



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 2024 to June 2025:

Youth Programs

- Doubled WITS Rewritten services and prepared program for successful future expansion.
- Launched a mentorship program for WITS Writers to build skills to lead their own Professional Development for Educator workshops.
- Expanded our reach by partnering with new school partners in Highline Public Schools and Tukwila Public Schools.

Public Programs

- Increased transparency, data tracking, and info-gathering by using a post-event rubric with age and race demographics, partnerships, and revenue/expenses for events.
- Focused on outreach and expanding our SAL community by expanding partnerships with 13 new or re-established relationships with BIPOC-led/serving organizations and media partners, 19 rural libraries, and 2 Indigenous libraries.
- Experimented with new free, non-lecture event formats, such as silent reading parties and book clubs.
- Invested in staff-wide mental health training for de-escalation to provide better communication and crisis management to our patrons at events.

Administration.

- Created a team of staff and Board and a robust process to choose a consultant to lead us in developing our new strategic plan.
- Instituted electronic payments to contractors which has improved speed of payment, security for all parties, and cut down on workload for SAL staff.

- All leadership team members spent the year in ongoing equity-focused coaching with our consultants, Diana Falchuk & Sonali Sangeeta Balajee.

Development

- Assessed who is represented in our donor constituency, who we ask for gifts, and what motivates people to give.
- Broadened our donor circle and diversified our audience to bring people closer to the art and our mission by stewarding new donors, first time donors, in-kind donors, and lapsed donors as we do our top donors.
- Renewed our initiative of offering a community-level ticket price to the SAL gala, allowing more parts of our community to attend and participate and providing new pathways to connect to our mission.