We gratefully acknowledge that we rest on the traditional lands of the Puyallup People where they make their home and speak the Lushootseed language.

Tacoma Creates
Program Year 2021 - 2022

We are delighted to present this report on the second year of Tacoma Creates funding – a year of reimagining, rebuilding, and reconnecting.

When our program year started in July 2021, a statewide mask mandate was still in place, and many cultural programs were still being presented online rather than in-person. Like all businesses, cultural organizations were adapting, shifting, and responding to operational and staffing challenges related to multiple pandemics. As we ended the program year in June 2022, much more in-person programming had become possible, providing especially relevant opportunities for community gatherings and shared experiences.

Tacoma Creates funds are public funds, and it’s important to document how these funds make a positive impact in our community. As we review the previous year, we are asking:

Are we meeting our goal to provide a wide range of engaging programs in arts, culture, heritage, and science in Tacoma? How is our cultural sector centering equity and expanding access to cultural programming? How do cultural organizations provide value in our community? And, how are our cultural organizations being supported to sustain and grow their work?

We are pleased to share the information in this report to demonstrate the return on the public investment in our cultural sector. Thank you, community, for supporting Tacoma Creates, and thank you to the cultural sector organizations who continue to make Tacoma a vibrant place to live, work, play, and learn. We invite you to learn more about Tacoma Creates at tacomacreates.org.

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At a Glance
Program Year 2021-22

51 Cultural Organizations funded

$4.2M Distributed to Arts, Culture, Heritage & Science organizations in Tacoma

1,054 Events & Programs
- 68% In-person programs
- 19% Online programs
- 13% Hybrid programs
- 6% General public programs
- 3% Youth education programs

989,749 Participants at In-person Events

74% of Programs were FREE for all Participants

Partnership with Tacoma Public Schools (TPS)
- 24 Organizations provided education programs in partnership with TPS
- 22 Field trips supported with free bus transportation
- 90% Of TPS schools had a connection with at least one Tacoma Creates organization
- $807,350 Funds used by organizations to support TPS student learning

Partnership with Tacoma Public Library (TPL)
- 17 Organizations presented programming in partnership with TPL
- 825 People attended free TPL/ Tacoma Creates programs
- 19 Online programs
- 30 In-person programs at TPL branches

Youth Education Programs
- 36 Organizations provided youth education programs
- 397 Youth education programs offered
- 77% of Youth Education Programs were free for all participants
- 57,547 Participants at Youth Education Programs
Funding Programs

Tacoma Creates funds eligible arts, culture, heritage, and science non-profit organizations in Tacoma to support their public programming work, with a focus on equity, access, and public benefit. There are two funding categories — Impact Funding and Comprehensive Organizational Support — both of which support a wide variety of public presentations, workshops, exhibitions, events, festivals, youth education programs, and lifelong learning programs for all ages.

### Funding Programs

- Alchemy Skateboarding
- Asia Pacific Cultural Center
- Breaker Gallery
- Buffalo Soldiers Museum
- Cathartic Muse
- Chinese Reconciliation Project Foundation
- Communities for a Healthy Bay
- Classical Tuesdays in Old Town
- Creative Colloquy
- Destiny City Film Festival
- Destiny City Music Collective
- Elements of Education Partners
- Fab-S
- Fablab Nonprofit
- Foss Waterway Seaport
- Greentrike
- Hilltop Artists
- Job Carr Cabin Museum
- LeMay—America’s Car Museum
- Museum of Glass
- Northwest Sinfonietta
- Orchestral Recital Series of Tacoma
- Permaculture Lifestyle Institute
- Puget Sound Revels
- Rainbow Center
- Spaceworks Tacoma
- Symphony Tacoma
- Tacoma Art Museum
- Tacoma Arts Live
- Tacoma Boat Builders
- Tacoma City Association of Colored Women’s Clubs
- Tacoma City Ballet
- Tacoma Concert Band
- Tacoma Historical Society
- Tacoma Light Trail
- Tacoma Little Theatre
- Tacoma Musical Playhouse
- Tacoma Ocean Fest
- Tacoma Opera Association
- Tacoma Refugee Choir
- Tacoma Tree Foundation
- Tacoma Urban Performing Arts Center
- Tacoma Waterfront Association
- Tacoma Youth Symphony Association
- Ted Brown Music Outreach
- The Barefoot Collective
- The Grand Cinema
- The Kareem Kandi World Orchestra
- The Night Show with Will & Keilani
- WayOut Kids
- Write253

### Primary Funding Goals

- Support public programs in arts, culture, heritage, and/or science that engage community members in Tacoma.
- Increase access to these programs, and reduce barriers to participation, especially for historically underserved populations, and within neighborhoods across Tacoma.
- Support programming by and for culturally or ethnically specific communities, and/or other underrepresented groups.
- Expand access to youth education programs in arts, culture, heritage, and science.
- Support the sustainability of cultural sector organizations in Tacoma.

A list of funding amounts for each organization is posted at: tacomacreat.es.org/funding-history. Learn more about the Tacoma Creates funding process at: tacomacreat.es.org/funding-opportunities.
This map shows the locations of programs and events supported by Tacoma Creates.

There are many locations where multiple events took place; to view an interactive version of this map, including names of events and producing organizations, click here.

The purple shading is from the City of Tacoma’s Equity Index, an interactive tool that visually highlights disparities in Tacoma. This tool supports data-informed decision making to improve access to opportunity for all community members.
A provision in the Tacoma Creates legislation, the Public School Cultural Access Program, supports a commitment to working in collaboration with Tacoma Public Schools (TPS).

Cultural organizations supported by Tacoma Creates partnered with TPS in a variety of ways: programming connected to classroom curriculum during the regular school day, after school programming on site at TPS campuses, professional development opportunities for educators, and more. 24 organizations provided education programs in partnership with TPS, reaching 90% of TPS schools with at least one cultural learning opportunity.

Beyond the Bell

Tacoma Creates helped support after school Expanded Learning Opportunity classes through Beyond the Bell (elementary schools) and Club Beyond (middle schools). To support access for all families, these classes were offered with a “pay what you will” approach to registration. Tacoma Creates funds supported 10 organizations in offering 65 classes at 29 TPS elementary and middle schools.

New: Free Bus Transportation for TPS Field Trips

The cost of bus transportation is often the biggest barrier for schools interested in off-campus learning experiences. With the goal of increasing access to cultural programs for TPS students, Tacoma Creates began a new transportation partnership in which any TPS Title 1 school could get bus costs covered for any school-day field trip to attend Tacoma Creates-supported cultural programming. This pilot program began in Spring 2022, just as in-person field trips were becoming a possibility again. In the last few months of the 2021-2022 school year, Tacoma Creates supported buses for 22 cultural field trips, serving 1,200 students across every grade level, Kindergarten through 12th grade.

TPS Partnership in Action

Foss Waterway Seaport’s Salmon in the Classroom program includes providing salmon eggs and tanks to 5th grade classrooms, providing curriculum and professional development for the teachers, and a field trip to Swan Creek Park for a salmon release event. “I enjoy testing the water because it’s cool how we can feel like scientists,” said a 5th grader at Lister Elementary. “I’ve learned that it’s hard for animals to grow up. They need the right foods and proper water to live in,” she said.
Tacoma Creates partners with Tacoma Public Library (TPL) as part of our commitment to support cultural programming in different parts of the city.

During the first part of the 2021-2022 program year, most TPL presentations remained online, but in-person programs at branch locations made a successful return in 2022. Programming included story times for young children and families, interactive workshops for teens, and presentations about arts, history, and culture for all ages.

Organizations presented programming
Programs presented
Online programs
In-person programs at TPL branches

It is extremely important for our target audience to see themselves represented in the programming they receive. We believe this is a key to the overall value we create for young people in Tacoma. We created 17 videos that take students on a fun educational journey designed to pique their interest in Science, Technology, Engineering, Arts, and Math, and they feature kids who represent the communities we serve.

- WayOut Kids

Being able to work with Tacoma Art Museum in a new capacity through Tacoma Creates has brought art workshops into the communities at the libraries. Families can connect with artwork and create hands-on projects, while building memories.

- TPL Youth Services Librarian

As part of our commitment to supporting strong youth education programming in Tacoma, four educators who work with Tacoma Creates-funded organizations received 50% scholarships to participate in the Washington State Teaching Artist Training Lab. These educators reported back on the value of this professional development program: networking with and getting feedback from teaching artists from around the state, building stronger learning plans for their organizations, and ultimately providing better learning opportunities for the students they serve.

WayOut Kids

Capacity Building for Educators

Partnership with Tacoma Public Library

Tacoma Creates partners with Tacoma Public Library (TPL) as part of our commitment to support cultural programming in different parts of the city.
Capacity Building

Tacoma Creates invests in equity-focused capacity building work to support individuals’ knowledge and understanding, and organizations’ ability and will to take action steps. We partnered with Tacoma firm Colemon and Associates to support skill-building and peer learning in Justice, Equity, Diversity, and Inclusion (JEDI) through a series of cohort-based JEDI workshops and organization-specific consulting time.

JEDI Cohorts

39 individuals from 29 organizations participated in 3 JEDI cohorts; each cohort participated in 4 workshops over the course of the program year.

Organizational Coaching and Technical Assistance

Colemon and Associates provided 21 hours of coaching and technical assistance to 11 organizations on topics such as JEDI goal development, cross-cultural partnerships, and participant inclusion.

Equity and Access

Equity and access are central to Tacoma Creates funding priorities.

In alignment with Tacoma Creates’ originating State legislation, and with the City of Tacoma’s commitment to creating an equitable and anti-racist city, Tacoma Creates is dedicated to supporting vibrant and inclusive cultural programming throughout the city. Equity and access for Tacoma Creates means minimizing historical, systematic, and institutional disparities, while maximizing opportunities for all people by increasing access, strengthening community engagement, and reducing barriers to participation.

Read more about the City of Tacoma’s commitment to equity:

Resolution 40622 | Tacoma 2025 | Equity Index | Office of Equity and Human Rights

Participants saw value in being a part of the JEDI Cohorts because they could:

* Learn best practices for developing JEDI policies and practices
* Understand and address personal knowledge gaps
* Learn how to build a team that better represents the community
* Learn from and with people working in similar kinds of organizations
* Improve community engagement
* Address internal conflict and improve workplace culture

Tacoma Creates has been an important impetus in our JEDI journey. Two years ago, issues of JEDI were, at best, limited to our peripheral vision. Tacoma Creates has energized us to own and articulate our JEDI accountability. While we’ve made strides in some areas (repertoire, partnerships, recruitment, leadership and governance, scholarships for participating BIPOC students), there is more to do.

- Orchestral Recital Series of Tacoma

Our JEDI work with Colemon and Associates first clarified and then reinforced that our process of creating a sense of belonging among members, writing music together with that spirit, and sharing it with the world is DEI work, and that we should lean in on the music to support community DEI efforts.

- Tacoma Refugee Choir

I really liked the presenters, the atmosphere, and the space it created for talking about difficult issues. I also made great connections with partner organizations.

- JEDI Cohort Participant

The exchange between other organizations has been so valuable for ideas, and recognizing common challenges we all have.

- JEDI Cohort Participant

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- Tacoma Refugee Choir

88% Reported that the Cohort meetings supported their personal JEDI growth

69% Reported measurable change in their organization’s work as a result of participating in the Cohort meetings

“...”Our JEDI work with Coleman and Associates first clarified and then reinforced that our process of creating a sense of belonging among members, writing music together with that spirit, and sharing it with the world is DEI work, and that we should lean in on the music to support community DEI efforts. “...

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- Orchestral Recital Series of Tacoma
Evidence of Success
Tacoma Creates supports cultural organizations’ efforts to expand equity and access in internal and public-facing work. This work is approached in various ways by different organizations, for example:

- Indicate specific, measurable continuing or new work in supporting access for public programs: 70%

- Indicate equity-related changes in composition of or support of staff, board, volunteers: 27%

- Indicate intentional work to support culturally or ethnically specific communities, and/or other under-represented groups: 60%

- Indicate specific, measurable continuing or new work in policies, practices, infrastructure: 21%

- Indicate equity-related training, consultant, or internal committees: 50%

"Our equity focus this year included highly compensating all artists (possible thanks to Tacoma Creates Impact Funding), presenting a collection of pieces that represent diverse voices, perspectives, and lived experiences, and providing supports unique to each artist based on what they needed in order to bring their dance film pieces to fruition."

- The Barefoot Collective

Free and sliding scale priced programs are essential, but access means more than free tickets.

Tacoma Creates funds were used to:

- Present materials in more than one language
- Offer hybrid and remote participation options
- Invest in technology and services for people with physical disabilities
- Engage community members in programming decisions
- Produce programming in different neighborhood locations
- Adjust the timing and/or length of programs
- Develop and deepen partnerships inside and outside the cultural sector
- Build more diverse staff and board teams
- Support professional learning related to equity and access

"Our LGBTQ+ educational offerings now have the intersectionality of race and disability woven throughout. Our main goal is to continue on a path to being an anti-racist organization, recognizing that there is no arrival point in our lifetimes."

- Rainbow Center

"We updated concert dress code language to be gender neutral, to support non-binary musicians. Previously, the dress code said ‘Male/tails’ and ‘Female/long dresses’; now the two dress choices are the same, but they are called ‘Option 1’ and ‘Option 2’."

- Symphony Tacoma

Participatory Budgeting and Community Festivals
In April and May of 2022, over 5,000 community members of all ages across the Eastside and South Tacoma cast their votes for the cultural projects they most wanted to see in their communities. This happened through a participatory budgeting process led by the Public Health Centers for Excellence at Tacoma-Pierce County Health Department in partnership with Tacoma Creates. The process began in 2019 with convening local advisory boards, an idea-generation stage in which thousands of community members shared ideas for how to spend $100,000 on cultural programming, and then distilling those ideas into proposals that went out for a community vote. The proposals selected by the community were:

Eastside
A series of Multicultural Festivals, including Lunar New Year (produced by Golden Bamboo), Juneteenth (produced by WayOut Kids), and Día de los Muertos (produced by Calavera Collective).

South Tacoma
The South Tacoma Heritage Festival (produced by Asia Pacific Cultural Center).

Look for all of these festivals in 2023!
Sustainability & Growth

Organizations are able to strengthen their foundations with Tacoma Creates funding, which supports work now and into the future. They expanded their capacity with financial support for staffing, professional learning, operations, physical spaces and technology, and to support organizational growth through resources for launching new programs and ideas, and working with new partners.

Evidence of Success

Tacoma Creates supports the sustainability of the cultural sector by providing increased financial stability, supporting collaborations, and supporting capacity building.

- 42% Reported new, adjusted, or expanded programs
- 21% Reported expanded infrastructure
- 35% Reported productive collaborations within the cultural sector
- 48% Reported expanded staffing, contractors, volunteers
- 44% Reported productive collaborations outside the cultural sector
- 25% Reported program evaluation work

Collaboration

With more in-person programming happening in Tacoma, more collaborations among cultural organizations were activated. In addition to new and existing collaborations within the cultural sector, organizations nurtured ongoing partnerships within the community, and also embarked on building relationships with new audiences and sectors, which resulted in broader and deeper community reach and impact.

- "Tacoma Creates funds helped make it possible to hire a volunteer and visitor services coordinator." - Job Carr Cabin Museum

- "Over the past two years, we have hired four new employees. All four employees are BIPOC and/or Latinx; two are bilingual; and two are Hilltop Artists alumni. Now 9 of our 17 staff are BIPOC, making our staff majority minority for the first time in our organization’s history. We are making the glass profession more inclusive and prioritizing hiring staff who reflect our student body." - Hilltop Artists

- "We used some Tacoma Creates funding to buy a smart phone. This might seem like a small purchase, but for us it means we are able to take credit cards at public events where we sell prints and take donations." - Write253

- "The Tacoma Creates funding enabled us to pay our contractors more than we did for the 2021 festival, which meant being able to invest in our team, to delegate more work and to get more done. It also allowed us to pay all of the 2022 filmmakers a small honorarium for the first time." - Destiny City Film Festival
Michael Antonio Hudson, known as Tony to many, was one of the original members of the Tacoma Creates Advisory Board, and served from September 2020 until he passed away in April 2022. He brought great wisdom from his years working in community and finance, having served on many local and statewide boards, and he brought tremendous passion for arts and culture. He deeply understood the power of public funding to support equity and access within the cultural sector. He is greatly missed by the Tacoma Creates staff and Advisory Board.

Application Review Panelists
The following 12 community members, including 4 TCAB members, served on the panels to review applications for the 2021-2022 funding cycle. Panelists bring a diversity of personal backgrounds and experience related to cultural sector programming, youth education, public funding, and organizational management as they evaluate funding proposals. These panelists put in a combined total of approximately 420 hours in reading, scoring, and discussing Tacoma Creates applications.

Tacoma Creates Advisory Board
Tacoma Creates Advisory Board (TCAB) members represent all five City of Tacoma council districts, as well as background and experience in arts, culture, heritage, science, K-12 education, and community engagement. There is one youth member, who is also a member of the Mayor’s Youth Commission. The Advisory Board meets monthly and serves in an advisory role to Tacoma Creates administration.

Tacoma City Council
Mayor Victoria Woodards, Mayor of Tacoma
Council Member John Hines, Position 1
Council Member Robert Thoms*, Position 2
Council Member Sarah Rumbaugh#, Position 2
Council Member Keith Blocker*, Position 3
Deputy Mayor Catherine Ushka**, Position 4
Council Member Chris Beale*, Position 5
Council Member Joe Bushnell#, Position 5

Council Member Lillian Hunter*, At-Large Position 6
Council Member Kiara Daniels#, At-Large Position 6
Council Member Conor McCarthy, At-Large Position 7
Council Member Kristina Walker, At-Large Position 8

* Council Member through December 2021
# Council Member starting January 2022
** Deputy Mayor through December 2021
*** Deputy Mayor starting January 2022

In Memoriam: A Tribute to Tony Hudson

Michael Antonio Hudson, known as Tony to many, was one of the original members of the Tacoma Creates Advisory Board, and served from September 2020 until he passed away in April 2022. He brought great wisdom from his years working in community and in finance, having served on many local and statewide boards, and he brought tremendous passion for arts and culture. He deeply understood the power of public funding to support equity and access within the cultural sector. He is greatly missed by the Tacoma Creates staff and Advisory Board.
Financial Summary
Tacoma Creates is funded by a sales tax of one-tenth of 1% in the City of Tacoma. The revenue received in one year will support the expenses in the following year.

Revenue
July 2020 - June 2021

Total Revenue $6,470,000

Expenses
July 2021 - June 2022

Cultural Organization Funding $4,212,800
General Administration $421,500
Transportation Program $328,900
Capacity Building / Consulting $282,300
Program Management $210,400

Total Expenses $5,455,900

Program Reserves
2021-2022
Revenue Allocated for Future Programming & Program Reserves $1,014,100

Here’s how organizations spent the $4.2 Million of Cultural Organization Funding:

- Promotion, Marketing, Communication
- Staff Wages & Benefits
- Supplies, Materials, Equipment
- General Administration (including insurance, permits, etc.)
- Facility Rental / Maintenance
- Contracts & Consultants (including artists)

To see the accounting detail aligned with the City’s fiscal years, click here. To see a description of the Expense Categories listed above, click here. Estimates were used to project expenses for the program year ended 6/30/22; these estimates were accurate as of 9/15/22.

Photo Credits

Page 1 (L-R): Artist Tiffany Hammonds celebrating the completion of a mural at Spaceworks Tacoma’s Star Bazaar. Young child receiving hands-on assistance with the violin at Northwest Sinfonietta’s Low Sensory Concert.

Page 2 (L-R): Twins play in the water feature at the Children’s Museum of Tacoma. Youth performing at an Asia Pacific Cultural Center event.

Page 3: Hilltop Artists students and artist Minhi England working with glass.

Page 4 (L-R): Student learning how to hold the ukulele during Tacoma Arts Live’s Ukulele Club, in the Beyond the Bell program. Tacoma Ocean Fest’s Titlow Beach Walk participants gather.


Page 8: The Grand Cinema’s outdoor screening of Minari, at Asia Pacific Cultural Center.

Page 9: Child hammering a nail into a tree stump at Job Carr Cabin Museum’s Pioneer Craft and Music Festival.

Page 10: Student making a print during Write253’s workshop at Stewart Middle School.

Page 11 (top-bottom): Students learning a drumming pattern during Tacoma Arts Live’s World Drumming Class, in the Beyond the Bell program. Young actors filming a scene for a Way Out Kids STEAM video, on location at the Children’s Museum of Tacoma.

Page 12: Kids participating in pipe cleaner crafts during the Together in Art and Glass (TAG) Festival at Tacoma Art Museum.


Page 15: The cast of Tacoma Little Theatre’s A Chorus Line.

Page 18: Northwest Sinfonietta & Tacoma Urban Performing Arts Center perform together in Noir Block Noir.

Page 22: Puget Sound Revels’ Bridge Sings event.

Back Cover: Artist Sean Yoro painting a floating mural during Tacoma Ocean Fest.