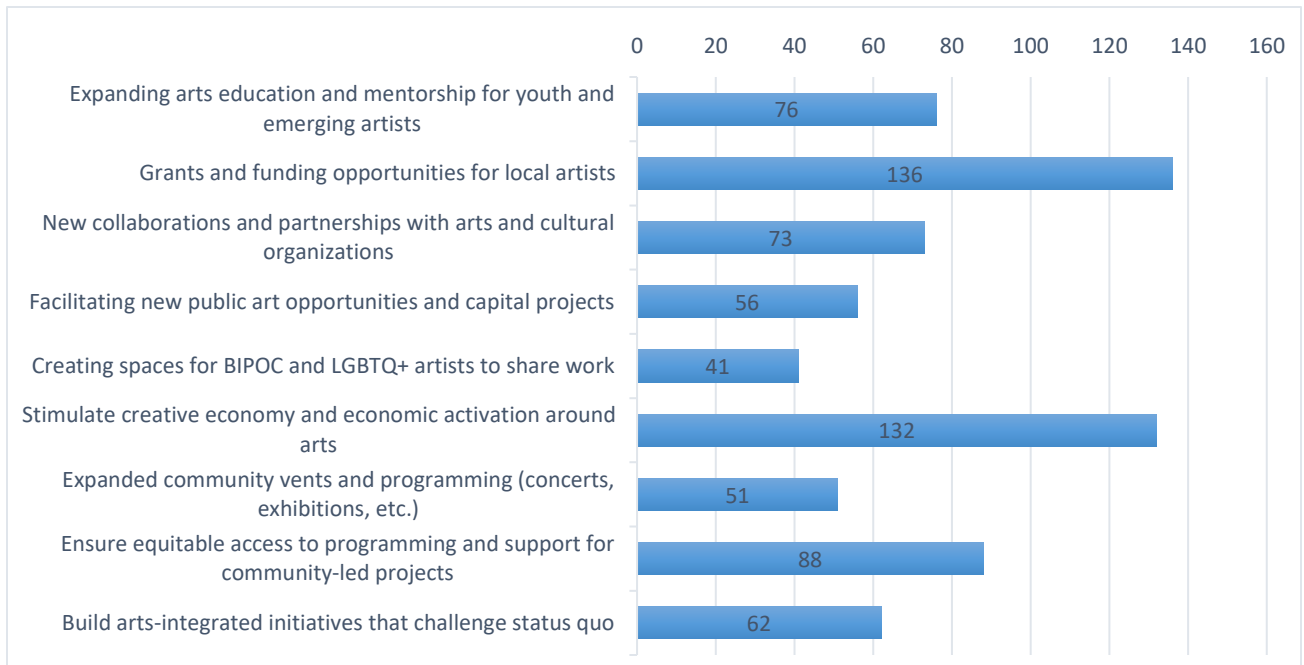


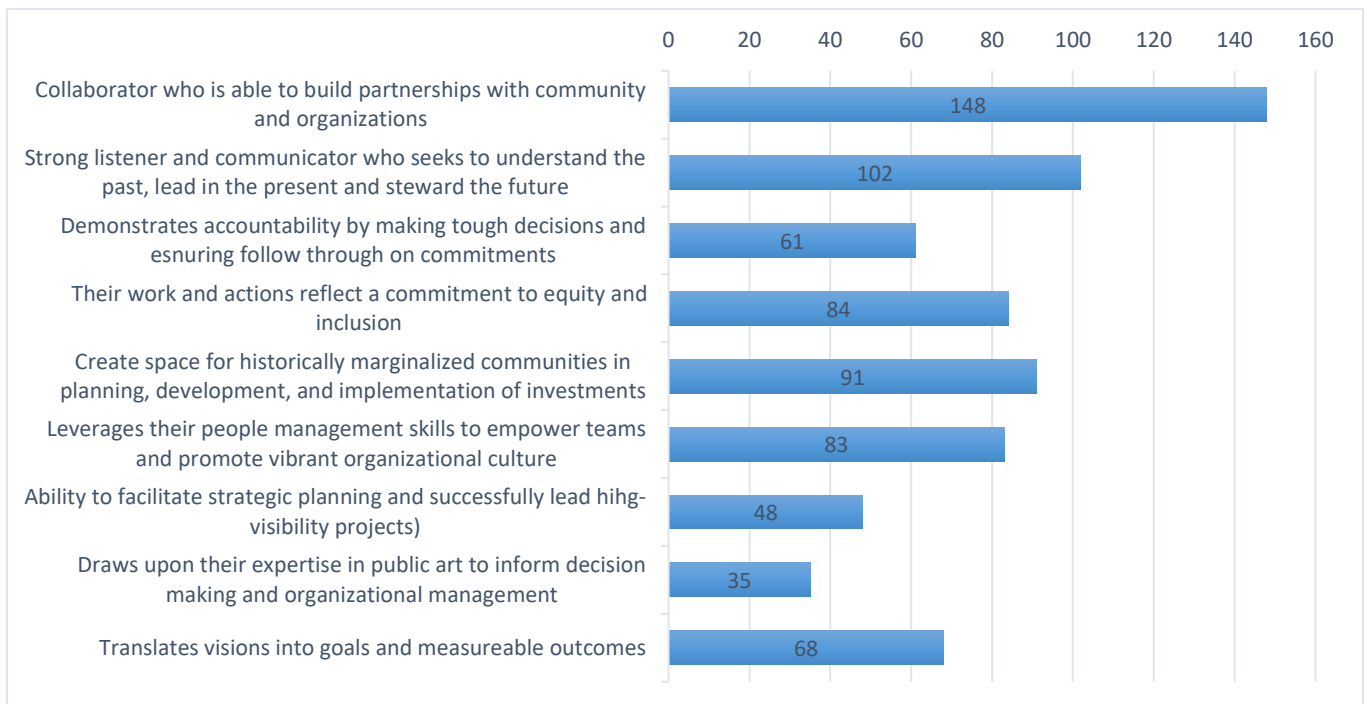


## Office of Arts & Culture Director Search – Survey Results

### **1. From your perspective, what should be the top two to three priorities of the next Office of Arts & Culture Director?**

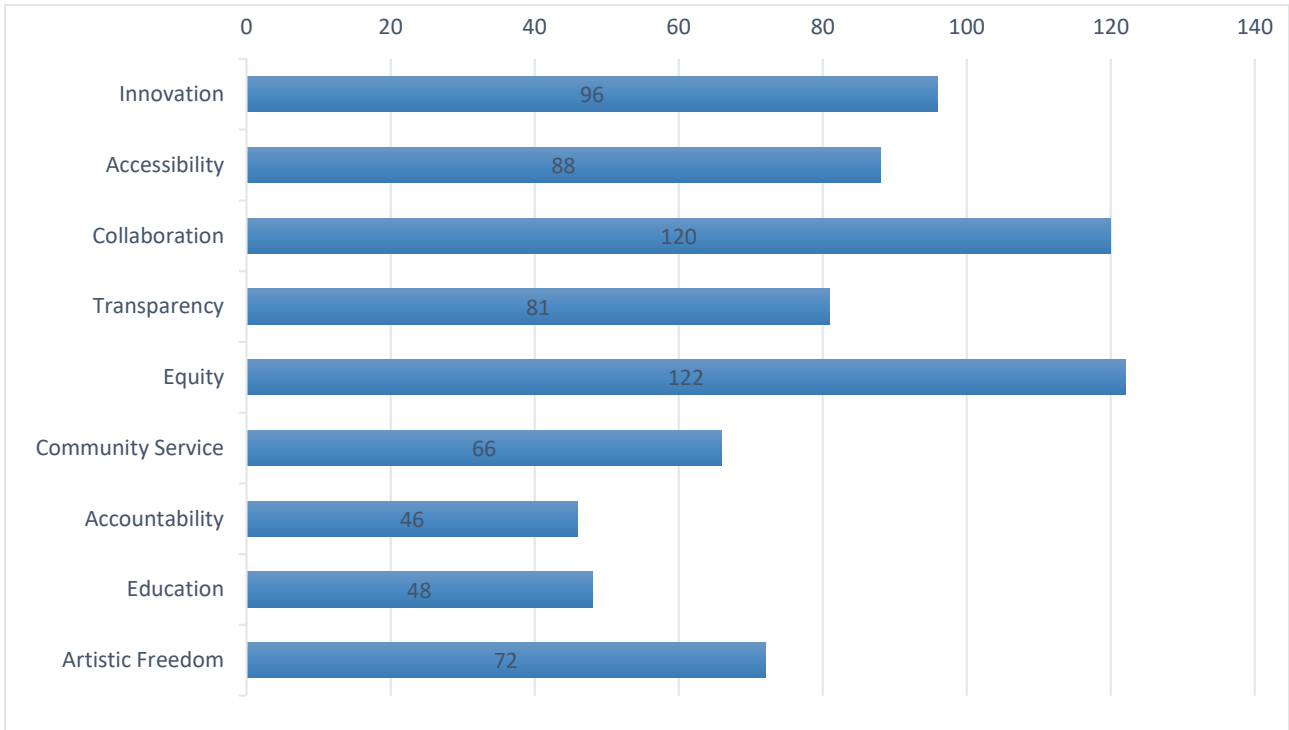


### **2. What are the three top qualities (i.e. skills, experience, or key competency) that the next Director must have to effectively lead the Office of Arts & Culture?**





**3. What are the three top values that the Office of Arts & Culture should embed across all its work?**





## Themes from Community Conversations

### **Director has a clear and compelling vision**

- Deep understanding of how Art (creative process) shapes and gives voice to community
- Understands and uses the power/essence of Art to see/understand different realities; express emotion and work through/release pain; define and sustain identity
- Shares power with community. Community sees their collaborative efforts reflected in the Director and ARTS actions.
- Creating an environment of resiliency and sustainability for the Arts community
- Director has vision of future grounded in the now
- Not the time for status quo

### **Committed to collaboration**

- Director is seen in community, acts as a conveyor
- Listens for understanding before speaking
- Is humble, accepts that others may have the knowledge necessary for action
- Values people and their contributions
- Delegates effectively, leverages the talent of community and ARTS staff

### **Moves the needle on economic issues**

- Deep understanding of the issues related to affordability within the creative community
- Committed, and able, to take meaningful action to address issues related to affordability within the creative community
- Recognizes and reflects, the impact of systemic issues and harm experienced by communities of color, those without or limited resources, youth, emerging artists/art forms.
- Recognizes that ARTS processes/actions need ongoing calibration to ensure success
- Works with city department/stakeholders/private industry on the affordability of housing, creative space
- Deep understanding of the issues related to creatives being paid a living wage

### **Need for innovation**

- Creatives “super power” is sparking innovation, Director knows how to connect this power to solve public policy issues and integrate creativity into private business especially technology
- Fosters and encourages emerging artists and art forms
- Removes barriers to economic sustainability
- Helps generate/create new sources of funding for the creative community