



REAL cadre members.

# CULTIVATING EQUITY

## RACIAL EQUITY IN ARTS LEADERSHIP

In partnership with Curb Center for Arts, Enterprise, and Public Policy at Vanderbilt University, **Racial Equity in Arts Leadership (REAL)** is a six-month educational cohort where leaders and artists learn about about race, equity practices, and ways in which to enact change within their personal practices, organizational structures and the larger arts community.

A member of Arts + Culture workgroup for the nationwide **Government Alliance for Racial Equity (GARE)**, Metro Arts also turned our equity focus inward, developing the **Anti Racism Training (ART)** team, comprised of Metro Arts staff and partner artists and administrators committed to **ensuring equitable practices within the agency and commission.**



of Metro Arts grant panelists identify as people of color



representatives from 19 grantee organizations have been through REAL



people have completed REAL, representing 43 different Nashville organizations

# ARTS IN ACTION: REAL

**"Metro Arts' REAL program has made a profound impact on the Nashville Symphony. It has completely changed the way we think about our work and our role in the arts ecosystem and our community.**

**Though we know that we are only in the beginning stages of this work, REAL has helped us understand much more deeply the ways that the arts have the capacity to enact meaningful transformation in our community and our world."**



Photo submitted.

**Alan D. Valentine  
President and CEO  
Nashville Symphony**

**129**

**leaders from Nashville arts organizations, nonprofits and government agencies attended anti-racism training sponsored Metro Arts**

**69%**

**of Americans agree that the arts "help me understand other cultures better"**

Source: "Why Public Art Matters," Americans for the Arts, 2018.