SMU DataArts

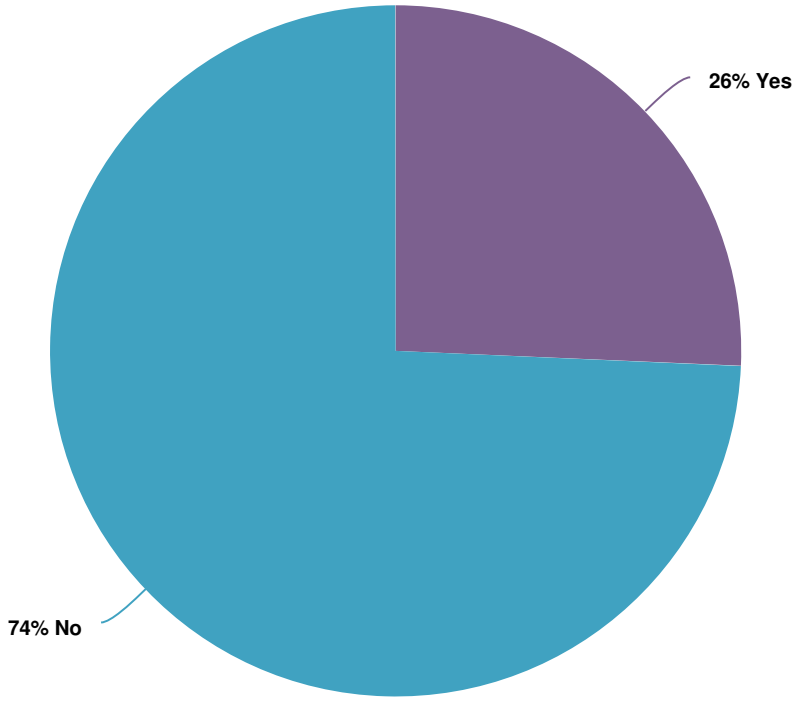
# Appendix C: CFE A&C Grantee Survey

Response Counts

| | | |
|---|---|---|
| **Completion Rate:** | **100%** | |
| | Complete | 70 |

**Totals: 70**

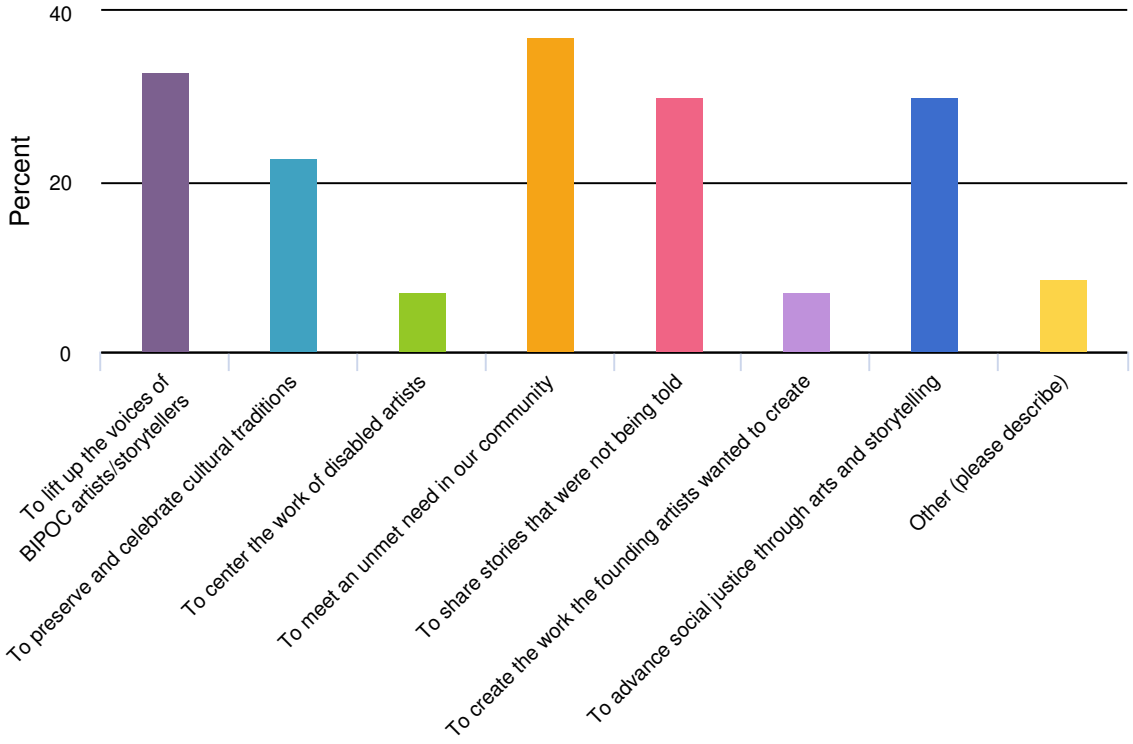
1. Are you the founder or co-founder of your organization?




| Value | Percent | Responses |
|---|---|---|
| Yes | 25.7% | 18 |
| No | 74.3% | 52 |

**Totals: 70**

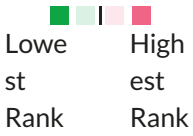
2. Which of these statements best describes the reasons your organization was founded?



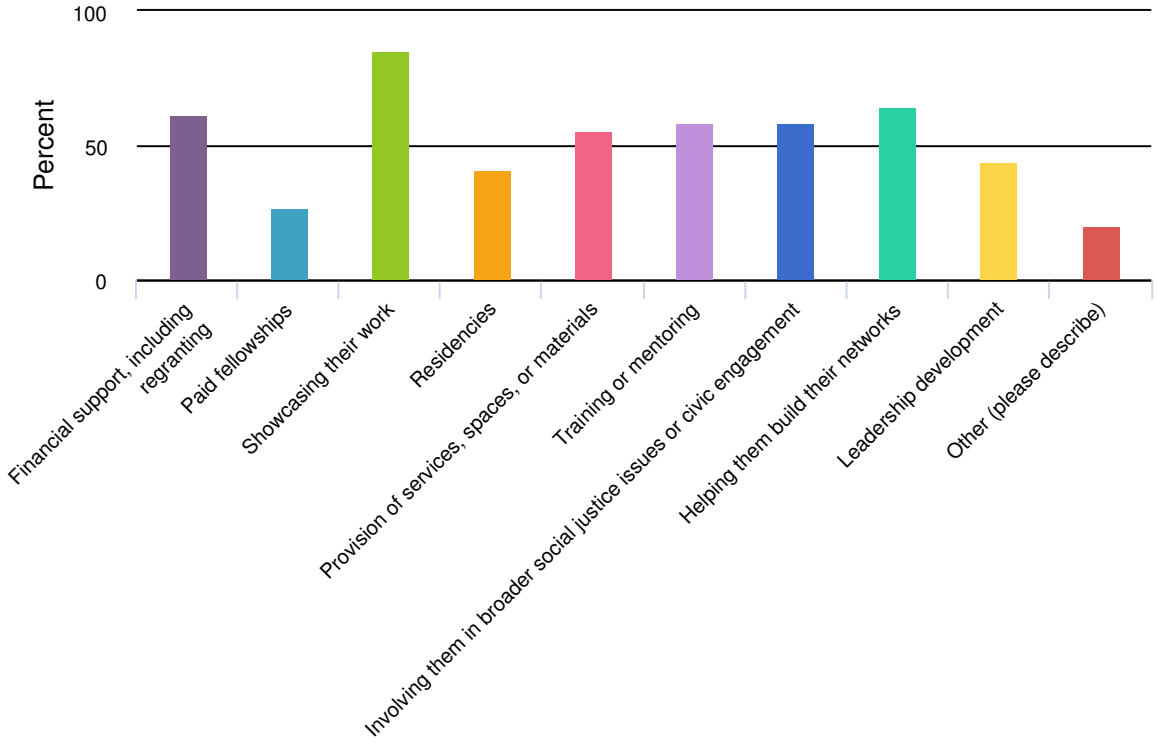

| Value | Percent | Responses |
|---|---|---|
| To lift up the voices of BIPOC artists/storytellers | 32.9% | 23 |
| To preserve and celebrate cultural traditions | 22.9% | 16 |
| To center the work of disabled artists | 7.1% | 5 |
| To meet an unmet need in our community | 37.1% | 26 |
| To share stories that were not being told | 30.0% | 21 |
| To create the work the founding artists wanted to create | 7.1% | 5 |
| To advance social justice through arts and storytelling | 30.0% | 21 |
| Other (please describe) | 8.6% | 6 |

3. Our top 3 goals as a grantee of the CFE program have been to:

| Item | Overall Rank | Rank Distribution | Score | No. of Rankings |
|---|---|---|---|---|
| Lift up the cultural contributions of artists/storytellers of color | 1 | | 103 | 44 |
| Build organizational capacity (e.g., staffing, formalized policies, space, etc.) | 2 | | 80 | 41 |
| Increase employment opportunities for artists/storytellers whose work has been historically marginalized | 3 | | 70 | 32 |
| Shift dominant narratives that perpetuate inequality | 4 | | 68 | 35 |
| Support BIPOC and/or disabled artists/storytellers in their social justice work | 5 | | 43 | 25 |
| Improve our community | 6 | | 30 | 19 |
| Other | 7 | | 11 | 6 |
| Increase the resources behind our re-granting initiative | 8 | | 9 | 5 |

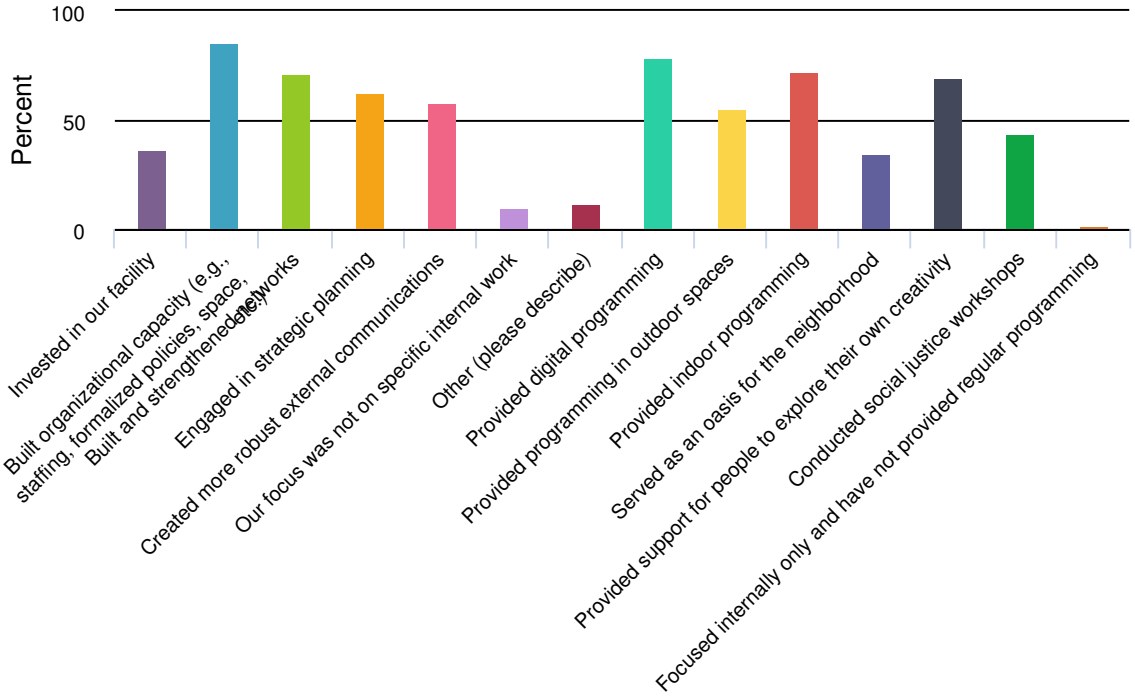


4. During the period of CFE support, we have had impact on BIPOC and/or disabled artists/storytellers through:



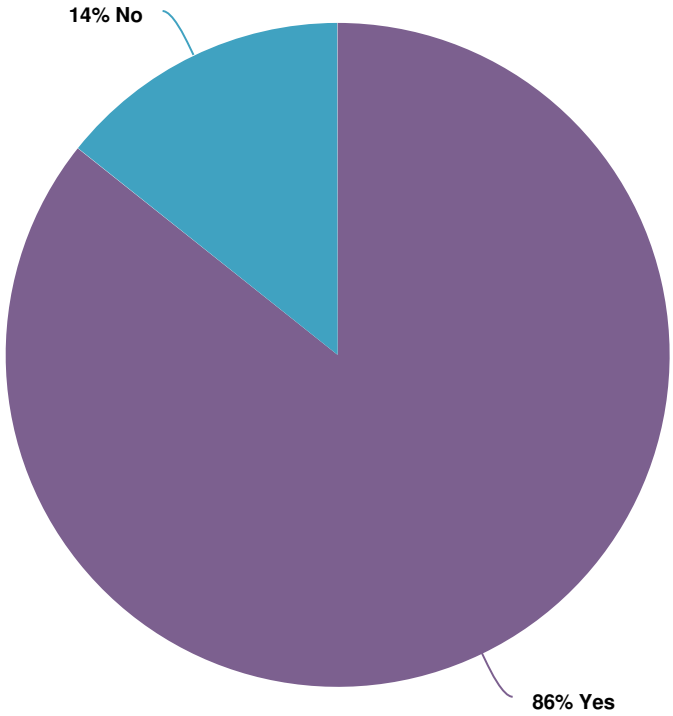

| Value | Percent | Responses |
|---|---|---|
| Financial support, including regranting | 61.4% | 43 |
| Paid fellowships | 27.1% | 19 |
| Showcasing their work | 85.7% | 60 |
| Residencies | 41.4% | 29 |
| Provision of services, spaces, or materials | 55.7% | 39 |
| Training or mentoring | 58.6% | 41 |
| Involving them in broader social justice issues or civic engagement | 58.6% | 41 |
| Helping them build their networks | 64.3% | 45 |
| Leadership development | 44.3% | 31 |
| Other (please describe) | 20.0% | 14 |

5. During the period of CFE support, we focused on the following kinds of work for ourselves and for our community:



| Value | Percent | Responses |
|---|---|---|
| Invested in our facility | 36.2% | 25 |
| Built organizational capacity (e.g., staffing, formalized policies, space, etc.) | 85.5% | 59 |
| Built and strengthened networks | 71.0% | 49 |
| Engaged in strategic planning | 62.3% | 43 |
| Created more robust external communications | 58.0% | 40 |
| Our focus was not on specific internal work | 10.1% | 7 |
| Other (please describe) | 8.7% | 6 |
| Provided digital programming | 78.3% | 54 |
| Provided programming in outdoor spaces | 55.1% | 38 |
| Provided indoor programming | 72.5% | 50 |
| Served as an oasis for the neighborhood | 34.8% | 24 |
| Provided support for people to explore their own creativity | 69.6% | 48 |
| Conducted social justice workshops | 43.5% | 30 |
| Focused internally only and have not provided regular programming | 1.4% | 1 |
| Other (please describe) | 11.6% | 8 |

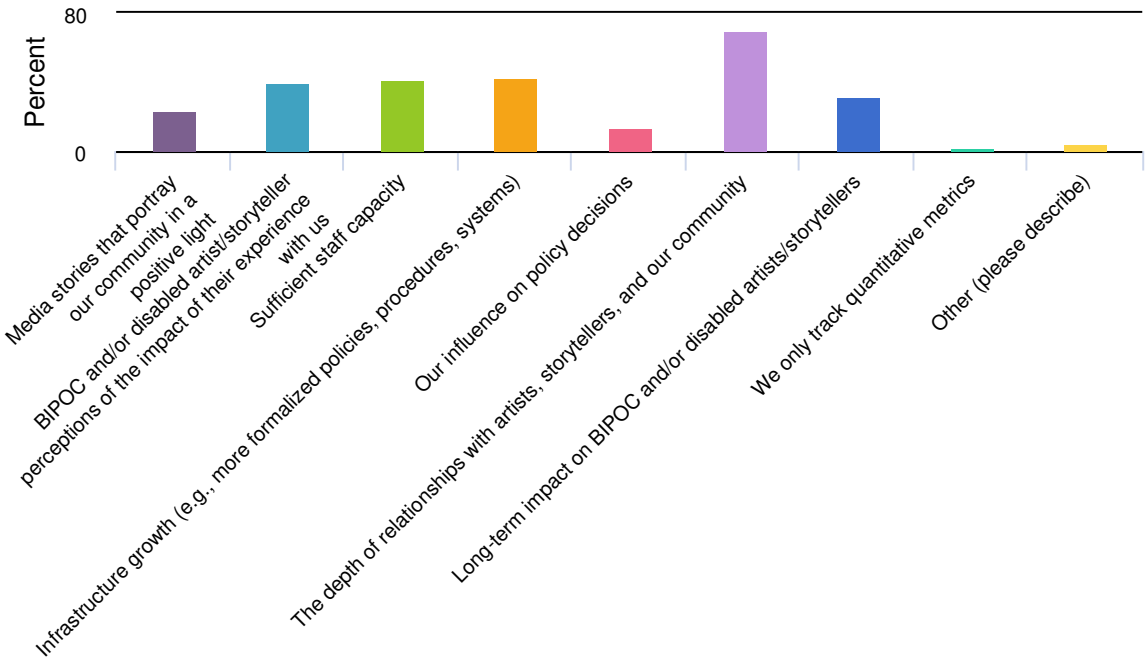
6. Have you measured success towards your goals as a grantee of the CFE program?




| Value | Percent | Responses |
|---|---|---|
| Yes | 85.7% | 60 |
| No | 14.3% | 10 |

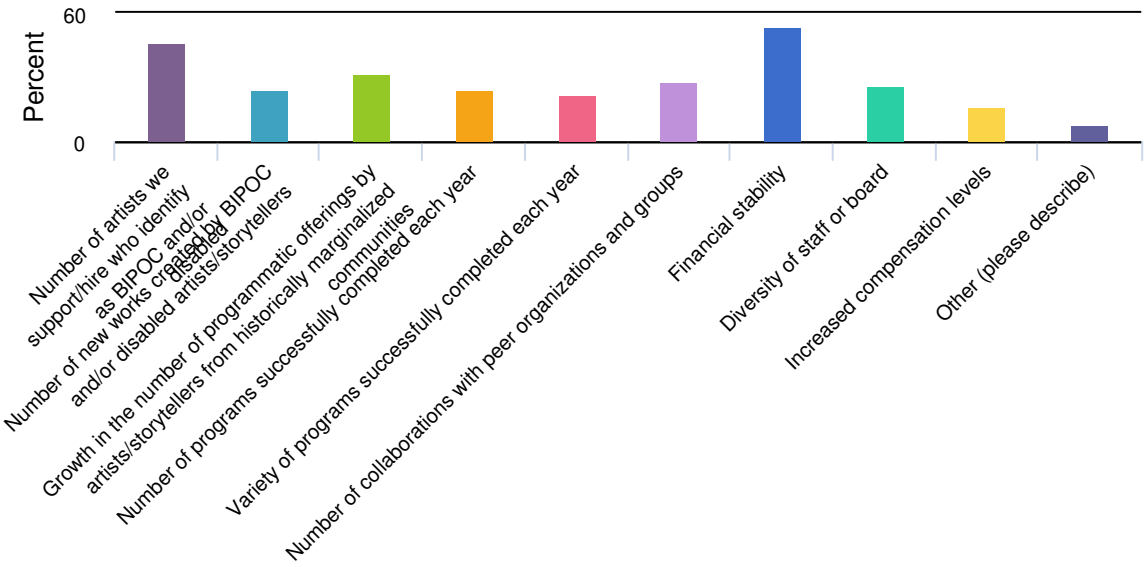
**Totals: 70**

## 7. What qualitative metrics do you track?



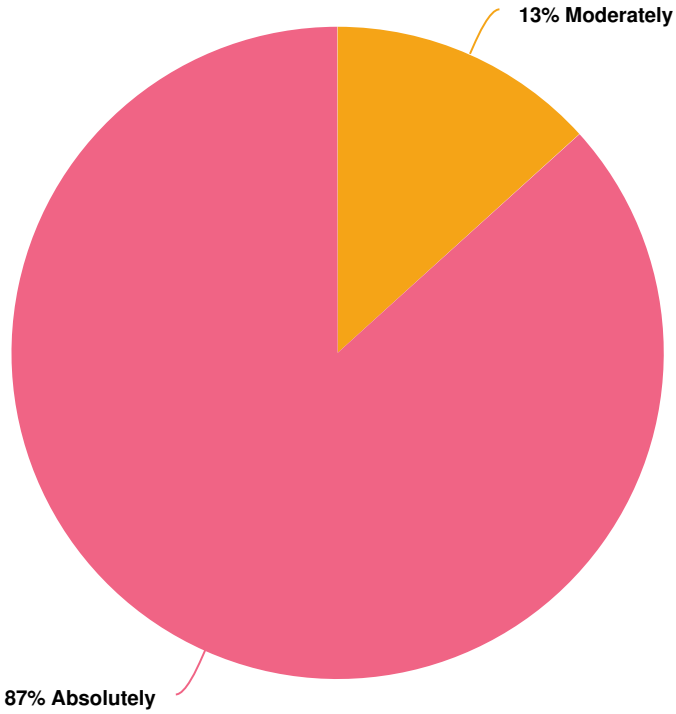

| Value | Percent | Responses |
|---|---|---|
| Media stories that portray our community in a positive light | 23.3% | 14 |
| BIPOC and/or disabled artist/storyteller perceptions of the impact of their experience with us | 40.0% | 24 |
| Sufficient staff capacity | 41.7% | 25 |
| Infrastructure growth (e.g., more formalized policies, procedures, systems) | 43.3% | 26 |
| Our influence on policy decisions | 13.3% | 8 |
| The depth of relationships with artists, storytellers, and our community | 70.0% | 42 |
| Long-term impact on BIPOC and/or disabled artists/storytellers | 31.7% | 19 |
| We only track quantitative metrics | 1.7% | 1 |
| Other (please describe) | 5.0% | 3 |

## 8. What quantitative metrics do you track?




| Value | Percent | Responses |
|---|---|---|
| Number of artists we support/hire who identify as BIPOC and/or disabled | 46.7% | 28 |
| Number of new works created by BIPOC and/or disabled artists/storytellers | 25.0% | 15 |
| Growth in the number of programmatic offerings by artists/storytellers from historically marginalized communities | 31.7% | 19 |
| Number of programs successfully completed each year | 25.0% | 15 |
| Variety of programs successfully completed each year | 21.7% | 13 |
| Number of collaborations with peer organizations and groups | 28.3% | 17 |
| Financial stability | 53.3% | 32 |
| Diversity of staff or board | 26.7% | 16 |
| Increased compensation levels | 16.7% | 10 |
| Other (please describe) | 8.3% | 5 |

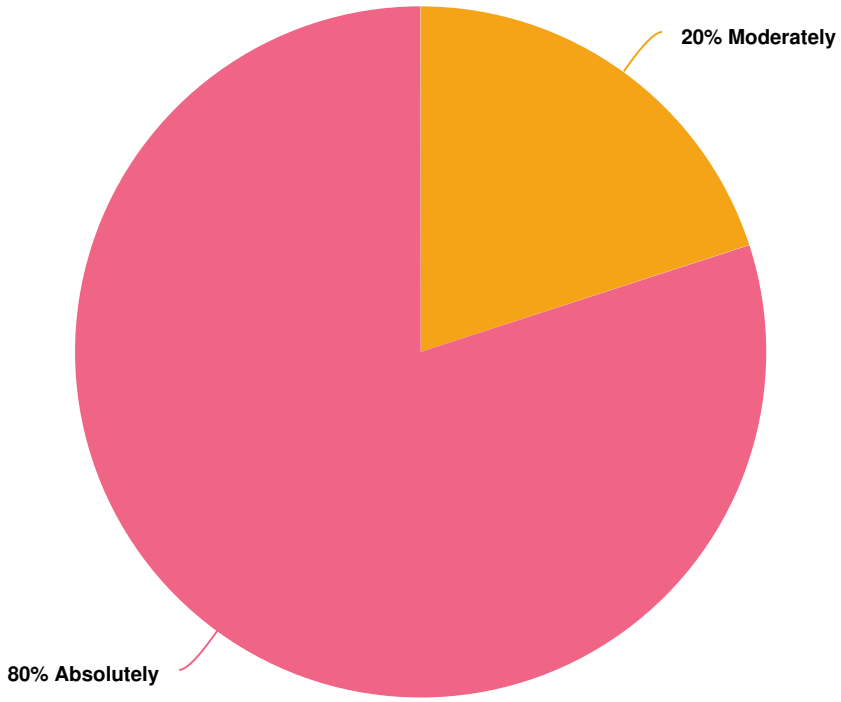
9. Are you making progress towards reaching your goals?




| Value | Percent | Responses |
|---|---|---|
| Moderately | 13.3% | 8 |
| Absolutely | 86.7% | 52 |

**Totals: 60**

10. Even if you do not create and track metrics, do you believe you are making progress towards reaching those goals?




| Value | Percent | Responses |
|---|---|---|
| Moderately | 20.0% | 2 |
| Absolutely | 80.0% | 8 |

**Totals: 10**

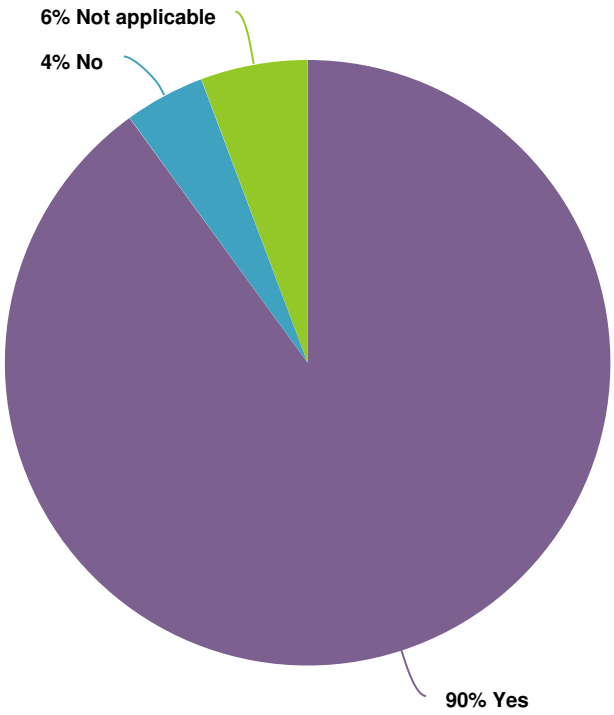
11. In a couple of sentences, please describe your sense of what you've achieved during the period of CFE support.



12. For BIPOC and/or disabled artists/storytellers whom you've worked with or supported during the CFE program, do you have a sense of what the lasting impact of that experience has been on them?

| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree | I don't know |
|---|---|---|---|---|---|---|
| It improved their quality of life<br>Count | 3 | 0 | 18 | 17 | 18 | 11 |
| It provided them critical income<br>Count | 2 | 1 | 14 | 17 | 29 | 4 |
| It gave them a home to develop their work<br>Count | 3 | 2 | 9 | 19 | 30 | 3 |
| It increased visibility for their work<br>Count | 3 | 0 | 3 | 18 | 41 | 1 |
| It fulfilled them<br>Count | 2 | 0 | 10 | 17 | 29 | 8 |
| It built their professional network<br>Count | 2 | 0 | 5 | 23 | 32 | 3 |
| It opened doors for them<br>Count | 3 | 0 | 1 | 29 | 29 | 4 |

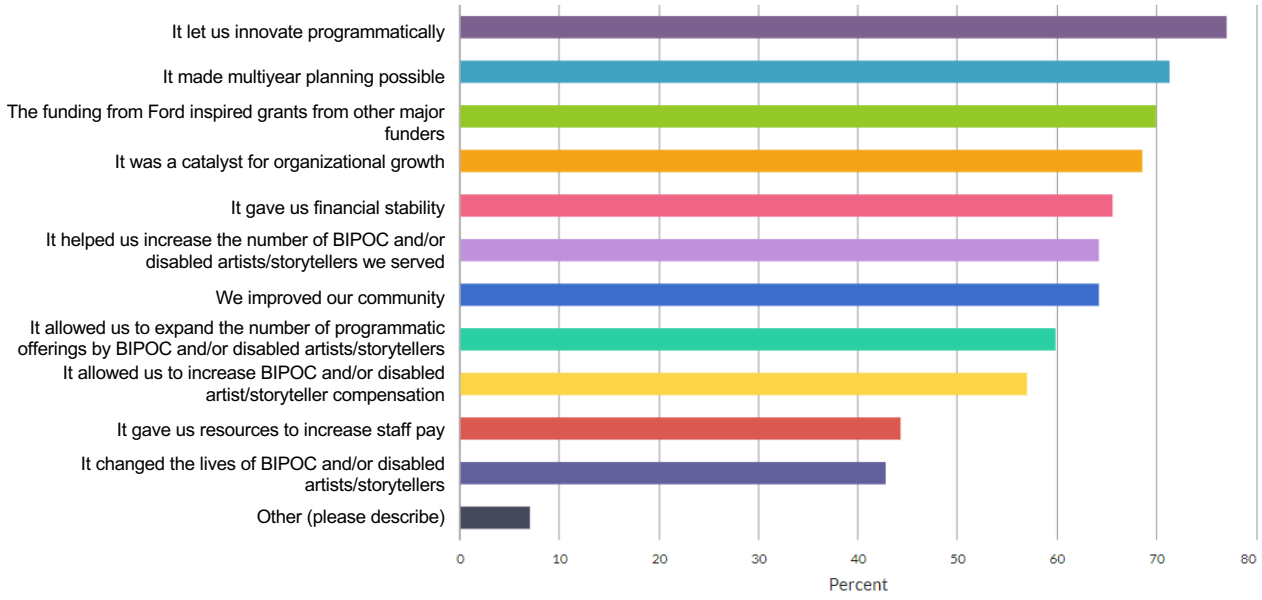
13. Can you recall instances where you heard community members voice that their experience with the artist's/storyteller's work opened their thinking or changed their perspective in some way?




| Value | Percent | Responses |
|---|---|---|
| Yes | 90.0% | 63 |
| No | 4.3% | 3 |
| Not applicable | 5.7% | 4 |

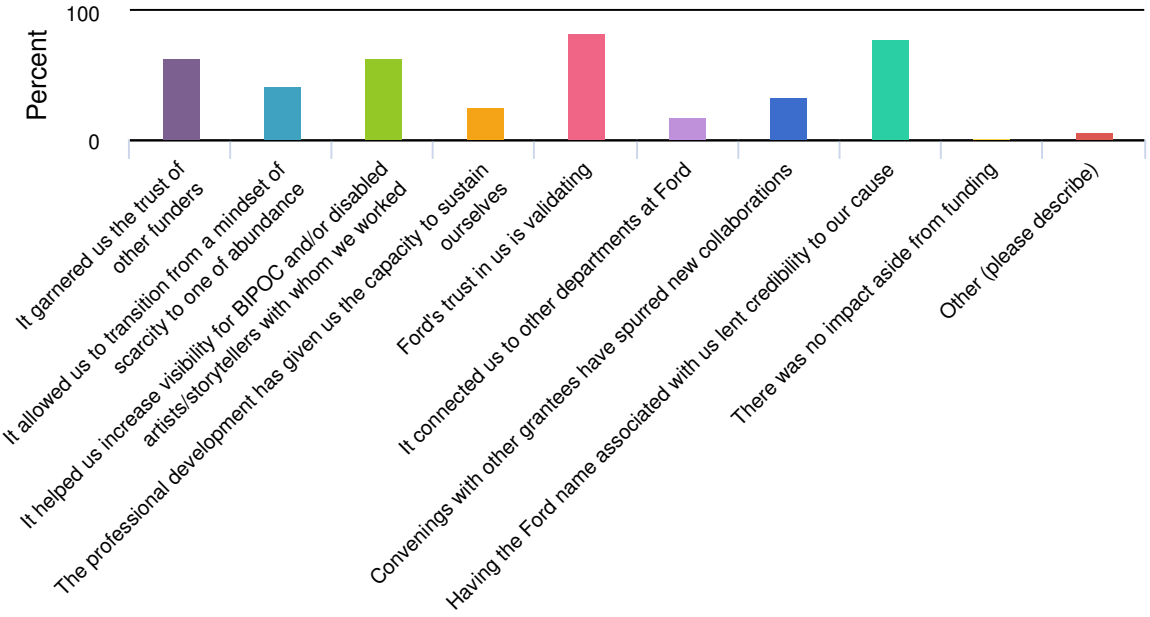
**Totals: 70**

14. Which of these describes the direct impact of CFE funding on your progress?



| Value | Percent | Responses |
|---|---|---|
| It helped us increase the number of BIPOC and/or disabled artists/storytellers we served | 64.3% | 45 |
| It gave us financial stability | 65.7% | 46 |
| It allowed us to increase BIPOC and/or disabled artist/storyteller compensation | 57.1% | 40 |
| It made multiyear planning possible | 71.4% | 50 |
| It changed the lives of BIPOC and/or disabled artists/storytellers | 42.9% | 30 |
| It gave us resources to increase staff pay | 44.3% | 31 |
| We improved our community | 64.3% | 45 |
| The funding from Ford inspired grants from other major funders | 70.0% | 49 |
| It allowed us to expand the number of programmatic offerings by BIPOC and/or disabled artists/storytellers | 60.0% | 42 |
| It let us innovate programmatically | 77.1% | 54 |
| It was a catalyst for organizational growth | 68.6% | 48 |
| Other (please describe) | 7.1% | 5 |

15. Aside from funding, were there other ways the CFE program had an impact on your organization's work?




| Value | Percent | Responses |
|---|---|---|
| It garnered us the trust of other funders | 64.3% | 45 |
| It allowed us to transition from a mindset of scarcity to one of abundance | 42.9% | 30 |
| It helped us increase visibility for BIPOC and/or disabled artists/storytellers with whom we worked | 64.3% | 45 |
| The professional development has given us the capacity to sustain ourselves | 25.7% | 18 |
| Ford's trust in us is validating | 82.9% | 58 |
| It connected us to other departments at Ford | 18.6% | 13 |
| Convenings with other grantees have spurred new collaborations | 32.9% | 23 |
| Having the Ford name associated with us lent credibility to our cause | 78.6% | 55 |
| There was no impact aside from funding | 1.4% | 1 |
| Other (please describe) | 5.7% | 4 |

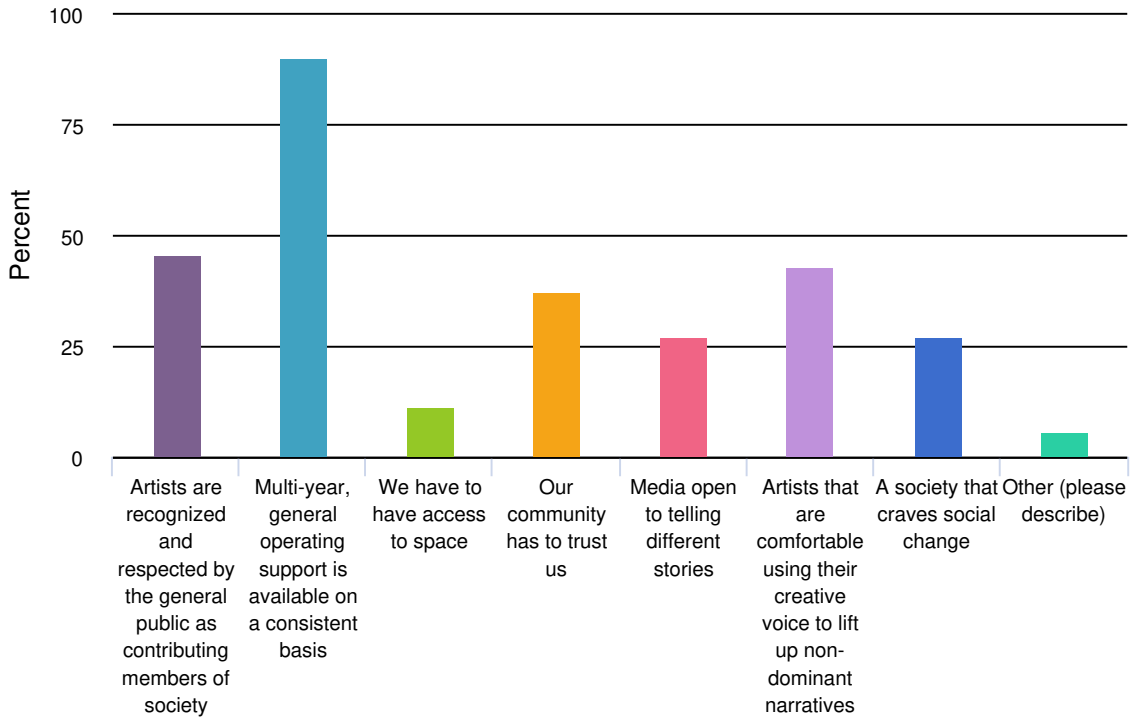
16. What, if any, seeds had to be planted internally before your organization could advance work by BIPOC and/or disabled artists/storytellers?

| Item | Overall Rank | Rank Distribution | Score | No. of Rankings |
|---|---|---|---|---|
| An abundance mindset | 1 |  | 97 | 25 |
| Infrastructure to nurture talent within the staff | 2 |  | 94 | 30 |
| Time spent in conversation with the community you will serve | 3 |  | 85 | 29 |
| A decolonized culture | 4 |  | 78 | 23 |
| Willingness to tirelessly advocate for them | 5 |  | 74 | 23 |
| Pro-BIPOC training, resources, or tools | 6 |  | 67 | 23 |
| Not applicable | 7 |  | 54 | 14 |
| Access to space | 8 |  | 53 | 15 |
| A board that allows us to take the time needed to do this work | 9 |  | 51 | 19 |
| Disability inclusion resources or tools | 10 |  | 42 | 13 |
| Other | 11 |  | 36 | 9 |



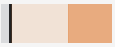
Lowest Rank Highest Rank

## 17. What has to be true about the world for you to be successful reaching your goals?




| Value | Percent | Responses |
|---|---|---|
| Artists are recognized and respected by the general public as contributing members of society | 45.7% | 32 |
| Multi-year, general operating support is available on a consistent basis | 90.0% | 63 |
| We have to have access to space | 11.4% | 8 |
| Our community has to trust us | 37.1% | 26 |
| Media open to telling different stories | 27.1% | 19 |
| Artists that are comfortable using their creative voice to lift up non-dominant narratives | 42.9% | 30 |
| A society that craves social change | 27.1% | 19 |
| Other (please describe) | 5.7% | 4 |

18. What are the 3 most important strengths you need to be successful when lifting up the work of artists whose work has been historically marginalized?

| Item | Overall Rank | Rank Distribution | Score | No. of Rankings |
|---|---|---|---|---|
| Center the community you serve | 1 |  | 110 | 45 |
| Courage to tell the truth about injustice | 2 |  | 76 | 33 |
| Ability to adapt as needed | 3 |  | 58 | 38 |
| Ability to align ambition with staff capacity | 4 |  | 57 | 29 |
| Openness to failure | 5 |  | 41 | 24 |
| A healthy work culture | 6 |  | 37 | 19 |
| Trustworthiness | 7 |  | 35 | 17 |
| Other (please describe) | 8 |  | 1 | 1 |



Lowest Rank Highest Rank

19. If a strength(s) is not listed above or if you selected 'Other', please describe the necessary strength(s) needed to be successful below.



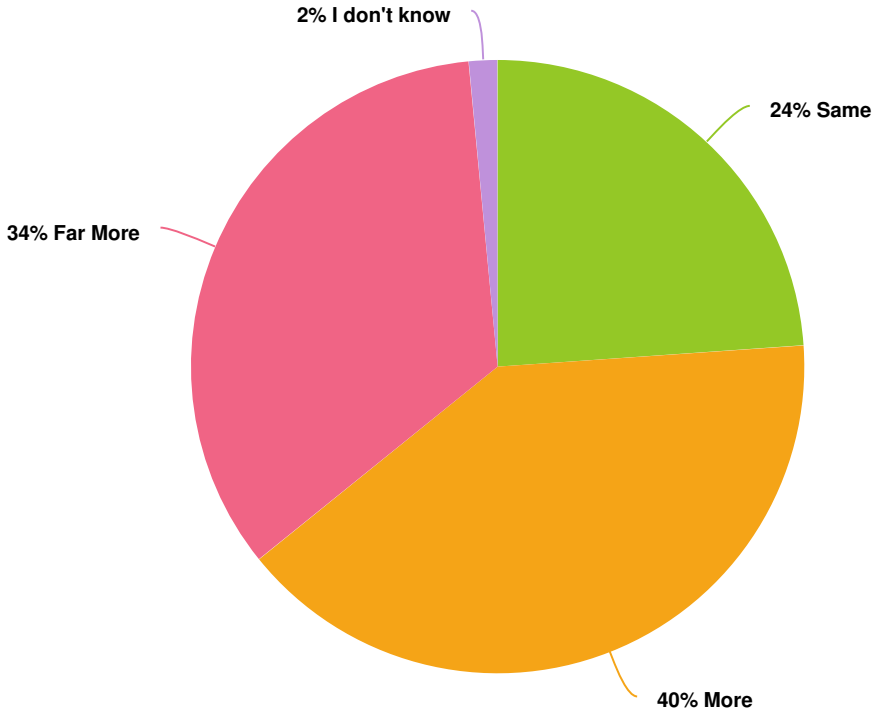
20. What internal challenges have you faced during the period of CFE support?

| | Not a challenge | Minor challenge | Neutral | Moderate challenge | Major challenge | Not applicable |
|---|---|---|---|---|---|---|
| Staff capacity<br>Count | 1 | 3 | 1 | 25 | 36 | 2 |
| Staff burnout<br>Count | 4 | 3 | 7 | 26 | 25 | 3 |
| Insecurity over future funding<br>Count | 1 | 5 | 9 | 21 | 28 | 2 |
| Leadership transition<br>Count | 15 | 3 | 7 | 16 | 8 | 18 |
| Organizational culture<br>Count | 17 | 12 | 14 | 17 | 4 | 3 |
| Managing growth<br>Count | 2 | 9 | 12 | 30 | 12 | 4 |
| Remote work<br>Count | 10 | 8 | 9 | 27 | 10 | 4 |
| Building/program closure<br>Count | 10 | 6 | 9 | 17 | 10 | 13 |

21. Are there external challenges that have had a negative impact on your ability to achieve your goals in recent years?

| | Not a challenge | Minor challenge | Neutral | Moderate challenge | Major challenge | Not applicable |
|---|---|---|---|---|---|---|
| COVID-19<br>Count | 1 | 2 | 4 | 13 | 48 | 1 |
| Racism<br>Count | 1 | 5 | 8 | 20 | 32 | 4 |
| Ableism<br>Count | 6 | 7 | 19 | 22 | 6 | 7 |
| Gentrification<br>Count | 5 | 5 | 21 | 14 | 11 | 11 |
| Societal polarization<br>Count | 4 | 4 | 11 | 20 | 24 | 4 |
| Access to equitable funding<br>Count | 1 | 3 | 6 | 23 | 33 | 4 |

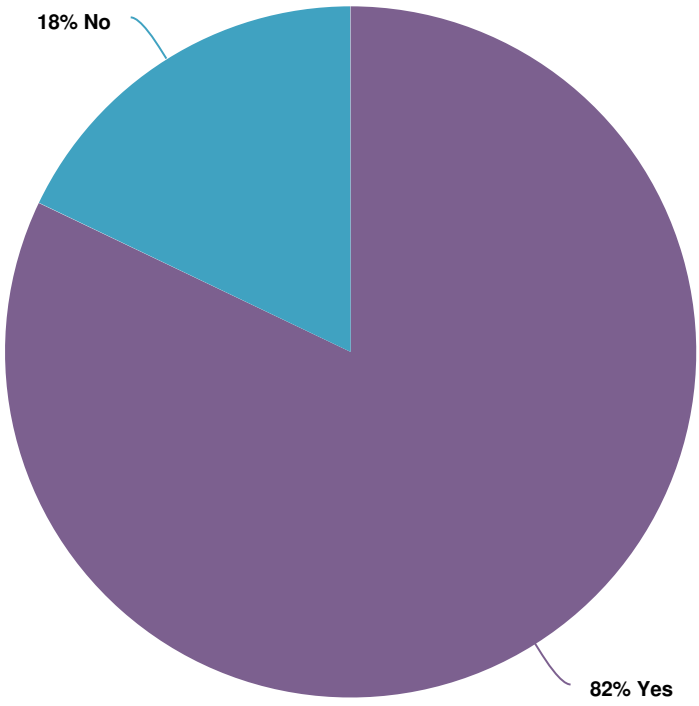
22. During the period of CFE funding, how has your organization's overall number or scope of programmatic works by BIPOC and/or disabled artists/storytellers changed compared with years prior to CFE funding?




| Value | Percent | Responses |
|---|---|---|
| Same | 23.9% | 16 |
| More | 40.3% | 27 |
| Far More | 34.3% | 23 |
| I don't know | 1.5% | 1 |

**Totals: 67**

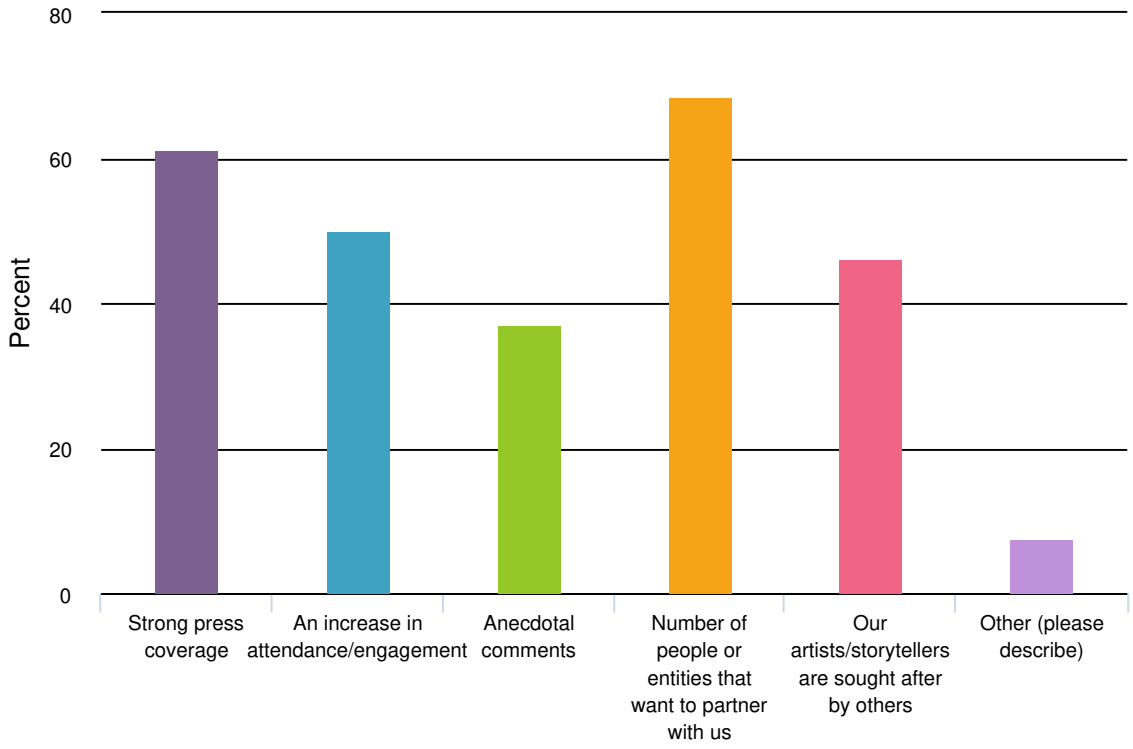
23. Did your organization's programmatic work by BIPOC and/or disabled artists/storytellers get a lot of visibility?




| Value | Percent | Responses |
|---|---|---|
| Yes | 82.1% | 55 |
| No | 17.9% | 12 |

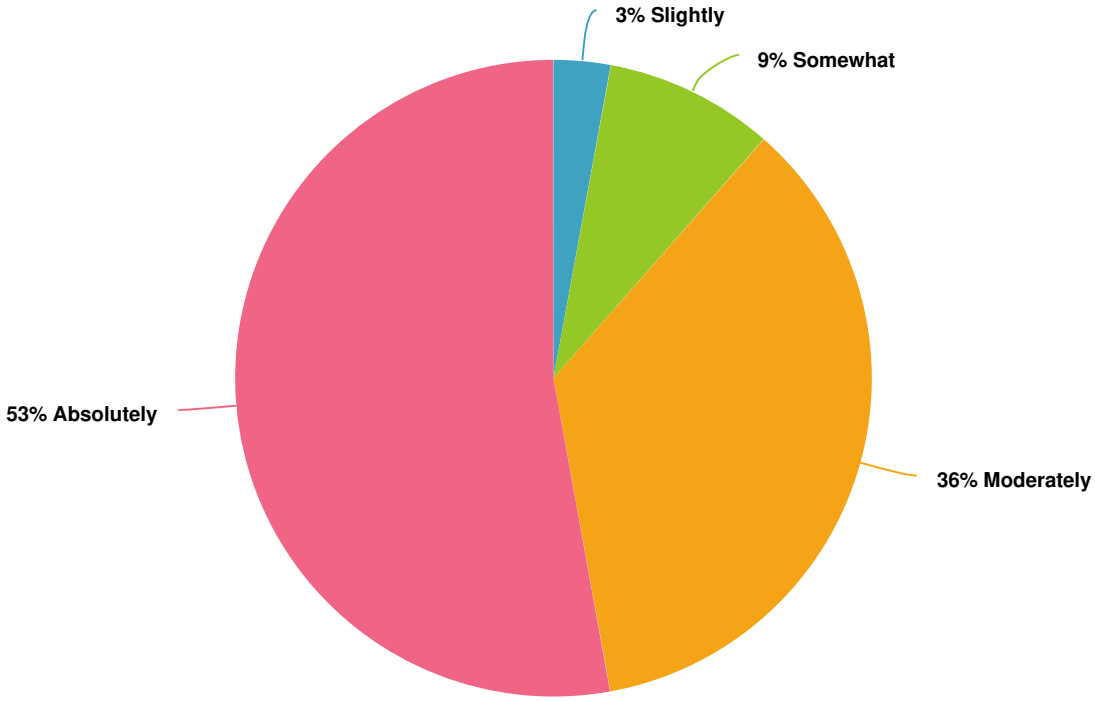
**Totals: 67**

## 24. What do you base this on?




| Value | Percent | Responses |
|---|---|---|
| Strong press coverage | 61.1% | 33 |
| An increase in attendance/engagement | 50.0% | 27 |
| Anecdotal comments | 37.0% | 20 |
| Number of people or entities that want to partner with us | 68.5% | 37 |
| Our artists/storytellers are sought after by others | 46.3% | 25 |
| Other (please describe) | 7.4% | 4 |

25. Overall, is your organization thriving?




| Value | Percent | Responses |
|---|---|---|
| Slightly | 2.9% | 2 |
| Somewhat | 8.6% | 6 |
| Moderately | 35.7% | 25 |
| Absolutely | 52.9% | 37 |

**Totals: 70**

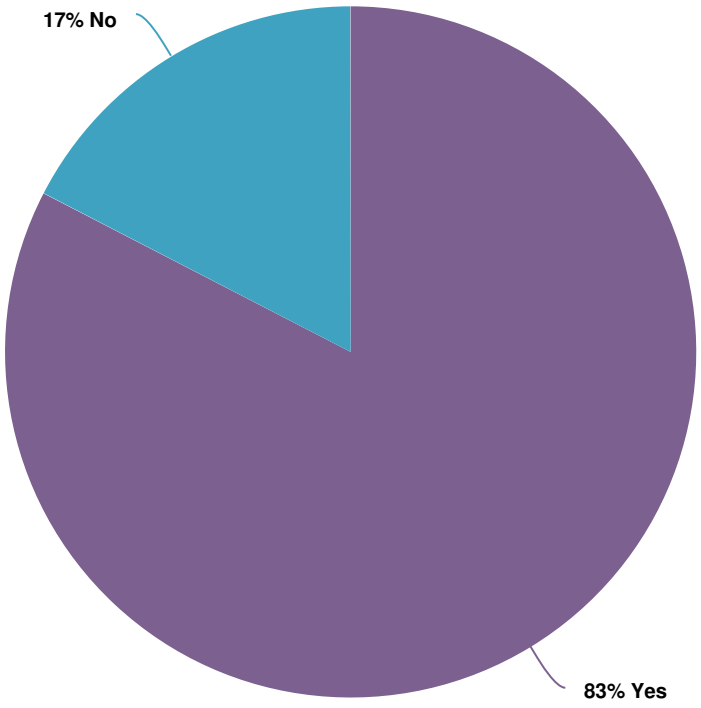
26. Is your organization thriving along these different dimensions:

| | Strongly disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
|---|---|---|---|---|---|
| Sufficient financial resources<br>Count | 5 | 18 | 19 | 25 | 3 |
| Adequate staff capacity to meet demand<br>Count | 6 | 32 | 16 | 14 | 2 |
| Dignified wages<br>Count | 2 | 6 | 18 | 31 | 13 |
| Strong sense of ownership over our narrative<br>Count | 0 | 0 | 9 | 25 | 36 |
| Folks feel inspired<br>Count | 0 | 0 | 9 | 27 | 34 |
| We feel recognized<br>Count | 0 | 4 | 4 | 35 | 27 |
| Demand for our programs<br>Count | 1 | 0 | 3 | 35 | 31 |
| Advancing creatively/artistically<br>Count | 0 | 0 | 3 | 25 | 42 |
| Agency to grow<br>Count | 0 | 1 | 13 | 32 | 24 |
| Exploring new artistic forms or community issues<br>Count | 0 | 0 | 9 | 34 | 27 |

27. In a few words, what do you attribute this to?



28. Aside from Ford's CFE funding, has your organization increased its base of support over the grant period?



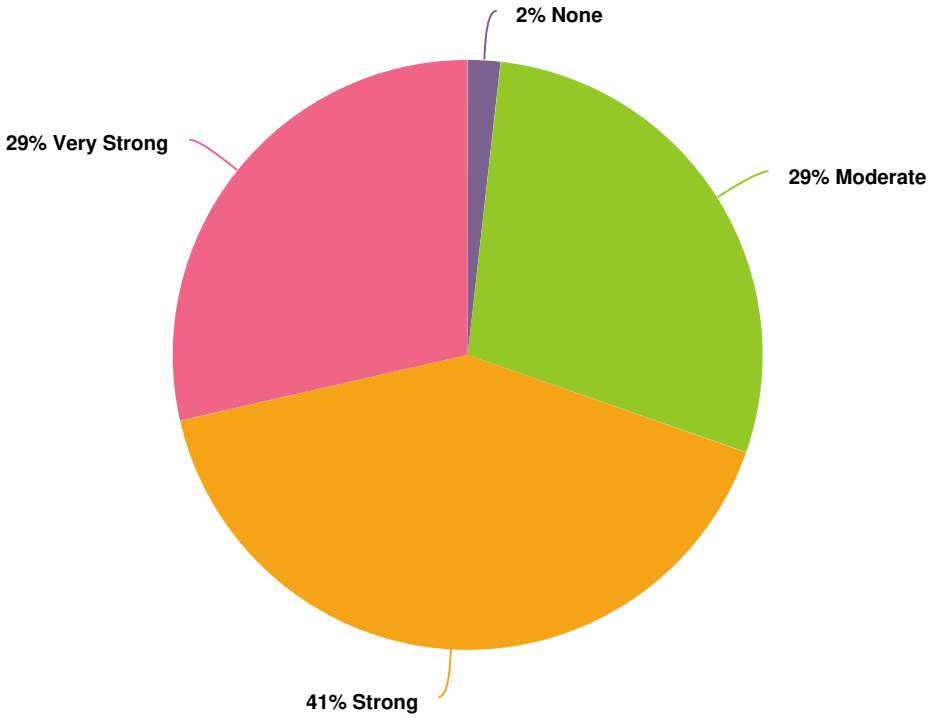

| Value | Percent | Responses |
|---|---|---|
| Yes | 82.6% | 57 |
| No | 17.4% | 12 |

**Totals: 69**

29. What is the estimated growth in revenue from each of these sources over the period of your CFE funding?

| | Under 50% | 51%-100% | 100%-200% | 201%-300% | Over 300% | Not Applicable |
|---|---|---|---|---|---|---|
| Trustees Count | 28 | 11 | 2 | 0 | 0 | 13 |
| Other individuals Count | 24 | 19 | 1 | 2 | 3 | 5 |
| Foundations Count | 12 | 17 | 17 | 5 | 4 | 1 |
| Corporations Count | 27 | 11 | 2 | 2 | 0 | 13 |
| Local government Count | 21 | 14 | 2 | 1 | 0 | 15 |
| State government Count | 23 | 10 | 2 | 2 | 1 | 13 |
| Federal government Count | 20 | 11 | 8 | 1 | 5 | 8 |
| Other Source(s) Count | 9 | 1 | 2 | 0 | 1 | 15 |

30. To what affect did Ford CFE funding have in your ability to attract new resources?



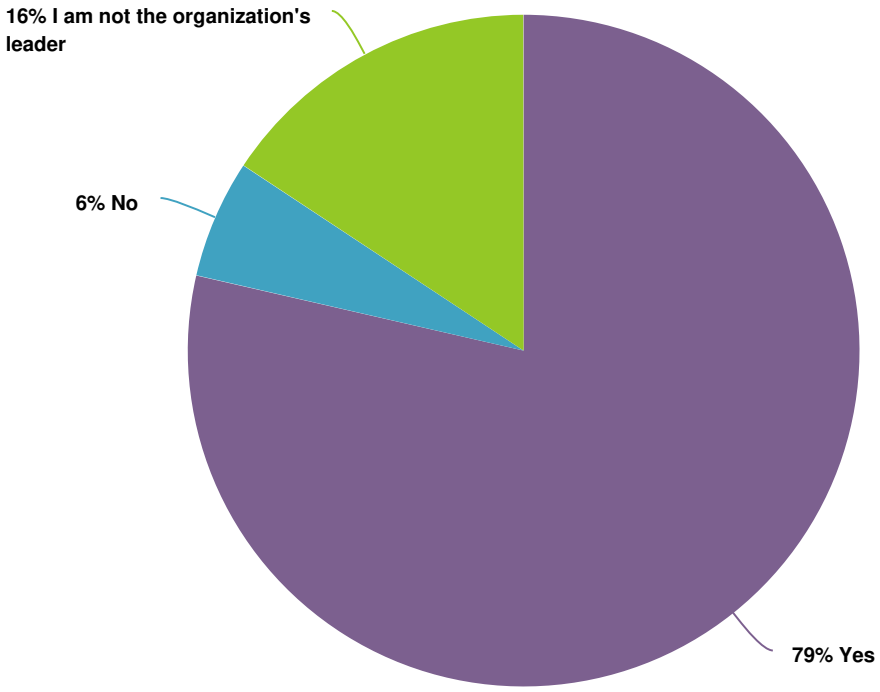

| Value | Percent | Responses |
|---|---|---|
| None | 1.8% | 1 |
| Moderate | 28.6% | 16 |
| Strong | 41.1% | 23 |
| Very Strong | 28.6% | 16 |

**Totals: 56**

31. Compared to how your organization was doing prior to receiving CFE support, how is it doing now in the following areas:

| | Much worse | Somewhat worse | Same | Somewhat better | Much better | I don't know |
|---|---|---|---|---|---|---|
| Sufficient access to cash<br>Count | 0 | 3 | 17 | 15 | 33 | 2 |
| Diversity of sources of revenue<br>Count | 1 | 3 | 22 | 25 | 18 | 1 |
| Staff capacity<br>Count | 0 | 5 | 16 | 29 | 19 | 1 |
| Non-personnel infrastructure<br>Count | 1 | 1 | 23 | 27 | 16 | 2 |
| Surplus/deficit<br>Count | 0 | 4 | 15 | 15 | 35 | 1 |
| Overall financial stability<br>Count | 0 | 5 | 8 | 18 | 38 | 1 |
| Overall operating stability<br>Count | 0 | 5 | 7 | 25 | 32 | 1 |

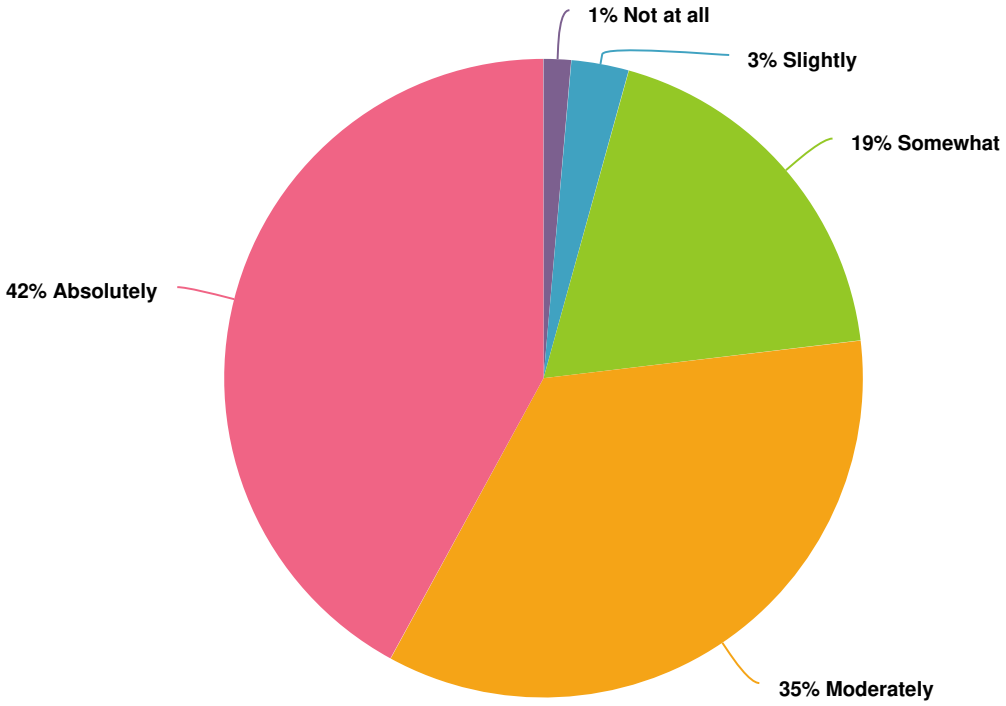
32. Has the Ford CFE support had an impact on you as the organization's leader?




| Value | Percent | Responses |
|---|---|---|
| Yes | 78.6% | 55 |
| No | 5.7% | 4 |
| I am not the organization's leader | 15.7% | 11 |

**Totals: 70**

33. Overall, do you feel you are thriving?




| Value | Percent | Responses |
|---|---|---|
| Not at all | 1.4% | 1 |
| Slightly | 2.9% | 2 |
| Somewhat | 18.8% | 13 |
| Moderately | 34.8% | 24 |
| Absolutely | 42.0% | 29 |

**Totals: 69**