our income

1

Staff time to engage in real conversation and to build relationships

1

We believe IJF is one of the most culturally diverse arts organizations in the city, however, we are open to new ideas and can always improve. Our most limiting barrier is staff and funding resources

1

establishing trust in those communities - extremely important for any meaningful work to follow.

1

finding qualified minority board members

1

lack of funding to launch a targeted effort

1

lack of internal resources, including funding and time

1

we continue to try to partner with various community constituent groups

1

Totals

8

**Arts Organization Support, Level III (AOSIII):Other -  
Write In**

**Count**

funding

1

often the project is too time consuming for the group we want to work with

1

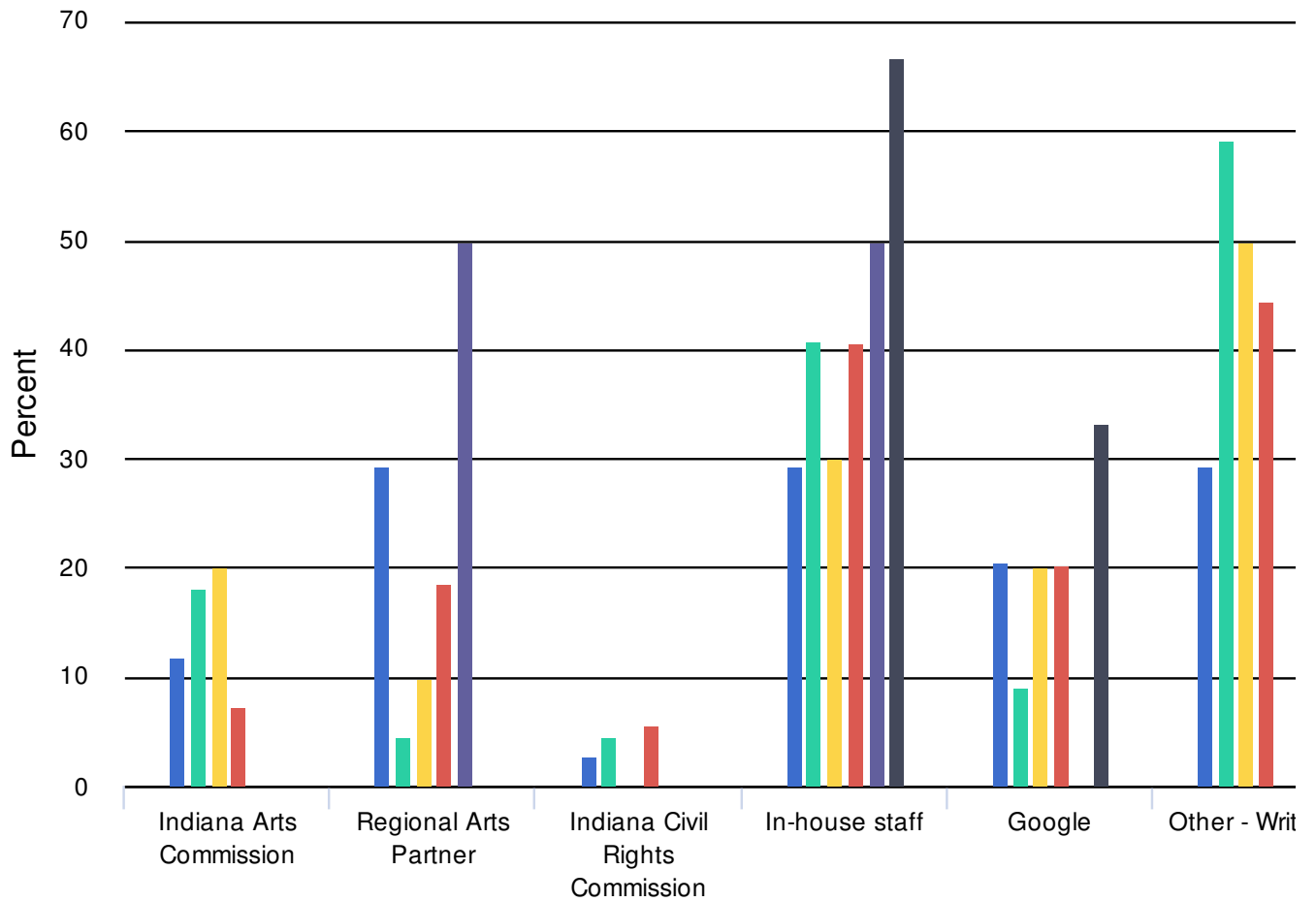
Totals

2

<b>Arts Project Support (APS):Other - Write In</b>	<b>Count</b>
Having the resources necessary to expand and enhance our experiences so that they reflect the diversity in our communities.	1
It is difficult to bring even fully funded programs into public schools due to curricular demands and testing schedules.	1
Lack of interest of diverse groups in Cole Porter	1
Our main purpose is historic preservation. We do advocate for poor and minority neighborhoods.	1
Our school community is diverse and race, gender, age range from five through 15, ethnic city, and varying household incomes. However, it is only as diverse as the school community and out reach is a barrier beyond it.	1
Time	1
none	1
<b>Totals</b>	<b>7</b>

<b>Arts in the Parks and Historic Sites:Other - Write In</b>	<b>Count</b>
scheduling conflicts	1
<b>Totals</b>	<b>1</b>

13. Who do you contact when you have questions related to diversity, equity, access, and inclusion?



Segment	Value	Percent	% of Total Responses	Count
Arts Organization Support, Level I (AOSI)	Indiana Arts Commission	11.8%	3.2%	4
	Regional Arts Partner	29.4%	8%	10
	Indiana Civil Rights Commission	2.9%	0.8%	1
In-house staff	In-house staff	29.4%	8%	10
	Google	20.6%	5.6%	7
Other - Write In	Other - Write In	29.4%	8%	10

Segment	Value	Percent	% of Total	Responses
		Total Responses	33.6%	34
■ Arts Organization Support, Level II (AOSII)	Indiana Arts Commission	18.2%	3.2%	4
	Regional Arts Partner	4.5%	0.8%	1
	Indiana Civil Rights Commission	4.5%	0.8%	1
	In-house staff	40.9%	7.2%	9
	Google	9.1%	1.6%	2
	Other - Write In	59.1%	10.4%	13
		Total Responses	24%	22
■ Arts Organization Support, Level III (AOSIII)	Indiana Arts Commission	20%	1.6%	2
	Regional Arts Partner	10%	0.8%	1
	Indiana Civil Rights Commission	0%	0%	0
	In-house staff	30%	2.4%	3
	Google	20%	1.6%	2

Segment	Value	Percent	% of Total	Responses
	Other - Write In	50%	4%	5
	Total Responses		10.4%	10
■ Arts Project Support (APS)	Indiana Arts Commission	7.4%	3.2%	4
	Regional Arts Partner	18.5%	8%	10
	Indiana Civil Rights Commission	5.6%	2.4%	3
	In-house staff	40.7%	17.6%	22
	Google	20.4%	8.8%	11
	Other - Write In	44.4%	19.2%	24
	Total Responses		59.2%	54
■ Arts in the Parks and Historic Sites	Indiana Arts Commission	0%	0%	0
	Regional Arts Partner	50%	0.8%	1
	Indiana Civil Rights Commission	0%	0%	0
	In-house staff	50%	0.8%	1
	Google	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	Other - Write In	0%	0%	0
	Total Responses		1.6%	2
■ Not applicable	Indiana Arts Commission	0%	0%	0
	Regional Arts Partner	0%	0%	0
	Indiana Civil Rights Commission	0%	0%	0
	In-house staff	66.7%	1.6%	2
	Google	33.3%	0.8%	1
	Other - Write In	0%	0%	0
	Total Responses		2.4%	3



## Arts Organization Support, Level I (AOSI):Other - Write

In	Count
Colleagues at other not for profits	1
Community Leaders representing diverse groups	1
In-house volunteers	1
Indiana University resources - like DEMA, LGBTQ+ Culture Center and our international organationa GALA Choruses Inc.	1
Knowledgeable community individuals	1
We have not to this point. We use online definitions	1
artists we are working with affiliated with target audiences.	1
board, volunteers, advisors, program partners	1
lawyer who is a friend to the organization	1
partners with access to targeted group	1
Totals	10

**Arts Organization Support, Level II (AOSII):Other -  
Write In**

**Count**

Americans for the Arts 1

Arts Council/sponsors/diversity councils 1

League for the Blind and Disabled, Turnstone, 1

League of American Orchestras 1

Local foundations - Kosciusko and St. Joseph County Community  
Foundation's 1

Members of target groups 1

Northwest Indiana Regional Planing Commission 1

PROFESSIONAL NETWORK 1

colleagues from other organizations 1

community development corporations and ArtPlace 1

local artists representative of the constituent group 1

n/a 1

Totals 12

**Arts Organization Support, Level III (AOSIII):Other - Write In**

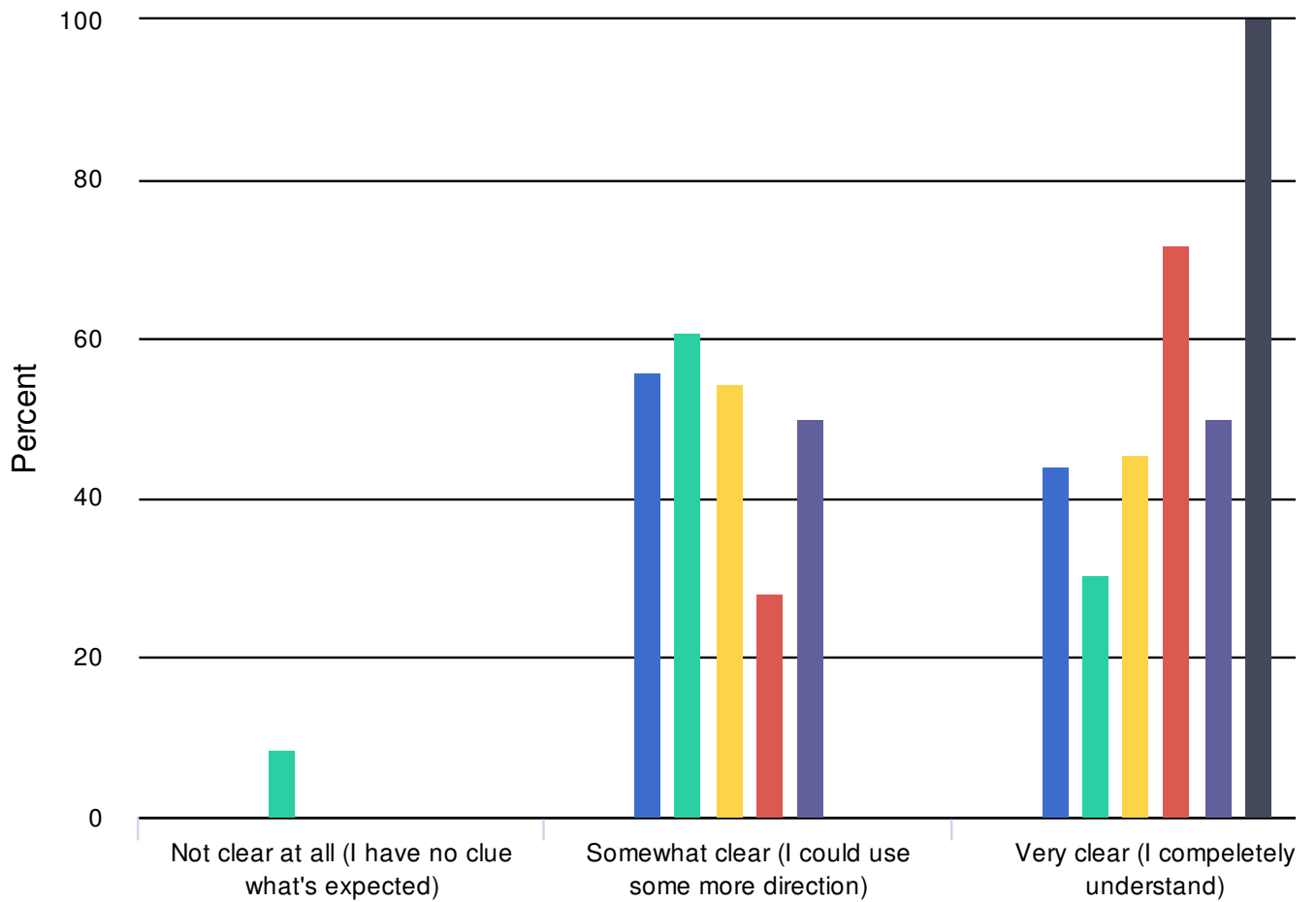
	<b>Count</b>
Partnering Organizations	1
groups or entities serving those communities	1
other minority arts groups	1
the board but do not do this very often, the theatre personnel	1
<b>Totals</b>	<b>4</b>

**Arts Project Support (APS):Other - Write In**

	<b>Count</b>
Board, Partners, Urban Society	1
Community Groups	1
Community leaders and representatives	1
Community leaders and state fire marshall	1
Great Lakes ADA; Indiana ADA;	1
Have not actively sought	1
Indiana Department of Education	1
Indiana Land Protection Alliance	1
Indiana University	1
Local Universities	1
Local agencies already serving those individuals	1
<b>Totals</b>	<b>24</b>

<b>Arts Project Support (APS):Other - Write In</b>	<b>Count</b>
Local human rights commission	1
Mid west equity center	1
President of Board of Directors	1
Rabbis of various denominations and other leaders in the Jewish community	1
Thanks for this survey – in the future we'll be contacting you at IAC and Brown County Arts Commission!	1
The issue has not been present.	1
We haven't contacted anyone	1
YMCA of the USA	1
YMCA of the USA - national office	1
community resources with expertise	1
online nonprofit support organizations	1
other local & regional peace & justice groups with which we have close relationships	1
we are all-volunteer org so "staff"(checked above) are unpaid folks	1
Totals	24

14. Do you believe the IAC has clearly communicated the value of its priorities concerning diversity, equity, access, and inclusion?

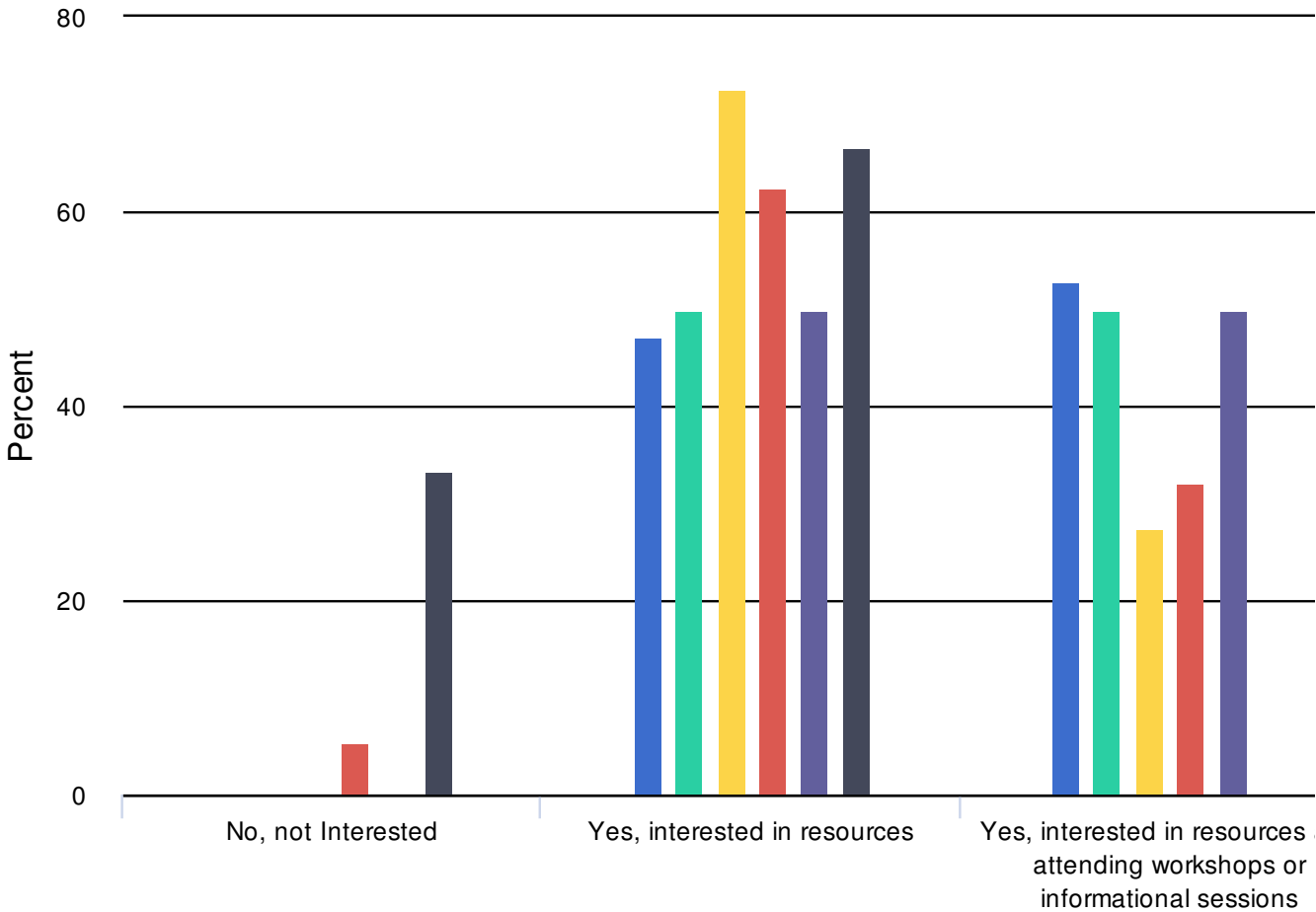


Segment	Value	Percent	% of Total Responses	Count
Arts Organization Support, Level I (AOSI)	Not clear at all (I have no clue what's expected)	0%	0%	0
	Somewhat clear (I could use some more direction)	55.9%	14.6%	19
	Very clear (I completely understand)	44.1%	11.5%	15
Total Responses			26.1%	34

Segment	Value	Percent	% of Total	Responses
■ Arts Organization Support, Level II (AOSII)	Not clear at all (I have no clue what's expected)	8.7%	1.5%	2
	Somewhat clear (I could use some more direction)	60.9%	10.8%	14
	Very clear (I completely understand)	30.4%	5.4%	7
	Total Responses		17.7%	23
■ Arts Organization Support, Level III (AOSIII)	Not clear at all (I have no clue what's expected)	0%	0%	0
	Somewhat clear (I could use some more direction)	54.5%	4.6%	6
	Very clear (I completely understand)	45.5%	3.8%	5
	Total Responses		8.4%	11
■ Arts Project Support (APS)	Not clear at all (I have no clue what's expected)	0%	0%	0
	Somewhat clear (I could use some more direction)	28.1%	12.3%	16

Segment	Value	Percent	% of Total	Responses
	Very clear (I completely understand)	71.9%	31.5%	41
		Total Responses		43.8% 57
■ Arts in the Parks and Historic Sites	Not clear at all (I have no clue what's expected)	0%	0%	0
	Somewhat clear (I could use some more direction)	50%	0.8%	1
	Very clear (I completely understand)	50%	0.8%	1
		Total Responses		1.6% 2
■ Not applicable	Not clear at all (I have no clue what's expected)	0%	0%	0
	Somewhat clear (I could use some more direction)	0%	0%	0
	Very clear (I completely understand)	100%	2.3%	3
		Total Responses		2.3% 3

15. Are you interested in opportunities to expand your knowledge around topics related to diversity, equity, access, and inclusion?



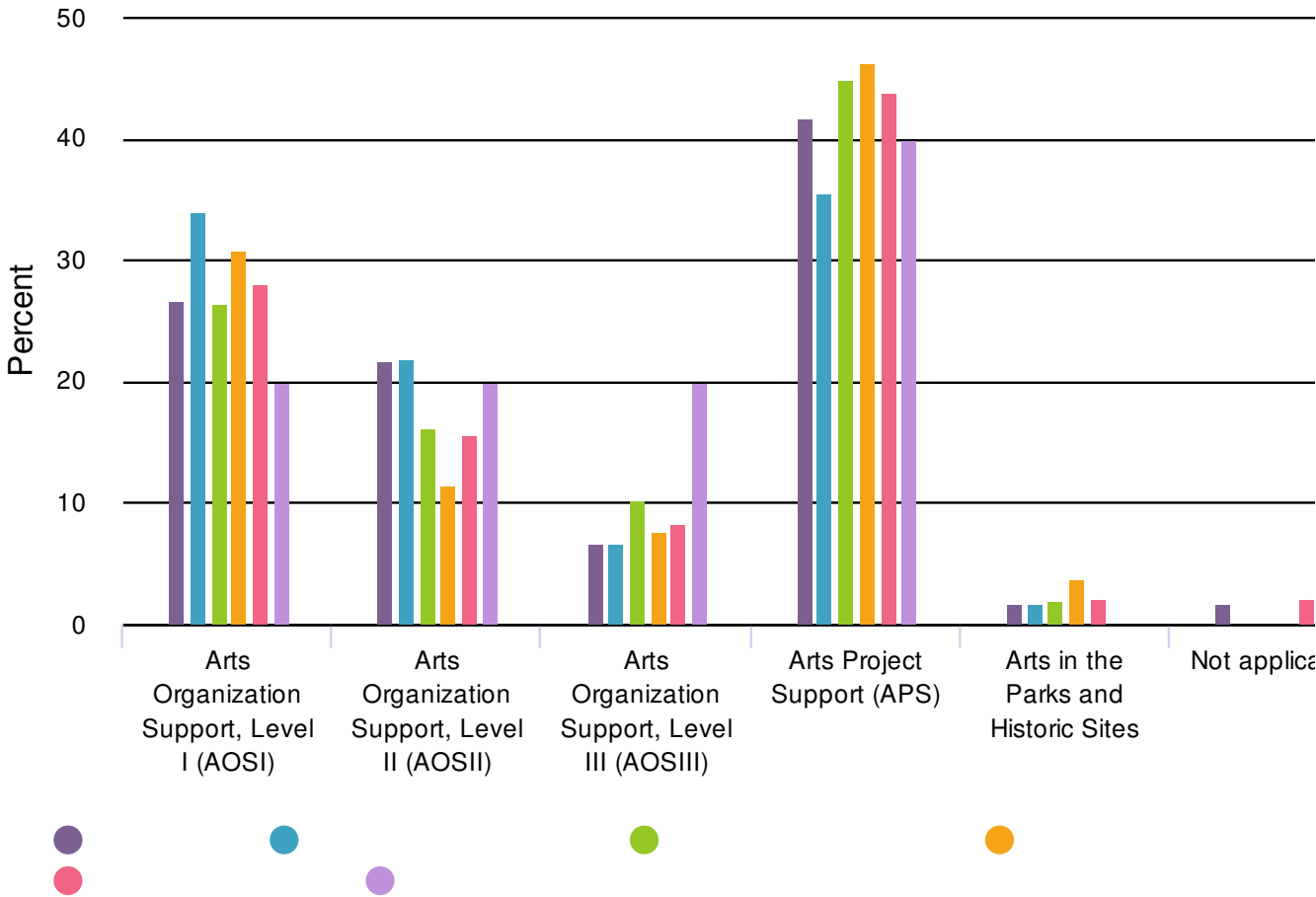
Segment	Value	Percent	% of Total Responses	Responses
Arts Organization Support, Level I (AOSI)	No, not Interested	0%	0%	0
	Yes, interested in resources	47.1%	12.5%	16
	Yes, interested in resources and attending workshops or informational sessions	52.9%	14.1%	18



Segment	Value	Percent	% of Total	Responses
		Total Responses	26.6%	34
■ Arts Organization Support, Level II (AOSII)	No, not Interested	0%	0%	0
	Yes, interested in resources	50%	8.6%	11
	Yes, interested in resources and attending workshops or informational sessions	50%	8.6%	11
		Total Responses	17.2%	22
■ Arts Organization Support, Level III (AOSIII)	No, not Interested	0%	0%	0
	Yes, interested in resources	72.7%	6.3%	8
	Yes, interested in resources and attending workshops or informational sessions	27.3%	2.3%	3
		Total Responses	8.6%	11
■ Arts Project Support (APS)	No, not Interested	5.4%	2.3%	3
	Yes, interested in resources	62.5%	27.3%	35

Segment	Value	Percent	% of Total	Responses
	Yes, interested in resources and attending workshops or informational sessions	32.1%	14.1%	18
	Total Responses		43.7%	56
■ Arts in the Parks and Historic Sites	No, not Interested	0%	0%	0
	Yes, interested in resources	50%	0.8%	1
	Yes, interested in resources and attending workshops or informational sessions	50%	0.8%	1
	Total Responses		1.6%	2
■ Not applicable	No, not Interested	33.3%	0.8%	1
	Yes, interested in resources	66.7%	1.6%	2
	Yes, interested in resources and attending workshops or informational sessions	0%	0%	0
	Total Responses		2.4%	3

16. What tools or resources would be most useful in helping you to better engage with work around diversity, equity, access, and inclusion?



Value	Segment	% of Total Responses	% of Total Responses
Webinars	Arts Organization Support, Level I (AOSI)	26.7%	12.4%
	Arts Organization Support, Level II (AOSII)	21.7%	10.1%
	Arts Organization Support, Level III (AOSIII)	6.7%	3.1%
	Arts Project Support (APS)	41.7%	19.4%

Value	Segment	Percent	% of Total	Responses
	■ Arts in the Parks and Historic Sites	1.7%	0.8%	1
	■ Not applicable	1.7%	0.8%	1
		Total	46.6%	60
In person workshops	■ Arts Organization Support, Level I (AOSI)	33.9%	15.5%	20
	■ Arts Organization Support, Level II (AOSII)	22%	10.1%	13
	■ Arts Organization Support, Level III (AOSIII)	6.8%	3.1%	4
	■ Arts Project Support (APS)	35.6%	16.3%	21
	■ Arts in the Parks and Historic Sites	1.7%	0.8%	1
	■ Not applicable	0%	0%	0
		Total	45.8%	59
Educational literature	■ Arts Organization Support, Level I (AOSI)	26.5%	10.1%	13
	■ Arts Organization Support, Level II (AOSII)	16.3%	6.2%	8
	■ Arts Organization Support, Level III (AOSIII)	10.2%	3.9%	5

Value	Segment	Percent	% of Total	Responses
	■ Arts Project Support (APS)	44.9%	17.1%	22
	■ Arts in the Parks and Historic Sites	2%	0.8%	1
	■ Not applicable	0%	0%	0
		Total	38.1%	49
Multimedia presentation	■ Arts Organization Support, Level I (AOSI)	30.8%	6.2%	8
	■ Arts Organization Support, Level II (AOSII)	11.5%	2.3%	3
	■ Arts Organization Support, Level III (AOSIII)	7.7%	1.6%	2
	■ Arts Project Support (APS)	46.2%	9.3%	12
	■ Arts in the Parks and Historic Sites	3.8%	0.8%	1
	■ Not applicable	0%	0%	0
		Total		20.2%
Online resources	■ Arts Organization Support, Level I (AOSI)	28.1%	20.9%	27
	■ Arts Organization Support, Level II (AOSII)	15.6%	11.6%	15

Value	Segment	Percent	% of Total	Responses
	Arts Organization Support, Level III (AOSIII)	8.3%	6.2%	8
	Arts Project Support (APS)	43.8%	32.6%	42
	Arts in the Parks and Historic Sites	2.1%	1.6%	2
	Not applicable	2.1%	1.6%	2
		Total	74.5%	96
Other - Write In	Arts Organization Support, Level I (AOSI)	20%	0.8%	1
	Arts Organization Support, Level II (AOSII)	20%	0.8%	1
	Arts Organization Support, Level III (AOSIII)	20%	0.8%	1
	Arts Project Support (APS)	40%	1.6%	2
	Arts in the Parks and Historic Sites	0%	0%	0
	Not applicable	0%	0%	0
		Total	4%	5

<b>Arts Organization Support, Level I (AOSI):Other - Write In</b>	<b>Count</b>
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Combination of in person and also webinars. I think for a topic like this collaborating with the Urban League of NOrthwest Indiana would be an excellent resource.	1
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Totals	1
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<b>Arts Organization Support, Level II (AOSII):Other - Write In</b>	<b>Count</b>
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After business hours	1
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Totals	1
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<b>Arts Organization Support, Level III (AOSIII):Other - Write In</b>	<b>Count</b>
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possibly guest presenter to our board of directors	1
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Totals	1
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<b>Arts Project Support (APS):Other - Write In</b>	<b>Count</b>
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Facilitating connecting with community representatives who are interested in IAC-related activities.	1
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I think that diversity, equity, access, and inclusion are all common sense and part of being a leader in the community. We just do not have a diversified community. We are 98.5% caucasian.	1
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Totals	2
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