4Culture Field Services Landscape Scan

May 2024

Acknowledgments

We are grateful to the many participants and contributors to this report who shared their time, experiences, and expertise.

4Culture Staff

Project Team

Interviewees and Roadshow Contacts

Table of Contents

Executive Summary

Project Overview

4Culture engaged BERK Consulting to support a Landscape Scan of field services available to support cultural practitioners in King County.

This qualitative look at the landscape summarizes themes, issues, trends, resources, and opportunities for additional support in the field. It also recognizes that 4Culture as an organization is currently an important provider of field services.

The Landscape Scan is intentionally broad rather than deep and is largely based on desk research, interviews with field services providers, and input from a staff workgroup to get a sense of the offerings and funders.

The purpose was to provide 4Culture with an understanding of the landscape sufficient to develop strategies and guide investment decisions in King County. At this time, there is insufficient data collected by provider organizations to detail the demographics of who is served, but the Landscape Scan sought to explore gaps and opportunities to better serve practitioners of color throughout King County. The Landscape Scan also aligns with sector needs identified in the King County Task Force Report, King County Cultural Health Study, and 4Culture's COVID-19 Recovery Framework.

Before the project began, a 4Culture Staff Work Group developed definitions of "cultural practitioners" and "field services."

Cultural Practitioners
Artists, administrators, volunteers, culture bearers, technical specialists, and creative professionals

Field Services

Constellation of programs, resources, points of inspiration and networks that provide support beyond a specific project.

| Resources | Programs | Inspiration | Networks |

Organizations or programs that provide support beyond a specific project.
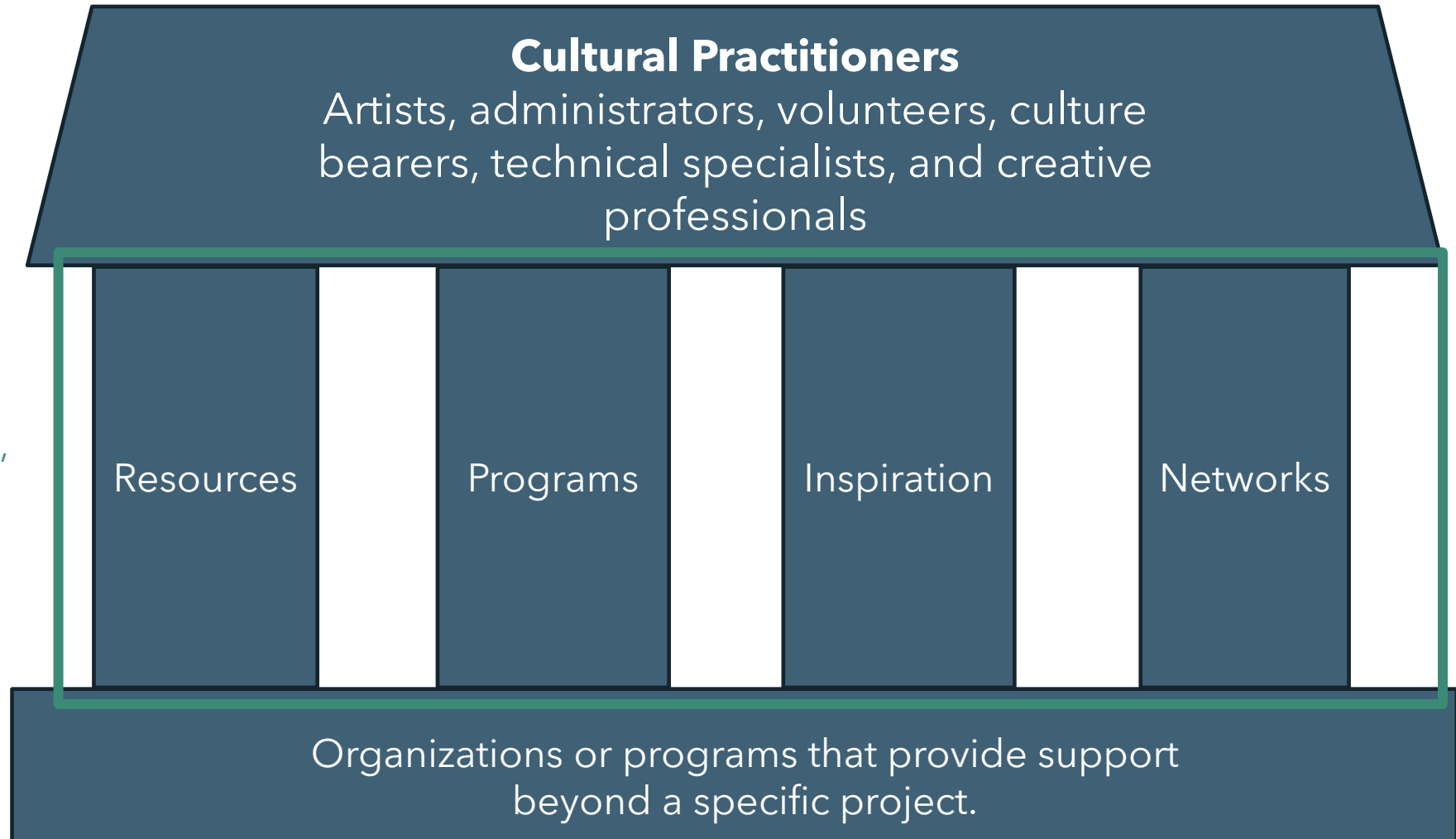
4Culture has historically played a supporting role in offering field services, though it was not an explicit function of the organization.

Goal 3 in the Strategic Plan outlined recommendations that included supporting cultural practitioners in new ways.

3 **Goal: Foster racial equity, agency, and collaboration for cultural practitioners to build a stronger cultural sector.**

Rationale: The King County Task Force Report included recommendations to support cultural practitioners in new ways. Engagement through the King County Cultural Health Study listening sessions and strategic planning–related focus groups echoed the need for 4Culture to serve as a convener, thought leader, and supporter of cultural networks. Recommended next steps in the King County Cultural Health Study include supporting cultural funding, particularly for racial equity initiatives within and between cultural organizations. 4Culture can leverage strengths as the largest cultural funder in the Puget Sound region with a countywide reach and an organization that is known for intentionally doing work that supports a path towards racial equity to collaborate with others to build a stronger cultural ecosystem.

Implementation of this goal will be influenced by COVID-19 impacts in King County.

Strategies:

A. Identify regional gaps in cultural support systems and offer capacity building and targeted leadership development.

B. Support racial equity initiatives within and between cultural organizations.

Through the Landscape Scan, needs for field services and the types of services offered appeared in five general categories.

Potential Pathways for Youth and Emergent Practitioners

Example Services:

- Youth-focused initiatives
- Internships
- Apprenticeships
- Formal education

Practitioner Wellbeing

Examples Services:

- Referrals to and/or financial support for:
  - Housing, transportation, food, childcare, basic income, and personal finance

Community Building, Leadership Development & Training

Example Services:

- Cohort building; communities of practice
- Leadership training, upskilling

Professional Services & Infrastructure

Example Services:

- Copyright and contracts, tax prep
- Promotion and marketing
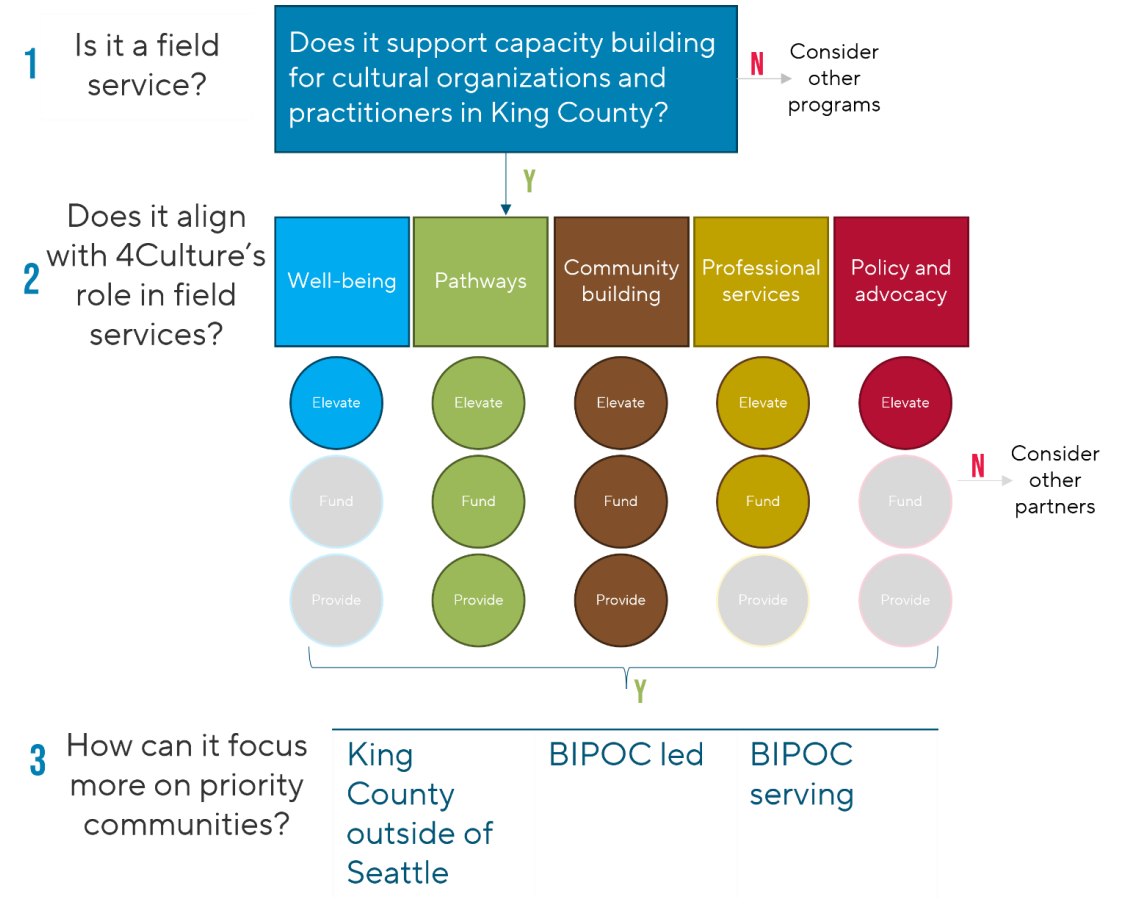- Space brokerage, referrals, and/or financing

Policy & Advocacy

Example Services:

- Case making for value of the sector and individual needs

BERK drafted a field services support framework aligned with 4Culture's strategic values, programmatic strengths, and anticipated lodging tax revenue*.

- **Elevate.** Where there are services available and funded, 4Culture's best role is to elevate those opportunities. This includes gathering, curating, and amplifying existing opportunities.

- **Fund.** Where a potential provider is available, but not adequately funded, 4Culture's best role is to connect with the provider and fund their work. This could include piloting new field services or helping existing providers expand.

- **Provide.** In rare instances where the service is not available elsewhere and there is no potential provider, King County can step in as the direct provider of the service.

Note: The project scope expanded with the passage of Doors Open and significant additional funding towards field services.

Source: BERK, 2023

9

This framework was integrated into the implementation plan for the Countywide Initiatives funding stream of Doors Open, where field services will be represented.

Countywide Initiatives will help 4Culture provide transformative funding to field services providers who support careers and career development for cultural and science practitioners.

Launch
3%

Countywide Initiatives
7%

Building for Equity
10%

Free Public Access
15%

Public School Cultural Access
15%

Sustained Support
50%
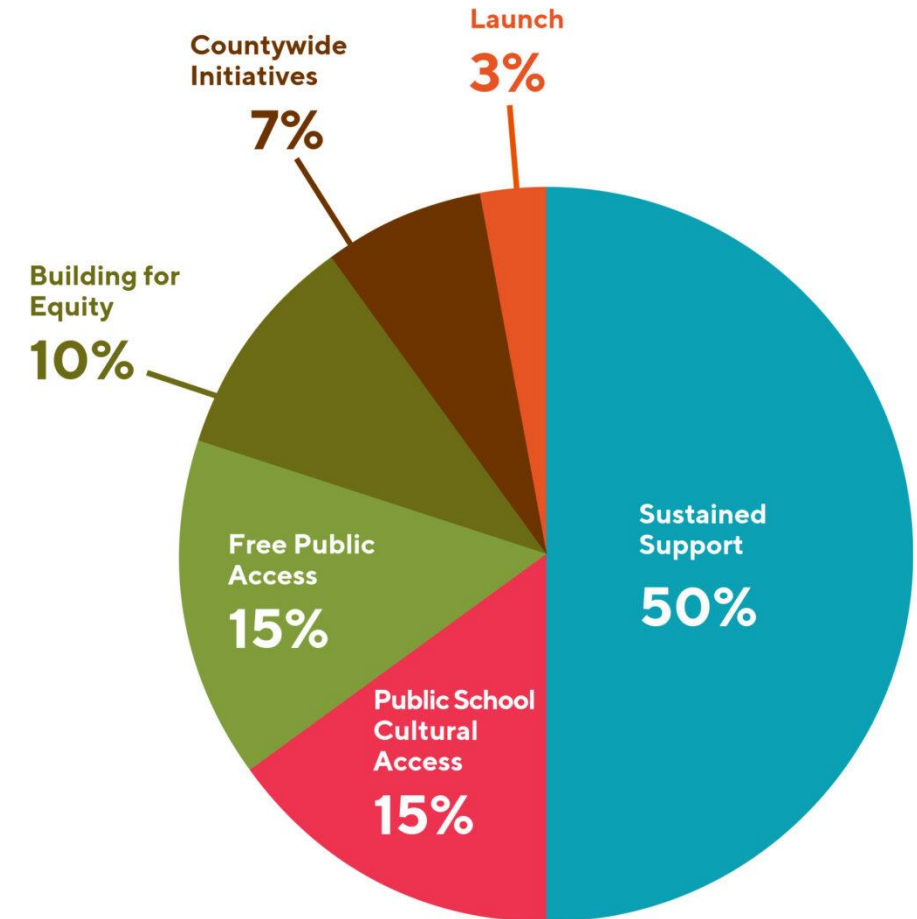
Countywide Initiatives is a new opportunity to provide field services for cultural and science practitioners.

What is next for Countywide Initiatives?

- Continue to build off definitions and research from field services work.

- Science organizations will be eligible for funding.

  o While the majority of the Landscape Scan focuses on cultural practitioners and arts and culture organizations, a cursory review of science organizations was added after Doors Open passed. While some findings related to science organizations are identified here, there are remaining questions to explore and answer as Doors Open rolls out.

- Create new programs to direct Doors Open funds to organizations that support individuals through field services.

- Hire staff to manage the program.

Project Context

What is a Landscape Scan?

The **purpose** of a Landscape Scan is to build an understanding of the landscape **sufficient to develop strategies and guide investment decisions for 4Culture.**

- An ancillary purpose is also to continue case making for other agencies and organizations who could be potential partners and/or funders of field services.

What is it? What is it not?

- Typically done for areas that are known to be underfunded or underserved.

- Largely research-based to get a sense of offerings and funders.

- Not likely to detail demographics of who is served as this data is often not collected by organizations.

- Not an exhaustive inventory or even a list.

Ahead of engaging the consultant team on the Landscape Scan, the 4Culture Staff Work Group developed definitions of "cultural practitioners" and "field services."

Cultural Practitioners
Artists, administrators, volunteers, culture bearers, technical specialists, and creative professionals

Field Services

Constellation of programs, resources, points of inspiration and networks that provide support beyond a specific project.

Resources | Programs | Inspiration | Networks

Organizations or programs that provide support beyond a specific project.
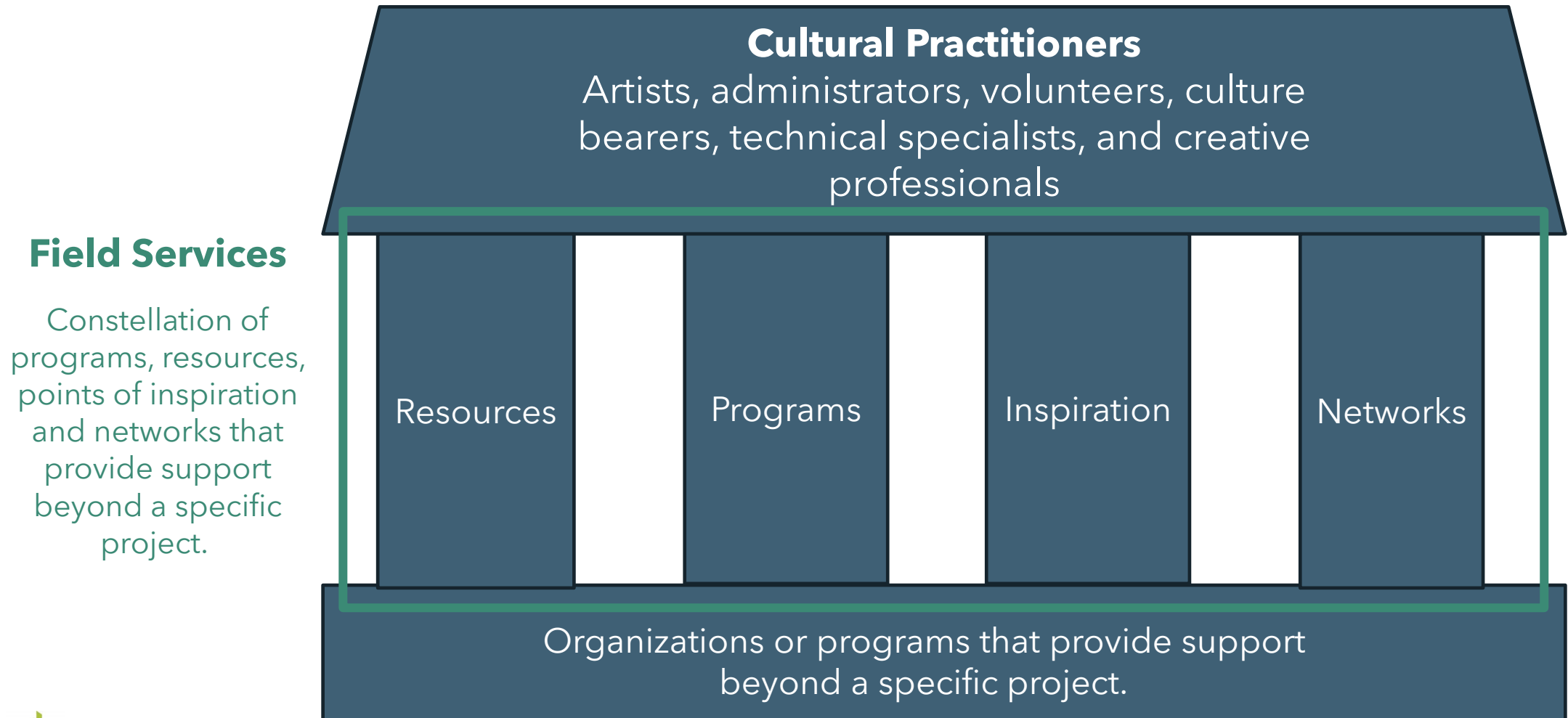
Sources and Methods

Desk Research

We compiled available data on field services programs and services that support capacity building and leadership development. We also drew on our recent arts projects to inform the case making with respect to needs and demand.

Interviews: Field Services for Cultural Practitioners

We interviewed service providers and arts and culture agencies, including fiscal sponsors and other organizations, to better understand the range of supports available to cultural practitioners in King County. See the Appendix for a full list of interviewees.

"Community Road Show"

Following the Landscape Scan, we will host a series of "road show" meetings, attending existing venues and group meetings to share results from the Landscape Scan, as well as hear about practitioner's perceived service gaps and opportunities for potential 4Culture future roles.

Interviews: Science

After the passage of Doors Open, we added additional interviews with science organizations to understand how science organizations are offering field services to science practitioners and what gaps and challenges may exist.

Sources and Methods, Continued

Work Group

We engaged a work group of 4Culture staff to inform the Landscape Scan and develop a framework for 4Culture's role. The twelve staff members represented the four program areas of arts, heritage, historic preservation, public art, and the communication and administration departments. The Work Group provided context for the project and input on field services offerings in King County. Notably, the Work Group also clarified the role that 4Culture currently plays in offering field services.

Racial Equity Toolkit

One of 4Culture's core values racial equity throughout its practices. BERK worked with 4Culture staff to fill out and utilize a Racial Equity Toolkit, a tool developed by the Racial Equity Team at 4Culture. Given the broad definitions of both cultural practitioners and field services, the Toolkit served as a tool to focus our research on practitioners most impacted by structural racism and geographic inequities and ensure the decisions we made were based in equitable best practices. Specifically, the Toolkit was intended to help dedicate intentional time to discuss and document how program decisions and planning systems can advance racial equity.

When choosing interviewees and which groups to meet with during the "Community Road Show," we intentionally sought organizations that serve or are located outside of the city of Seattle, serve BIPOC cultural practitioners, or are BIPOC-led.

Current Context of the Field

Introduction: Recovering from COVID-19

King County's rich arts and cultural sector is still recovering from the COVID-19 pandemic and facing challenges with the ongoing affordability crisis.

The COVID-19 pandemic was particularly hard on the arts and culture sector. Organizations were some of the first to close and last to reopen and large swath of artists, creators, and professionals faced a difficult and uncertain future.

In interviews and focus groups we conducted for several arts-related-studies during the pandemic, as well as interviews we conducted for this Landscape Scan, **the need to strengthen professional networks, convene communities of practice, and add resources came up repeatedly.** The following pages summarize what we have learned and heard.
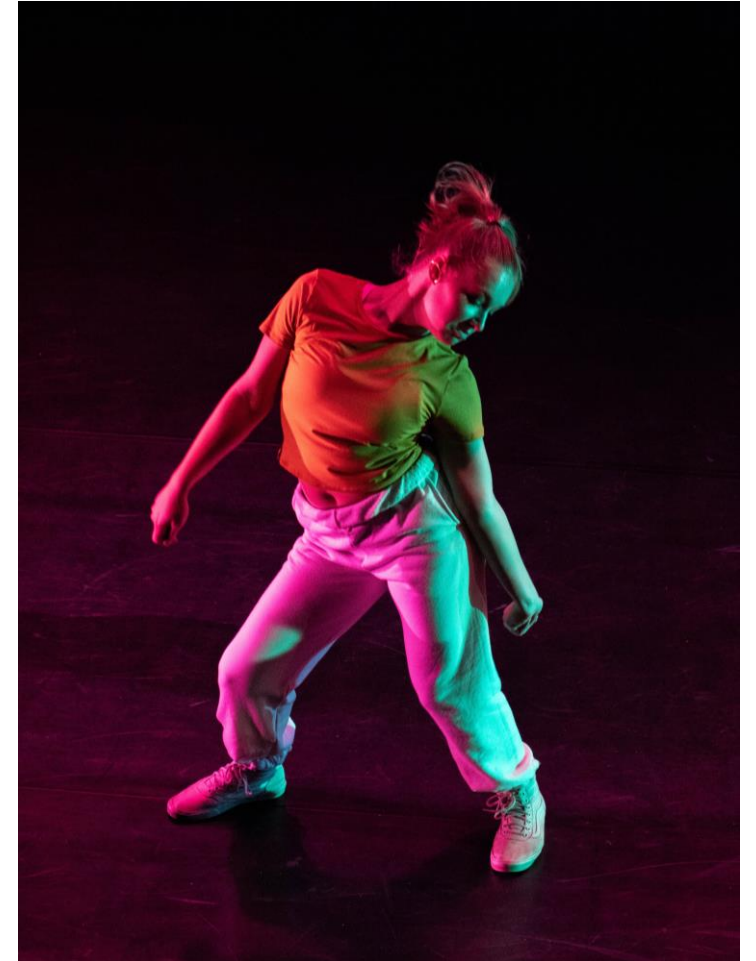
Recent recommendations from two COVID-related studies that BERK conducted also point to the need for enhanced field services.

The ArtsFund *COVID Cultural Impact Study* included recommendations under five areas, including Protect the Cultural Workforce, which focused on several areas related to capacity building of cultural practitioners.

Pathways to stable and sustainable employment are needed both for organizations and for future and existing cultural workers.

- Pilot models to increase cultural worker wages and wage stability.

- Expand employment definitions and eligibility criteria.

- Invest in services to make arts occupations more viable. Opportunities can include affordable workforce housing, affordable creative space, pooled benefits, and social insurance.

- Create avenues for cultural organizations to learn from each other.

COVID
CULTURAL IMPACT STUDY
Charting the state of Washington's cultural nonprofits
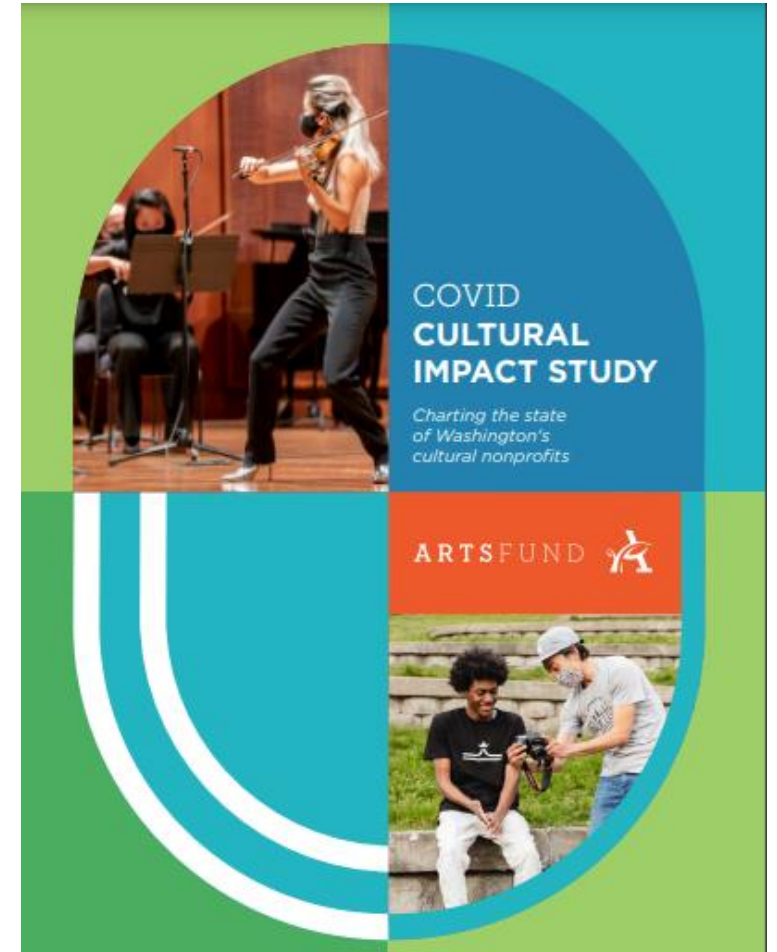
ARTSFUND

The PSRC *Arts and Culture Economic Recovery Strategy* built from the ArtsFund study and included three Strategic Action Areas. The Area shown below speaks to both infrastructure needs of cultural practitioners, as well as professional development.

Strengthen Regional Infrastructure for Arts and Culture

- Create and retain access to **affordable performance and rehearsal space.**
  - Create access to underutilized space
  - Expand tools to connect artists to spaces
  - Identify at-risk cultural infrastructure and preserve existing spaces
  - Facilitate access to creative financing
- Facilitate cross-programming between organizations individual artists.
- Strengthen **professional networks and resources.**

PSRC Arts and Culture Economic Recovery Strategy

Economic recovery and resiliency for the arts and culture sector in the central Puget Sound region.

June 2022

Puget Sound Regional Council
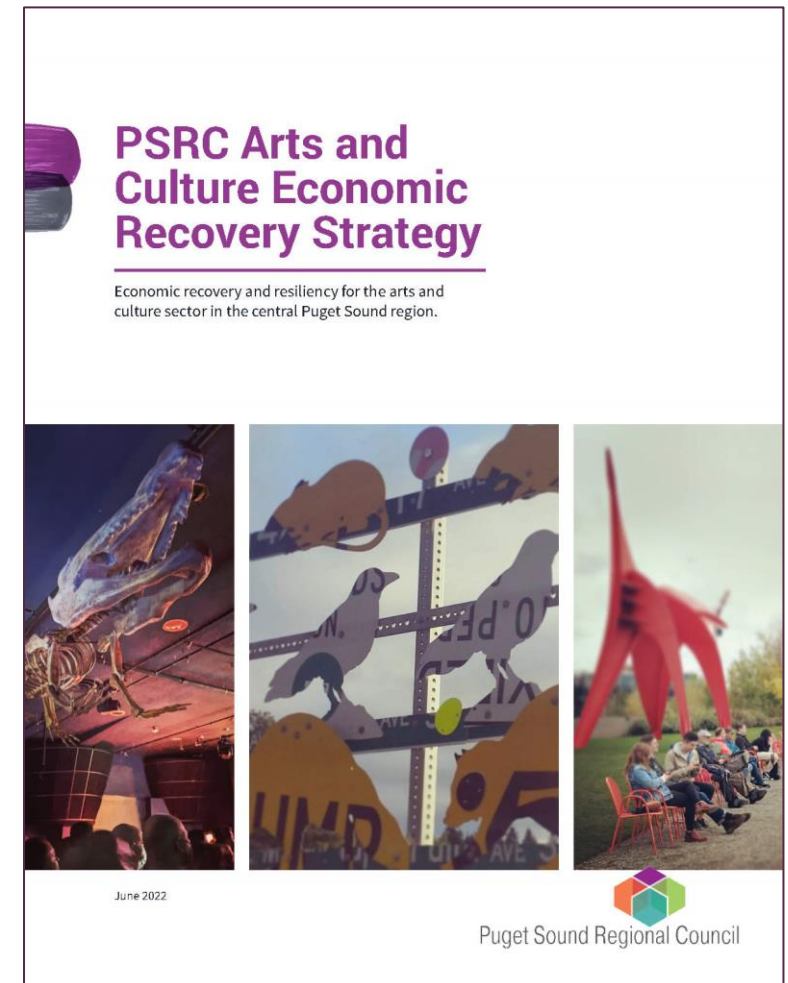
The pandemic has had continual impacts on cultural practitioners.

25%

Work outside the sector for additional income, more predictable income, or benefits.

30%

Considering leaving the sector in the next 1-3 years.

33%

Have seen arts and culture income return to pre-pandemic levels.

Note: Data from Cultural Workforces Survey conducted April 4 through May 9, 2022, with 299 respondents.
Source: PSRC Arts & Culture Economic Recovery Strategy (2022)

Meeting basic needs is a primary concern of cultural practitioners.

- Interviews conducted for the Landscape Scan confirmed that basic needs are top of mind for cultural practitioners.
  - Some organizations (e.g., Artist Trust), like national models, are increasingly focused on **meeting basic needs** and offering **free services**/programs.

- Many culture practitioners struggle with inadequate or insufficient income and benefits to support housing, health care, and other basic needs, which has an impact on overall physical and mental wellbeing.

- Low wages and the lack of affordable housing are pushing cultural practitioners out of the region, the sector, or both.

"Affordability is definitely a concern. People are having to move out of the City and commute in for work."
-Interviewee

"A basic income program would be a dream… supporting some sort of portable benefits legislation would be transformative."
-Interviewee

Quotes from interviews for 4Culture Landscape Scan, 2023.

Practitioner wellbeing is both a necessary condition for and an outcome of a healthy arts and culture ecosystem.

Basic Needs
- Housing
- Transportation
- Insurance
- Healthcare – physical and mental health
- Childcare

Wellbeing
- Physical and mental health
- Feeling valued by society
- Drive to create/participate

Wellbeing

Ecosystem

Facilitating Elements

- Arts and culture venues
- Festivals and conferences
- Networks
- Funders
- Supportive policies
- Conveners

Source: BERK, 2024

Community building and mentorship is desired, but it may come from informal networks.

- Interviews conducted for the Landscape Scan confirmed that cultural practitioners have a desire for mentorship and peer-to-peer work.

- **Community-building** among cultural practitioners, such as creating a cooperative or community of practice, provides artists with valuable connections, inspiration, and resources.

- What is less well known are the ways in which individuals may be using online forums and social media for technical assistance and community building.

"We heard over and over [in our state-level roundtables] that there is a desire for mentorship."
-Interviewee

"People want to get together and talk about ideas."
-Interviewee

Community Spotlight: Association of King County Historical Organizations (AKCHO)

AKCHO's role is moving away from offering trainings and webinars towards stewarding a more informal network and information sharing. The move has come from the reality that it is **easier to find information online**, but also because they didn't always have the capacity to offer formal trainings and found the trainings they hosted didn't always generate a lot of interest.

There are other challenges facing cultural practitioners, including difficulty finding affordable space and equipment.

- There is a **need for physical space** for cultural practitioners to work in, rehearse, perform, and display their art.

- Affordable space is hard to find and for those that rent space leaves them vulnerable to displacement.

- The **region is expensive,** and some creative work is low paid and without access to any benefits.

- There are **inequities in accessing financial and other resources** across King County.
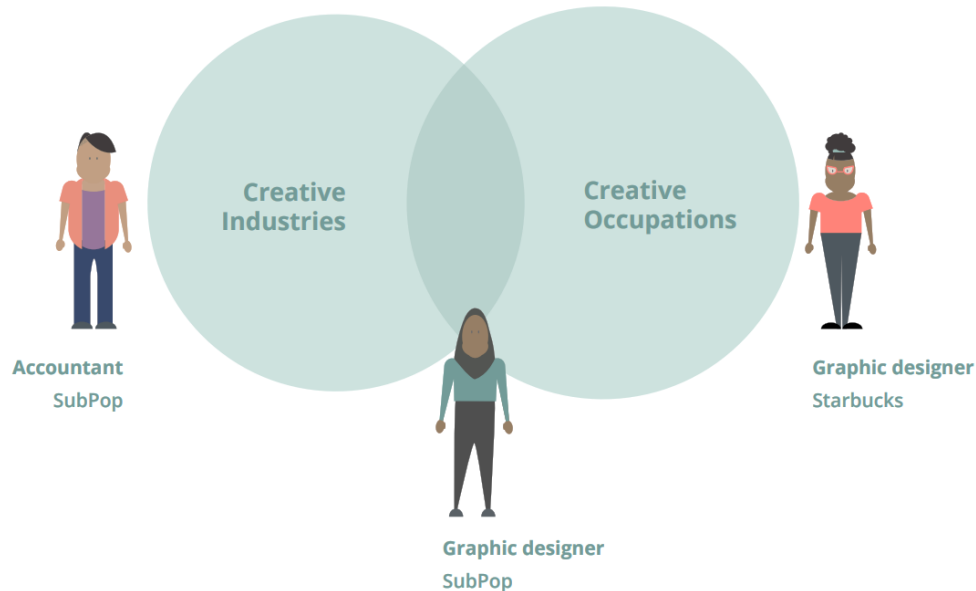 - Seattle has historically been a center of resources and trainings.

Community Spotlight: The Vera Project

Recognizing that space and gear is expensive, the Vera Project works to ensure young artists and production workers have access to training, gear, and support for a career in video and audio production. They have a lending library where individuals can access gear for free and also offer low-cost space rental.

Continual advocacy and case-making for arts and culture is needed.

- Advocacy and case-making are paramount to **securing and sustaining federal, state, and local funding** that can be provided to practitioners and organizations. However, a different approach may be needed.

- Declining arts journalism and local newspaper coverage leaves gaps in public understanding, a diminished culture of patronage, and an absence of art in community identity. The lack of data to tell the full story of the impact of arts and culture exacerbates this problem and while many people would say they believe the arts are important, **there is not a groundswell of support to ensure that communities remain a place for artists to live and thrive**. A greater focus on the disparities within the sector at the individual level may be needed.

There has been an increased focus on the Creative Economy in Washington State, which could align with 4Culture's work in field services.

Creative Industries

Creative Occupations

Accountant
SubPop

Graphic designer
Starbucks

Graphic designer
SubPop

Source: City of Seattle, Creative Economy Report, 2019

- Washington State, King County, and cultural centers like the City of Seattle are increasingly focusing on the creative economy to demonstrate that arts and cultural workers are important economic drivers.

- No standard definition of the creative economy exists, but professions include conventional artistic professions, but also professions like computer programmers or marketing managers.

- As broad as 4Culture's definition of cultural practitioner is, it may not be inclusive of professions that are now considered part of the creative economy.

- There may be opportunities for collaboration to ensure support systems reach cultural practitioners and members of the wider creative economy.

Community Spotlight: Whipsmart

Whipsmart has partnered with the City's Office of Economic Development to host networking events for creative entrepreneurs and business owners. They also advocated in state legislature for the creation of a Creative Economy Sector lead. They recognize that many creative entrepreneurs have not historically felt understood or connected to traditional associations like a chamber of commerce. In addition, BIPOC and queer folks have been shut out of accessing loans and financing.

In addition to building a **Business Resource Hub** on their website, they are also planning to launch to initiatives in the next 6 months:

*   **Statewide mentorship program for creative entrepreneurs:** The mentorship program will be focused on creatives who have been in business for 2-3 years, have been able to generate some revenue, and want to take their business to the next level. The first year of the mentorship program will focus on entrepreneurs in 3 creative industries, and then will expand to be open to any/all creative industries. All the mentors and mentees will be paid for their time.

*   **Statewide creative partners network:** Whipsmart wants to convene creatives and creative business owners from across the state to share tools, resources, and ideas, and to identify gaps in resources or obstacles to accessing those business tools and resources.

Categorizing Field Services

To be included in the Landscape Scan, there were some key criteria that organizations and programs had to meet.

- Falls under 4Culture's definition of field services.

- Serves King County residents.

- Has a specific focus on individual cultural practitioners and not organizations. The focus was adapted to include science practitioners after the passing of Doors Open cultural access funding.

King County's cultural landscape hosts a wide breadth and complexity of field services for cultural practitioners.

We separated field services into five categories:

- **Potential pathways for youth and emergent practitioners** – Field services focusing on entry into the sector, especially the development of career-based skills for youth and for all through educational and practice experiences.

- **Practitioner wellbeing** – Field services that address the holistic needs of individual cultural practitioners, including basic needs.

- **Community building, leadership development, and training** – Field services contributing to the creation of cohorts, communities, and networks, as well as those that foster strong leadership and skill advancement.

- **Professional services and infrastructure** – Field services that offer business and operations support, as well as assistance in accessing physical space and equipment for their work.

- **Policy and advocacy** – Field services promoting the importance and visibility of the cultural sector, and/or elevating its place in decision making and planning processes.

Potential Pathways for Youth and Emergent Practitioners

Field services focusing on entry into the sector, especially the development of skills for youth and for all through educational and practice experiences.

Providers: Arts and culture organizations, including 4Culture; Workforce development orgs; Career Connect Washington, higher education, K-12 education

Example Services:
- Youth-focused initiatives
- Internships
- Apprenticeships
- Formal education

Example Organizations or Programs

STG MM@M: Helps develop Seattle musicians (ages 14-21) and support and connect musicians to the Seattle music community and beyond. Artists in the program perform their own works and back up peer musicians in two performances at the Moore Theatre. Living within 30 miles of Seattle is advised.

YouthCAN at the Wing Luke Museum: Free, afterschool arts program for high school students designed to provide exposure to arts professions, increase knowledge and familiarity with the Chinatown-International District, and to connect with the museum, its mission, and its programs.

THE RESIDENCY: Created as a response to the glaring gap in access to high-quality, experiential arts education for low-income youth. Seeks to build a powerful community of young hip-hop artists equipped with the artistic and leadership skills, business acumen, and mentorship necessary to become professional artists and cultural change makers.

Practitioner Wellbeing

Field services that address the holistic needs of individual cultural practitioners, including basic needs.

Providers: Social services providers, unions, funders

Example Services:
- Referrals to and/or financial support for:
  - Housing, transportation, food, childcare, basic income, and personal finance
- Collective bargaining for pay/schedule, health insurance, retirement benefits
- Supporting rest as a form of reparations

Example Organizations or Programs

SMASH: Provides access to physical and mental healthcare for musicians so that they can focus their resources on other key living expenses, including their musical craft.

WA Women's Foundation: Rest and Repair Awards program awards funding to Black and African American women who have made significant contributions to Washington communities, so that they have resources to rest and heal.

The Roost: Provides affordable housing units while focusing on the goals of affordability, livability, community, support for the Arts, and sustainability. Units are live-work and co-living style.

SouthEast Effective Development Seattle (SEED Seattle): Organization facilitating partnerships and investments in housing, arts, and economic development, with a focus on residents with fewer opportunities and resources.

Community Building, Leadership Development, and Training

Field services contributing to the creation of cohorts, communities, and networks, as well as those that foster strong leadership and skill advancement.

Providers: Higher education, unions, non-profits, funders, governments, incl. 4Culture

Example Services:
- Cohort building; communities of practice
- Leadership training, upskilling
- Board recruitment and training
- Networking for unincorporated King County

Example Organizations or Programs

Association of King County Historical Organizations: Provides professional development and networking opportunities for its members.

B.A.S.E (Build Art Space Equitably): Brings 20 participants from the worlds of commercial real estate, the arts, and community development through a curriculum that examines the intersection of arts and commercial real estate.

Northwest Film Forum Artist Services Program: Resource center for artists in film, with programs including equipment rentals, employment and networking, grant opportunities, events, film submission opportunities, and physical space access.

King County Historic Preservation Program: Program provides many services including Landmarks Commission coordination and training, special valuation and investment tax credit programs, historic property surveys and inventory, educational programming and technical assistance.

Professional Services & Infrastructure

Field services that offer business and operations support, as well as assistance in accessing physical space and equipment for their work.

Providers: Nonprofits and fiscal sponsors, individual, arts agencies, incl. 4Culture

Example Services:
Fiscal sponsorship, administrative support, fundraising
- Copyright and contracts, tax prep
- Promotion and marketing
- Equity, transformation, and change management
- Space brokerage, referrals, and/or financing

Example Organizations or Programs

Washington Lawyers for the Arts: Offers 30-minute appointments at legal clinics and educational workshops for artists around Washington state.

Washington Main Street: Program within the Washington Trust for Historic Preservation that helps communities revitalize the economy, appearance, and image of their downtown districts. Related programs include networking opportunities, resource libraries, annual conferences, and a tax credit incentive.

Ventures: Non-arts-specific organization that provides access to business training, capital, coaching, and hands-on learning opportunities for entrepreneurs with limited resources and unlimited potential.

Cultural Space Agency: Mission-driven, values-based cultural real estate development company chartered by the City of Seattle as a Public Development Authority (PDA). It is designed to secure long-term affordable commercial cultural space with community partners.

Policy and Advocacy

Field services promoting the importance of the cultural sector, and/or elevating its place in decision making and planning processes.

Providers: State and local government, public agencies, incl. 4 Culture, associations, nonprofits, funders

Example Services:
- Integrating arts and culture in policy/ planning processes
- Designing/promoting economic strategies that create opportunities for practitioners
- Case making for value of the sector and individual needs

Example Organizations or Programs

Inspire Washington: Cultural Access Washington and the Washington State Arts Alliance have joined forces. With an energized vision and new name, Inspire Washington aims to build a broad and powerful statewide coalition to champion advocacy and resource development for Washington's cultural sector.

Allied Arts Foundation: Organization supporting all forms of artistic endeavors through fiscal sponsorship, awards, and advocacy.

Mountains to Sound Greenway Trust: Advocates for and now stewards of a national heritage area that includes a large portion of King County.

Key Findings

Describing the Landscape

- **Many field services offerings are informal, and individuals rely on the internet or networks to find resources.** Whether it's a phone call to an organization, individuals engaged in internet forums and Facebook groups, or finding opportunities through word-of-mouth, offering and finding field services is sometimes ad hoc.

- **The expansive definition of field services makes it difficult to identify all services.** While tax help or training are more recognized field service offerings, other offerings are more difficult to define. For example, if a gallery offers an artist space to display their work for a limited time, we did not consider this a field service, even though it may contribute to the skills and experience of an artist to show their work.

- **Offerings are constantly evolving or ending.** Impacts from COVID-19, staff turnover, and uncertain funding means that the landscape of field services is not stable. Some organizations and groups have field service offerings listed on their website but are not actually offering them anymore while others are offering them but no longer have an active website. Sometimes organizations may shift in response to the needs of the sector, but there may be other barriers impacting service offerings.

- **Regional services help to create localized support networks and shared local expertise.** Regional resources can also be easier to access due to proximity to users.

Describing the Landscape, Continued

- **Many organizations that support cultural practitioners are not arts-specific,** but are open to artists and cultural practitioners. This is especially the case for professional services/ technical support.

- **It is important to meet people where they are at.** Tailored services tend to have more success because they are better at meeting people's needs. Organizations, especially ones that focus on serving a specific BIPOC group, know their community and build relationships with individuals to offer help that meets their needs.

- **Partnerships foster success.** Many interviewees shared that partnering with organizations already offering field services, rather than starting a new program, is the best way to grow offerings and build trust within a community.

- **Lack of resources or staffing constrain service provision to cultural practitioners.** Limited funding means that program reach is smaller, even for a successful program. Limited staffing and capacity also makes offerings more ad hoc. For example, organizations that rely on volunteer work may only be able to provide services on nights and weekends when their staff is available.

"Other organizations often don't think specifically about the needs of Black artists."
-Interviewee

"When you see a gap, look at who is doing the work in the community – try to partner with them, since they know the community well and you don't want to create competition for them."
-Interviewee

An equity analysis made explicit the racial and geographic inequities that are endemic in field services work. As program development continues, 4Culture staff will work to minimize the impact of these inequities for those who they serve.

Most common geographic inequities we found:

- **Limited Access to Training and Networking Opportunities**: Participants expressed difficulties accessing training and networking opportunities, particularly outside of Seattle.

- **Financial Barriers**: The high cost of traveling to the city for training, networking events, and cultural opportunities creates a financial barrier, especially for individuals from lower-income backgrounds living in communities of opportunity.

- **Lack of Access to Professional Services**: The lack of accessible professional support services, such as lawyers and accountants, primarily affects individuals living in areas with fewer resources and networks for support.

- **Limited Availability of Resources**: Individuals express challenges in finding resources and opportunities closer to home, leading to the need to travel into the city for professional development/ career advancement.

- **Limited Collaboration and Networking Opportunities**: Individuals from rural or remote areas face challenges in collaborating and networking with peers in the arts community due to geographic isolation and limited access to collaborative spaces.

Most common racial inequities we found:

- **Lack of Representation in Training Opportunities**: Individuals from marginalized racial backgrounds express difficulty accessing training and networking opportunities in various fields across the cultural sector.

- **Limited Access to Professional Services**: Finding technical support such as accountants and lawyers who understand their field is challenging, especially for individuals from historically marginalized racial backgrounds.

- **Underrepresentation in Volunteer Recruitment and Board Membership**: There's a universal challenge in recruiting and retaining volunteers and board members, this has a greater impact on organizations led by individuals from historically marginalized racial backgrounds.

- **Barriers in Career Advancement**: Individuals from marginalized racial backgrounds face additional barriers in career advancement due to systemic biases and limited access to opportunities.

- **Eurocentric Views**: These views on what is valued in the cultural sector limit the representation and recognition of practitioners from diverse racial backgrounds.

- **Language Barriers**: This was mainly pointed out within Centro Cultural Mexicano as the community they serve faces a significant language barrier, because many opportunities and artist calls are not translated into Spanish, making it difficult for them to access information and participate fully in the cultural sector. This language barrier leads to missed opportunities and feelings of exclusion.

Additional Science Research

In December 2023, King County Council unanimously passed Doors Open legislation to increase funding to the County's arts, heritage, science, and historic preservation non-profit organizations through a 0.1 percent sales tax.

While conducting research for the Landscape Scan, Doors Open cultural access funding passed in King County. This funding represents a crucial investment in the future of arts and culture within King County, along with science. Science is defined expansively, including technology and science, botany, and zoology.

BERK Consulting conducted additional research and interviews to understand how science organizations are offering field services to science practitioners and what gaps and challenges may exist. This was a cursory review of field services and there are some remaining questions that should be answered and explored as Open Doors rolls out.

Overall Findings for Field Services in the Sciences

- **Science organizations are concentrated in "Potential Pathways" field service offerings.** Many organizations focus on exposing youth from elementary to high school to science fields and to future professions. There is a recognized need for pathway support.

- **Many offer "Pay What you Can" programing and internship opportunities** that help expand access.

- **Organizations are actively working to address gender and racial disparities** within science professions.

Community Spotlight: Sea Potential

Sea Potential is dedicated to fostering opportunities for BIPOC youth ages 14 -18 in marine science and the maritime industry. They aim to break down barriers and provide access to education, mentorship, and hands-on experiences in these fields.

"Providing real world experience and career stepping stones is crucial."
-Interviewee

There are key differences between cultural practitioners and science practitioners that are important to acknowledge.

- **Science, technology, engineering, and mathematics (STEM) positions typically require a higher level of formal education** compared to roles within the arts and culture sphere. This education may entail greater financial investment and upfront barriers. However, this investment often translates into higher wages and greater job security within STEM fields.

- **Science practitioners have much more clearly defined professional pathways** and as a workforce are more likely to be with an organization or institution whereas cultural practitioners are much more likely to be self-employed, contracting, or working multiple gigs.

- **The perceived value, abundance of professional opportunities, and alignment with economic development** make STEM fields particularly attractive to private sector investment, presenting opportunities for bolstering STEM initiatives in ways distinct from financing arts and cultural pursuits.

Science organizations face many of the same challenges as arts and cultural organizations.

- **Transportation to Seattle, where a lot of STEM opportunities are located, can be challenging.** Opportunities offered by Fred Hutch, University of Washington, Institute for Systems Biology, and others can be challenging to access from outside Seattle. Arranging and paying for transportation for students from south King County, for example, is not always logistically or financially possible for organizations.

- **It can be challenging for young people to see themselves.** People still have a limited view of what scientists can but there are many more opportunities beyond lab researchers and doctors.

- **Mentorship plays a crucial role for both cultural and science practitioners, but the focus may differ.** While in the arts, mentorship often involves guidance on artistic development and navigating the industry, in STEM fields, mentors may provide insight into research methodologies, career pathways, and networking opportunities specific to scientific disciplines.

- **Like arts and culture organizations, smaller or newer organizations struggle with organizational challenges** like running an event or recruiting volunteers.

The affordability crisis in the region also impacts both science and cultural practitioners.

- **There is a disparity in salaries paid by government sector vs the non-profit sector.** There is a large disparity between County government paid positions vs non-profits, including benefits offered.

- Access to **affordable housing and sufficient pay**, impacts both science and cultural practitioners.

"An education coordinator can get paid $120k for the County- our organization can only pay 50% of that. Salary compensation is indeed a very large factor for both attracting and retaining staff."
-Interviewee

4Culture's Role as Field Services Provider

As the cultural funding agency for King County, 4Culture already plays a large role in the existing landscape.

4Culture's work helps to ensure access to cultural experiences for all, through its four program areas of arts, heritage, historic preservation, and public art. Science has historically not been a discipline focus for 4Culture, but that will change with Doors Open funding.

4Culture acts in many roles within the cultural landscape and touches on all five of the field service categories defined earlier in this document. Although the use of "field services" as terminology is new, 4Culture has a long history of supporting cultural practitioners at an individual level.

Although the use of "field services" as terminology is new, there are ways 4Culture recently has supported cultural practitioners at an individual level.

Potential Pathways for Youth and Emergent Practitioners

- **King County Heritage Internships:** Connects heritage organizations with students and emerging professionals seeking work experience in the heritage field.

- **Equity In Historic Preservation Internships:** Research experience related to historic preservation practice in the region, with the goal of exploring ways to strengthen processes to identify, protect, and interpret socially and culturally significant properties.

Practitioner Wellbeing

- **Arc Artists Fellowship:** Provides $12,500 in unrestricted funding for artists.

- **Community Resources page:** Website page listing resources for cultural practitioners and community members.

Policy and Advocacy

- **Beyond Integrity program:** Initiative to elevate equity in the preservation field.

- **4Culture's organizational focus on racial equity:** Helps to advance equitable practices in cultural funding through equity investments, panel processes, the racial equity toolkit, and more.

4 CULTURE

Professional Services and Infrastructure

- **Gallery 4Culture:** Provides physical space for artists to exhibit their work

- **Heritage Professional Development Stipend:** Grants funds to practitioners to build skills and create a career path in the heritage field.

- **Public Art Consulting Services:** 4Culture Public Art staff 4Culture Public Art staff help connect organizations with the region's best artists and produce experiences that leave lasting legacies in communities.

- All departments offer informal consultations and conversations on discipline specific questions and needs.

Community Building, Leadership Development, and Training

- **Artists Up:** Helps to expand capacity and networks for artists.

- **Local Arts Agencies Network:** Local Arts Agencies (LAAs) provide cultural services for suburban and unincorporated communities in King County. 4Culture facilitates a network of 21 LAAs through direct funding and bi-monthly meetings, which foster innovative avenues for collaboration.

- **Touring Arts Roster:** Connects performers and audiences.

- **Hello 4Culture:** Brings 4Culture staff and community members together.

Interviewees recognized the role that 4Culture currently plays in offering field services.
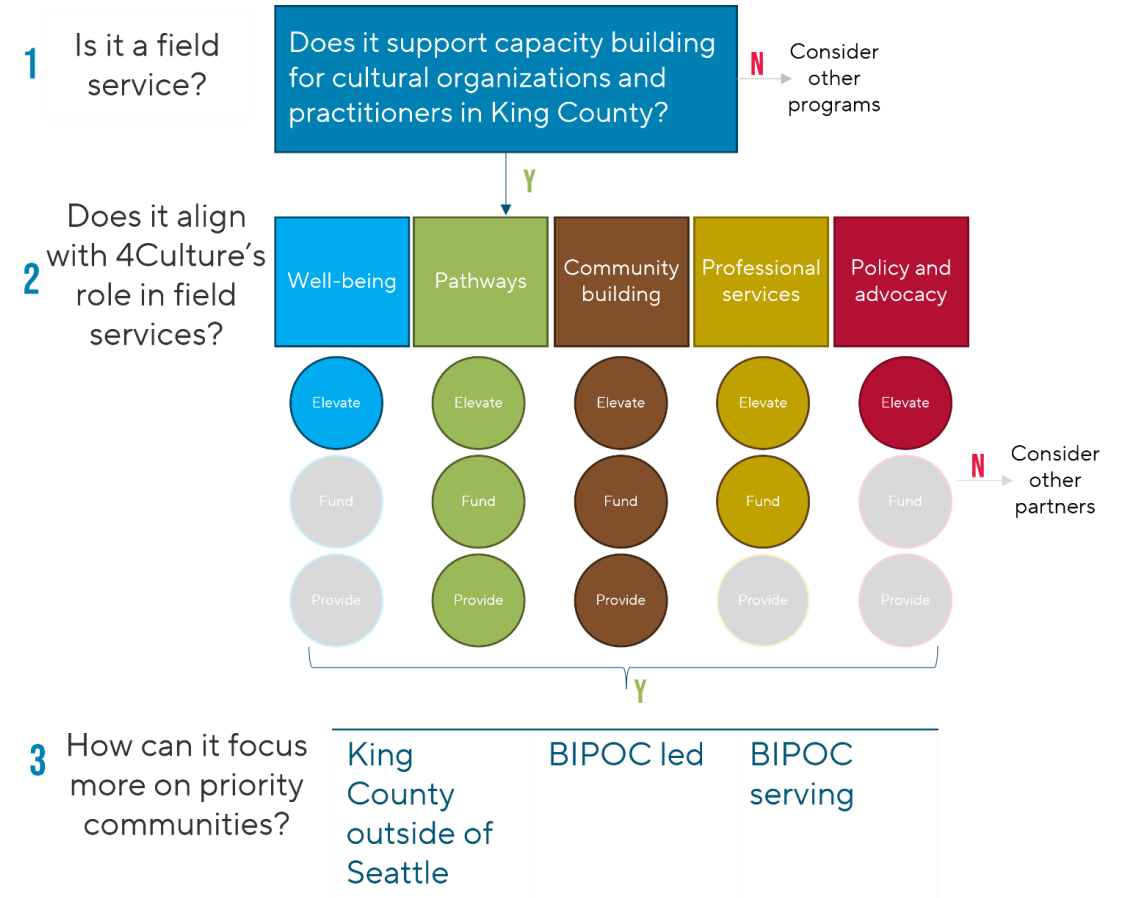
- **Staff at 4Culture are on the ground and do a good job building trust with communities.** They also hold a wealth of knowledge about resources and networking opportunities and work to make that knowledge accessible to individuals across the County.

- **Policy, advocacy, and convening** are currently seen as roles that 4Culture does well.

- While other organizations may struggle with capacity challenges or funding constraints to offer field services, **many recognized 4Culture's stability as an asset to the field.**

- Artists of Color Expo & Symposium (ACES) is an effective program and is an example of how to intentionally direct resources to cultural practitioners of color.

"Policy advocacy and convening are the main roles 4Culture seems to do best." -Interviewee

"4Culture has the power because they have the money." -Interviewee

BERK drafted a field services support framework aligned with 4Culture's strategic values, programmatic strengths, and anticipated lodging tax revenue*.

- **Elevate.** Where there are services available and funded, 4Culture's best role is to elevate those opportunities. This includes gathering, curating, and amplifying existing opportunities.

- **Fund.** Where a potential provider is available, but not adequately funded, 4Culture's best role is to connect with the provider and fund their work. This could include piloting new field services or helping existing providers expand.

- **Provide.** In rare instances where the service is not available elsewhere and there is no potential provider, King County can step in as the direct provider of the service.
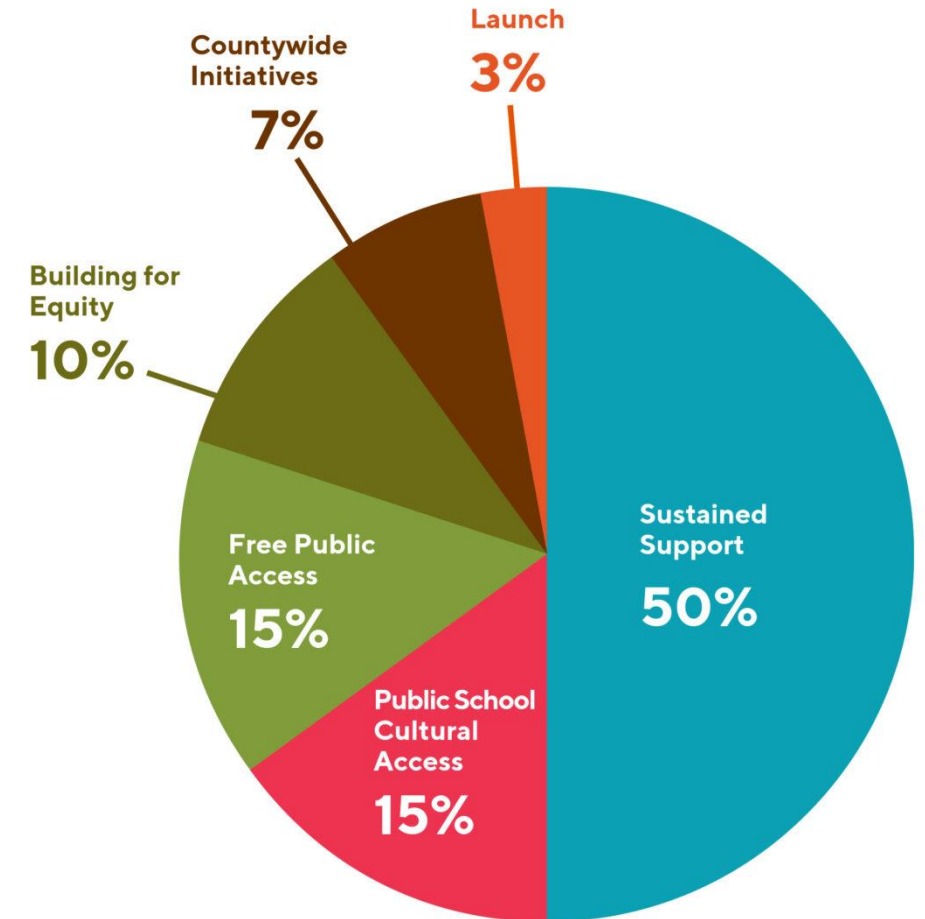

Note: The project scope expanded with the passage of Doors Open and significant additional funding towards field services.

This framework has been integrated into the implementation plan for the Countywide Initiatives funding stream of Doors Open, where field services will be represented.

Countywide Initiatives will help 4Culture provide transformative funding to field services providers who support careers and career development for cultural and science practitioners.

Pie chart:
- Launch 3%
- Countywide Initiatives 7%
- Building for Equity 10%
- Free Public Access 15%
- Public School Cultural Access 15%
- Sustained Support 50%

Appendix

Interview List

- Arte Noir
- Artist Trust
- Association of King County Historical Organizations
- Bellevue Botanical Society
- Biotech Summer Camp at Shoreline Community College
- Friends of Issaquah Salmon Hatchery
- Historic Seattle
- Inspire Washington

- Local Arts Agencies Network
- Mountains to Sound Greenway Trust
- Sea Potential
- Seattle Office of Arts and Culture
- Seattle Office of Economic Development
- Shunpike
- Vera Project
- Vulcan
- Whipsmart

Roadshow Groups

- 4Culture Historic Preservation Advisory Committee

- 4Culture Public Art Advisory Committee

- African American Writer's Alliance

- Centro Cultural Mexicano

- Festál

- King County Historic Preservation Program Quarterly Regional Preservation Workshop

- Maple Valley Arts Creative Arts Council

- Powerful Voices

- Wing Luke Museum's YouthCAN

Other Models of Field Services

Looking at other models of field services outside of King County is helpful context for 4Culture as they consider their desired future role.

	SPRINGBOARD for the arts	THE — FIELD	cerf+	UMassAmherst Arts Extension Service	INSTITUTE of Museum and Library SERVICES
	Nonprofit with state appropriation and private philanthropy support	Tiered membership model Fiscal sponsorship	Nonprofit with private philanthropy and individual giving	UMASS resources with revenue from teaching, consulting, publication sales, grants, and affiliated not-for-profit	Federal grantmaking agency dependent on appropriations process
Employees:	29	9	7	~15	~75
Community Building, Leadership Development & Training	Thrive as an Artist	Grants & Opportunities Knowledge Base	Get Ready	ArtsHub Trainings & Workshops Resources & Opportunities	Grantmaking, Research, and Policy Development
Professional Services & Infrastructure	Connect to Artists	Consulting Fiscal Sponsorship Knowledge Base	Get Ready	Consulting and Research Services	
Practitioner Wellbeing	Thrive as an Artist	Community Calendar	Get Ready Get Relief		
Policy & Advocacy			Get Connected		Grantmaking, Research, and Policy Development
Potential Pathways	Thrive as an Artist Connect to Artists	Career-based programs	Get Ready	Trainings & Workshops	

Field services come in many forms and through different organization types.

- **Most commonly**, models that we looked at offer some form of aggregation, curation, and/or communication of resources and funding opportunities.

- **Least commonly**, organizations offer policy and advocacy services.

- **Organizations vary in budget and capacity**, which impacts their ability to customize services to cultural worker needs (one-on-one consulting versus more templated trainings and resources for example).

- **Older organizations have more traditional models** of administrative support, policy, research, etc. Newer ones have added the focus addressing practitioner wellbeing.

UMASS offers arts extension services, using state funded arts faculty to serve the field.

cerf+ and **Springboard** are non-profits, with various blends of public and private funding.

The Field is a subscription/ membership model.

Institute of Museum and Library Services is a governmental entity.

Springboard for the Arts

St. Paul and Fergus, MN

Employees (2022): 21
Operating Expenses (2022): $3.5m

Founded as an independent nonprofit in 1991, Springboard for the Arts has an innovative 30-year history of supporting artists making a living and a life and artist-led community development work.

SPRINGBOARD *for the arts*

Mission: Springboard for the Arts' mission is to support artists with the tools to make a living and a life, and to build just and equitable communities full of meaning, joy, and connection.

■ **Thrive as an Artist**

○ Jobs, Opportunities & Fellowships

○ Grants & Funding Support, including incubator fiscal sponsorship

○ Consultations, Workshop & Trainings, including "Work of Art: Business Skills for Artists"

○ Access Gear and Equipment

○ Health & Wellness Resources

○ Housing & Space Resources

○ Professional Services & Access Resources

■ **Connect to Artists**

○ Resources to Work with Artists

○ Toolkits for Creative Change

○ Connect with local artists (to shop or hire)

○ Support artists (relief funding, incubator, professional services)

○ Post an Opportunity

Community Building, Leadership Development & Training

Professional Services & Infrastructure

Practitioner Wellbeing

Policy & Advocacy

Potential Pathways

THE — FIELD

The Field
New York, NY

Employees (2022): 9
Operating Expenses (2021): $4.1m

Founded 35 years ago, the Field exists to strategically and comprehensively serve the artistic and administrative needs of independent performing artists and companies in dance, theatre, music, text, and performance art.

Mission: Where artists thrive

We want a world where artists are abundantly and holistically prosperous. And so, we're making it happen. We're building a community that connects, empowers, and elevates artists. Through expanding access, opportunities, resources, and new technologies, we're facilitating prosperity for millions of artists across the country. We believe that artists have a right to lead resilient lives, and we are working to disrupt the scarcity mindset that has been prevalent for too long.

For Artists

- Grants & Opportunities
- News
- Knowledge Base
- Community Calendar
- Art-based programs
- Career-based programs

Plans

- Free membership, tiered subscription services
- Fiscal sponsorship

Community Building, Leadership Development & Training

Professional Services & Infrastructure

Practitioner Wellbeing

Policy & Advocacy

Potential Pathways

Craft Emergency Relief Fund (cerf+)

Montpelier, VT

Employees (2022): 7
Operating Expenses (2022): $2.4m

cerf+ serves artists who work in craft disciplines by providing a safety net to support strong and sustainable careers.

cerf+ Craft Emergency Relief Fund

cerf+'s core services are education programs, advocacy, network building, and emergency relief.

Get Ready

- Grants
- Career Resources
- Studio Protector Resource Library
- Insurance Hub
- Self-Care

Get Relief

- Emergency grants
- COVID response
- Disaster response

Get Connected

- Education & Training
- Research
- Advocacy

- **Community Building, Leadership Development & Training**
- **Professional Services & Infrastructure**
- **Practitioner Wellbeing**
- **Policy & Advocacy**
- **Potential Pathways**

Arts Extension Services

Umass Amherst

15 faculty and staff + affiliated nonprofit Arts Extension Institute

Founded by Senator Stan Roseberg in 1973, the Arts Extension Service was originally created to extend the cultural and educational resources of the University to stimulate cultural activity across Massachusetts and now works nation-wide.

Services

- **Resource and Opportunities Listing**

- **ArtsHub**
  - Online venue to post jobs, studio/rehearsal spaces for rent (or wanted!), events and shared activities, and more.

- **Trainings & Workshops**
  - Creative Economy Program
  - Local Arts Agency Fundamentals
  - Peer Advising
  - Artist-in-Business
  - Public Art Process for Artists

- **Consulting and Research Services**
  - For Artists
  - For Nonprofit Arts Organizations

- **Publication**
  - Ten titles based on their popular educational offerings.

UMassAmherst
Arts Extension Service

- Community Building, Leadership Development & Training
- Professional Services & Infrastructure
- Practitioner Wellbeing
- Policy & Advocacy
- Potential Pathways

Institute of Museum and Library Services

Washington, DC

Employees: ~75
Operating Expenses (2023): $321m

IMLS is a federal agency created by the Museum and Library Services Act of 1996 (reauthorized 2018).

INSTITUTE of **Museum**and**Library** SERVICES

Mission: The mission of IMLS is to advance, support, and empower America's museums, libraries, and related organizations through grantmaking, research, and policy development.

Priority Areas:

- Accessibility
- Broadband
- Civic Engagement
- Collections
- Community Catalyst Initiative
- Digital Initiatives
- Early Learning
- Making
- Professional Development
- STEM
- Veterans
- Workforce Development

Community Building, Leadership Development & Training

Professional Services & Infrastructure

Practitioner Wellbeing

Policy & Advocacy

Potential Pathways