



Seattle Arts & Lectures is striving towards racial equity at all times, in all parts of our organization. And, though we will inevitably make mistakes, we commit to telling you what we've been doing in this area going forward. To be transparent about this important work, we share how racial equity has shaped our efforts.

Read our most recent Racial Equity Accountability Report below:

These updates represent significant actions that each team at SAL is highlighting from July 2022 to June 2023:

Youth Programs

- Raised WITS Writer-in-Residence pay by 15% this school year and continue to reimagine how our literary ecosystem might value artists and their labor.
- Revised our WITS program goals and YPL blurbs to reflect our priorities of centering student agency, relationship and community building, and cultivating student belonging in educational spaces.
- Connect WITS writers to professional opportunities that center equity and belonging, including Disability Justice experts from University of Washington and equitable feedback practices.

Administration

- Invested in SAL staff in the following ways:
 - Raised salaries to at least the 50th percentile of local market rate for each position, per the 501 Commons King County Nonprofit Wage & Benefits Survey.
 - Maintained current benefits, like 100% of health care coverage for full time staff, a 3% of gross salary retirement contribution (regardless of their personal contribution), and professional development funds.
 - Added a new transit stipend to offset increased costs of travel in and around Seattle.
- Strengthened our investment in connection, joy, and making space for hard conversations by recommencing monthly in-person staff meetings (after having been solely virtual since March of 2020).
- Brought on a cohort of 6 new Board members to the SAL Board. 52% of our Board Members now identify as Black, Indigenous, or people of color.

Public Programs

- Offered subsidized \$10 in-person and digital tickets at every SAL event to all people who might need it, regardless of age, and changed the seating locations at most events so that folks who purchase a lower-priced tickets are sitting with the General audience. Introduced a Pay What You Can subscription price, and began to offer associated books to those subscribers.
- Continued our Community Curated Series in 2022/23, directed this year by Sasha LaPointe, author of *Red Paint: The Ancestral Autobiography of a Coast Salish Punk*.
- Offered more free community programming, particularly around racial and disability justice, in events with Maribel Morey & Megan Ming Francis, an event in honor of Alice Wong, featuring Leah Laksmi Piepzna-Samarasinha and Elsa Sjunneson, and upcoming events with the Marguerite Casey Foundation.
- Expanded SAL's programming out of the city center by moving the 2022/23 Poetry Series to Rainier Arts Center, and by continuing digital access, including a new digital subscription model.
- Continued work to create new partnerships with BIPOC vendors and contractors for event production.

Development

- Shifted our communications to share a more holistic picture of our fundraising goals by being more transparent about where funds are going and sharing areas for growth. For example, in our WITS Fundraiser appeals, sharing that donations contribute to SAL's commitment to raising WITS Writer-in-Residence pay by 15%.
- Continued to work with BIPOC vendors and contractors for receptions and events and worked to create new partnerships.
- Reimagined our fundraising events to be more accessible and created multiple opportunities to participate and support our mission. For example, shifting to an online WITS Fundraiser, with an in-person celebration of the funds raised with sliding-scale tickets, rather than a night where guests are expected to contribute the whole goal. For our Words Matter gala, we continued to offer the silent auction online so that folks who don't attend the in-person gala can also participate.
- Started a team accessibility toolkit of requirements and questions to ask ourselves and venues to use when planning events and more. Included access information and asked guests if they have additional needs in our WITS Fundraiser Celebration ticket form.