



COVID Relief

IMPACT STUDY 2023

ILI COVID Relief Impact Study

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Sincere love and light to all people impacted by the COVID-19 pandemic.
We are all forever changed because of it.

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Executive Summary

In late 2019, the world watched a fast acting, deadly respiratory illness, COVID-19, move across the globe, increasingly threatening lives and economies with each passing day.

By March 2020, the World Health Organization (WHO) categorized COVID-19 as a global pandemic. Shortly after, cities around the world began to shut down. Almost every industry closed their doors, leaving many with very little resources, time, and hope for survival during the uncertainty. Effectively the world was facing a medical and financial crisis for which many communities, families and individuals were not prepared. Artists were among the first to be affected by the shutdown, many losing the ability to work and earn money.

In the midst of the global pandemic, arts leaders around the United States quickly rallied to design processes that could facilitate a swift dissemination of emergency funding to artists and arts organizations. To assist with reach and scale, three primary arts funding programs were initially created around the country to support the sector. These emergency funding programs were intended to reach as many artists and arts organizations as possible. While many of the standard application procedures and fund administration efforts for these funding programs weren't as stringent as standard philanthropic practices, the Intercultural Leadership Institute (ILI) leaders sat on many of the grant panels for the aforementioned efforts and observed how the artists, culture bearers, arts practitioners and change-makers within the ILI community were largely being excluded from funding opportunities. The ILI leaders were determined to ensure that their communities were not excluded in the emergency relief efforts. They organized to design a funding approach that met the needs of their communities, the historically excluded and overlooked. With approval to repurpose existing funds and a major gift from the Andrew W. Mellon Foundation, ILI launched the ILI COVID-19 Relief Fund.

While the majority of the ILI core partners previously served as regranteeing intermediaries for the sector and had expertise disseminating funds to their respective communities, the ILI COVID-19 Relief Fund would be the first regranteeing attempt for ILI as an entity. The ILI COVID-19 Relief effort was nationwide spanning all 50 states, Canada, and the U.S. Territory of Puerto Rico. This Fund relied on "Pilina" or the power of relationships, awareness of the unique challenges and needs of the ILI communities, and a commitment to expanding and valuing arts and culture beyond dominant social norms.

ILI's COVID-19 Relief Fund exceeded the ILI partner's desired outcomes. Together, the five core ILI partner organizations:

- » Reached Communities Underserved by Regional & National Grantmaking Organizations
- » Alleviated Economic Loss and Hardship among grantees
- » Leveraged Funding and Increased Visibility & Support for ILI Partners and their Communities
- » Designed and Offered a Low-Burden Grant Program that Met Specific Needs of Grantees

While ILI's efforts filled a necessary gap, there is a great opportunity to create a systemic shift and practice informed by the lessons learned across the country, so that the sector is better equipped to be even more effective and inclusive in the future.

This report describes ILI's advocacy efforts and its impact on their communities.

Background

The Intercultural Leadership Institute (ILI) was created out of a shared vision among four cultural organizations to create leadership opportunities for artists, culture bearers, arts practitioners and change-makers.

In Native Hawaiian, ‘ili means skin – the outer layer that holds together something vital. Like the Native Hawaiian ‘ili, ILI’s intercultural approach to leadership aims to hold together a space for resilience and resourcefulness while emphasizing overlapping experiences, shared spaces and mutual accountability - all in pursuit of cultural equity. Since 2015, when ILI launched its pilot leadership fellowship, ILI has designed and delivered people-centered leadership fellowships with a cultural context that challenges the dominant social norms that permeate the arts and culture sector.

Prior to launching ILI, the four founding cultural organizations and core partners¹ were already delivering distinct programming in service to their respective communities:

1. **First Peoples Fund** honors and supports the collective spirit of First Peoples artists and culture bearers.
2. **Alternate ROOTS** supports the creation and presentation of original art based in the south that is rooted in community, place, tradition or spirit.
3. **PA’I Foundation** preserves and perpetuates Native Hawaiian arts and cultural traditions for future generations.
4. **National Association of Latino Arts & Cultures (NALAC)**² delivers programs that stabilize and revitalize the US Latino arts and cultural sector via funding, leadership training, convenings, research, and advocacy.



ILI Founding Partners at ILI Hawai’i Cultural Intensive
Photo Credit: Lauren Fitzgerald

The executive leaders of the 5 core ILI partner organizations. Pictured from left to right: Lori Pourier (President, First Peoples Fund), Michelle Ramos (Executive Director, Alternate ROOTS), Carlton Turner (Executive Director, Sipp Culture), Vicky Holt Takamine (Executive Director, PA’I Foundation), María López De León (President and CEO, National Association of Latino Arts and Cultures)



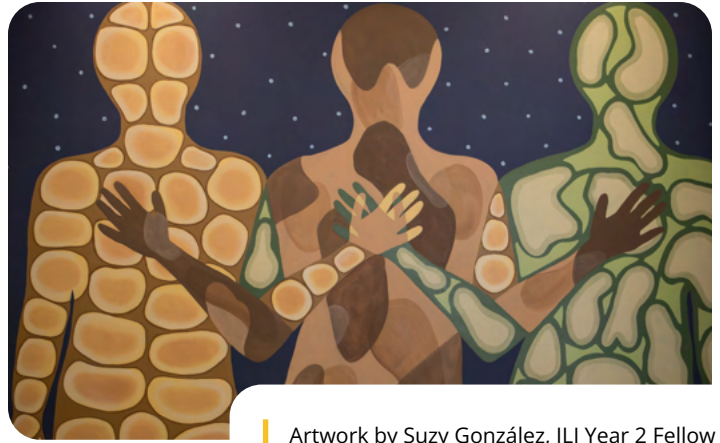
ILI Year 2 Fellow at Hawai’i intensive,
Photo Credit: Melisa Cardona

¹ ILI core partner is used throughout this report to reference those ILI partner organizations that led the decision making process throughout the ILI COVID-19 Relief Fund efforts. First Peoples Fund, Alternate Roots, PA’I Foundation, NALAC and SIPP Culture are considered the core partners in this report.

² ILI became a fiscally sponsored entity under the National Association of Latino Arts & Culture.

Together the ILI partners are united and guided by their commitment to an arts and culture sector that honors the collective truth of cultural histories, trust, mutual respect, and generosity of support for artists and arts leaders of color. ILI aims to:

- » **Build** stronger strategic intercultural collaborations and solidarity in the field of arts, culture and social justice.
- » **Promote** the traditional and contemporary practices of artists and culture bearers, establish an alternative pathway for them to work within existing structures and provide opportunity for them to create and normalize new structures.
- » **Advance** and enhance the capacity of artists, culture bearers and arts organizations to pursue cultural equity and sustain their work in a changing environment.
- » **Impact** the language, shift the attention, and endow greater resources in multiple sectors to support transformative practices of artists and culture bearers.



Artwork by Suzy González, ILI Year 2 Fellow

While the concept for ILI began through cultural organizing efforts back in 2012, today ILI has evolved and expanded its reach beyond the leadership fellowship and has increasingly responded to the needs of their collective communities. This report will describe ILI's organizing, advocacy and funding efforts and their impact in the community during the height of the COVID-19 pandemic.

COVID-19 Pandemic

In late 2019, the world watched a fast acting, deadly respiratory illness, COVID-19, move across the globe, increasingly threatening lives and economies with each passing day. By March 2020, the World Health Organization (WHO) categorized COVID-19 as a global pandemic. Shortly after, cities around the world began to shut down. Almost every industry closed their doors, leaving many with very little resources, time, and hope for survival during the uncertainty. Effectively the world was facing a medical and financial crisis for which many communities, families and individuals were not prepared. Artists were among the first to be affected by the shutdown, many losing the ability to work and earn money.

In the midst of the global pandemic, arts leaders around the United States quickly rallied to design processes that could facilitate a swift dissemination of emergency funding to artists and arts organizations. To assist with reach and scale, three programs were initially created around the country to support the sector, they were:

1. The **Artists Relief Fund** organized by the Academy of American Poets, Artadia, Creative Capital, Foundation for Contemporary Arts, MAP Fund, National YoungArts Foundation, and United States Artists which funded artists.
2. The **United States Regional Arts Resilience Fund** an initiative of the Mellon Foundation in collaboration with the six regional arts organizations Arts Midwest, Mid-America Arts Alliance (M-AAA), Mid Atlantic Arts Foundation, New England Foundation for the Arts (NEFA), South Arts, and the Western States Arts Federation (WESTAF) which gave money to other arts organizations in their jurisdiction.
3. **CARES Act Grant Program** included direct grants from the National Endowment for the Arts, regional arts organizations, and state agencies for arts organizations nationwide to support staff salaries, facilities costs and fees for artists for contractual personnel.

These emergency funding programs³ were intended to reach as many artists and arts organizations as possible. They heavily relied on technology and existing networks to ensure that funding could be awarded. While many of the standard application procedures and fund administration efforts for these funding programs weren't as stringent as standard philanthropic practices,

³ The American Rescue Plan is another grant program that included grants from the National Endowment for the Arts, regional and state arts organizations nationwide and was intended to provide aid to arts organizations. It was launched in 2021 after ILI partners began their organizing and funding efforts.

the ILI partners sat on many of the grant panels for the aforementioned efforts and observed how the artists, culture bearers, arts practitioners and change-makers within the ILI community were largely being excluded from funding opportunities because the:

- » funding criteria primarily prioritized organizations with annual budgets over \$250,000 and/or organizations that could demonstrate a three year operating history and record of vision and noteworthy impact in their community
- » the artists or arts organizations funded were either already grantees of the funders involved or within the network of the funders involved
- » funds, although disseminated across the country, were primarily awarded to organizations located in cities with populations of 100,000+ people
- » the applications were not as accessible to elders, those without the internet, and deaf or blind individuals
- » individuals that identify as cultural bearers or workers aren't named explicitly in many of the opportunities provided and therefore don't apply to be considered

Community organizer, cultural bearers and cultural workers....I didn't hear these terms until I moved to the south...art is connected to culture in the south...in a way that is bifurcated in the "higher" arts world...the higher art is different and distinct...the tie to culture and tradition is very specific....and its why a lot of folks don't identify as artists...they see the terminology different...

- ILI Core Partner

While the funding programs above reached a significant number within the arts and culture sector, these gaps created significant disparities and the ILI partners were clear that something had to be done to address it.

ILI's COVID-19 Relief Grant for Arts and Culture Leaders

Everything that was already happening was heightened... we were experiencing everything in the moment just like everyone else...we extrapolated it to if it's affecting us and we know about the funds available—then our communities must be really struggling...

- ILI Core Partner

In March 2020, several ILI core partners separately received approval from their boards and respective funders to repurpose their existing money to launch modest emergency funding relief efforts to ensure that there were investments within their respective communities. Between April and July 2020, each core partner swiftly took action to be responsive to the unique needs of the artists and organizations they served, prioritizing techniques that they'd been employing for years that had proven to reach those excluded from the funding programs above. Once the ILI leaders spoke with each other and realized that they were separately launching their own modest emergency funding programs and had also observed the funding disparities amongst the larger emergency

arts funding programs across the country, they knew that their communities would be better off if each core partner collaborated to launch a funding program distinctly for those within the ILI community. While the majority of the ILI core partners previously served as regranting intermediaries for the sector and had expertise disseminating funds to their respective communities, the ILI COVID-19 Relief Fund would be the first regranting attempt for ILI as an entity.

The ILI COVID-19 Relief Fund would require a unique approach to funding because it was designed to reach those that are historically excluded. To ensure that ILI's relief effort was funded, ILI would rely on their organizing skills to highlight how this Fund was not only needed but would reach those excluded by the existing funding programs.

I remember getting a phone call from an artist that had 3 kids she needed a place to stay—the place she was moving to was hardest hit...I knew we couldn't provide her with lodging but we gave her \$500...it was something more than she had before.

- ILI Core Partner

ILI Partner Advocacy

Between April and June 2020, the ILI partners organized over Zoom, email and phone to determine a strategy to successfully fundraise for the ILI community.

They considered their existing relationships amongst the funders that would be inclined to support their vision and considered the timeframe and varied needs of their communities. They decided that the Andrew W. Mellon Foundation (Mellon) would, because of their existing support and stated priorities, be a solid funding partner for the ILI COVID-19 Relief Fund.

Advocating for the ILI communities to Mellon involved a significant dedication of time and numerous administrative hurdles. ILI did not give up. Nobody questioned that ILI maintained relationships and connections within their respective communities. In fact, each ILI core partner was invited to offer their expertise to the larger emergency funding efforts. They did have to convince Mellon that their communities would be left out of existing efforts. They also had to demonstrate that within their collective ecosystem they possessed the skillset to ensure that, if funded, ILI would function as an effective intermediary. Mellon needed to ensure that ILI's efforts would go beyond the three larger funding programs that were already designed to disseminate funding support across the United States and were earmarked explicitly for artists or arts organizations. At one point the conversations between ILI and Mellon ceased. It seemed like it was a lost cause.

For more than 12 weeks, ILI partners tirelessly sought out additional emergency relief funding. Progress represented by donations from funders at this point was limited, but greatly appreciated. Then, the world watched the ruthless killing of George Floyd, and a paradigm shift began to open a door for conscious communication, deeper listening and funding opportunities amongst organizations like ILI. A desire and an increased sense of responsibility to be on the right side of dismantling the chains of social and economic structures that have perpetuated injustices that harmfully affect Black, Indigenous, people of color (BIPOC) communities emerged. The hurdles that previously existed disappeared. Mellon subsequently extended a generous donation of \$5.4M to be disbursed to artists, culture bearers, and arts organizations within the ILI community. The ILI core partners worked with Mellon to ensure that each partner received funding aligned with their reach but echoed their cooperative agreement.

We split the money to make sure everyone received something...whatever I have-you have also...that's the way we've operated for years.

- ILI Core Partner

As ILI's fiscal sponsor, NALAC received the funding then disseminated the following amounts on behalf of ILI:

- » **Alternate ROOTS:** \$1,250,000
- » **First Peoples Fund (FPF):** \$1,250,000
- » **National Association of Latino Arts and Cultures (NALAC):** \$1,250,000
- » **PA'I Foundation (PA'I):** \$750,000
- » **Mississippi Center for Cultural Production (SIPP Culture):** \$500,000

Mellon's contribution arrived in late August of 2020, offering a significant boost in funding that allowed some of the partner organizations to offer an additional cycle of larger grants. Funds would be distributed over a one year period for crisis relief with the exception of First Peoples Fund (FPF). FPF extended beyond a year.

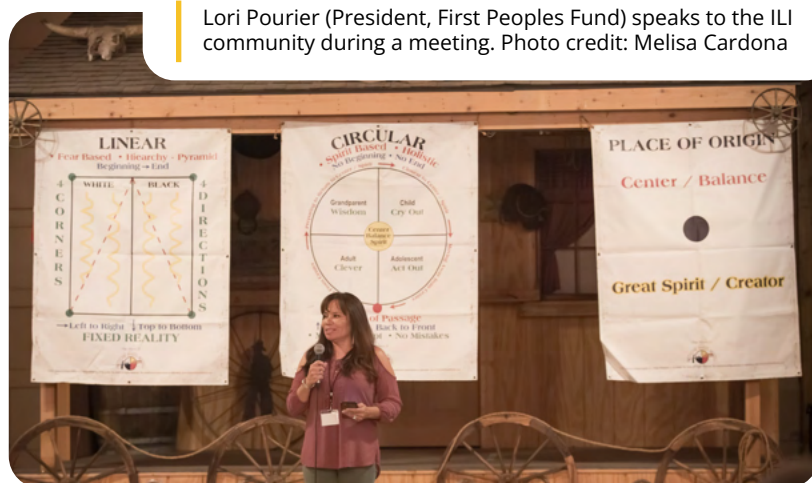
With resources in hand, each core partner organization designed and administered COVID-19 Relief Funds with unique names that fit the tenets of their beliefs, honored the traditions of their communities, and relied on methods that moved the needle for the arts and culture sector ensuring that those excluded were seen, valued and supported.

Priority Setting Based on Critical Need Facing Communities

We could only be who we are: Being a good relative, and making a good relative.

- ILI Core Partner

Lori Pourier (President, First Peoples Fund) speaks to the ILI community during a meeting. Photo credit: Melisa Cardona



ILI partners emphasized making grants to individuals and organizations that align with their missions, supporting artists and culture bearers to keep working and organizations to continue operating and maintaining their physical spaces. They identified the groups having the most critical need given the unprecedented volume of requests coming from their constituents combined with their observations of first hand COVID-19 funding relief activities in the field with national funding organizations. For instance, despite First Peoples Fund (FPF)'s assistance with reviewing proposals to support dissemination of a national relief grant, none of their artists were getting grants in the first several rounds. In the third cycle, FPF began to see tribal communities on lists of grantees, but it was clear that reservation and rural communities were largely left out of national and regional relief efforts. Alternate ROOTS leadership had witnessed time and again that southern states and communities that have higher concentrations of poverty and less formal education do not have a chance at being awarded funds from national grant programs. Furthermore, they understood that because culture bearers don't always identify as artists, they wouldn't be eligible for such funding. For NALAC, the priority was to get funds to the most economically disadvantaged, undocumented, elder artists; and artists with disabilities. Geography was also important as artists in rural communities may have less opportunity than those in urban centers. First Peoples Fund prioritized fellows and culture bearers that taught ways to sustain cultural practices (e.g., traditional foods and indigenous plant systems). PA'I identified medical and other basic needs to be most pressing for their constituents. SIPP Culture was aware that Mississippi and New Orleans relied heavily on the arts, and that those communities were experiencing great economic hardship with the shutdown.

Overall, priority was given to elders, queer, trans, Black, Indigenous, people of color, artists with disabilities, and those with low income. Each ILI partner developed accessible, low burden grant programs to meet the needs of the community. With grant money from The Andrew Mellon Foundation, Ford Foundation, and other donors, the 5 ILI core partners (Alternate ROOTS, First Peoples Fund, NALAC, PA'I Foundation, and Sipp Culture) were able to award 1491 grants to 1233 artists and 258 organizations and collectives. The staff members of the ILI core partner organizations worked tirelessly to disseminate their COVID Relief funding. The sections that follow provide more detail about their efforts and impact.

Methodology

During the summer of 2021, ILI hired McNeil Creative Enterprises (MCE) to evaluate the impact of the COVID -19 Relief Fund.

This impact evaluation was designed to help ILI identify, synthesize, and understand the impact of their COVID Relief efforts amongst their designated communities. MCE worked closely with ILI utilizing a participatory research approach to frame the research questions of this evaluation:

1. What impact have the COVID-19 Relief funds had in the southern region, ILI regions and to the ILI members respectively?
2. What story can be told about the power of advocacy and resiliency in the most impacted regions of the country during the COVID pandemic?
3. What lessons and takeaways can the philanthropic sector glean about the power and impact of funding to these communities, in these regions, through knowledgeable and trusted intermediaries with existing long-standing relationships?

The logic model that appears in Table 1 below is a framework that was designed to describe how the ILI core partners focused its work, provided coherence across tasks, and differentiated among activities, results, and outcomes for its vision. This vision shaped the fund's operation. MCE used this framework as a guide for monitoring and evaluating activities and the allocation of resources, discussing priorities, and identifying the important operational variables.

Table 1: ILI COVID Relief Fund Logic Model

Inputs	Activities	Outputs	Short- to Mid-term Outcomes	Long-term Outcomes / IMPACTS
Grant funding for individuals	Conduct field survey of Partner Organization's community	Development of COVID Relief grant application form and associated grant infrastructure	Alleviate economic loss and other hardship due to COVID-19 for individual cultural workers and small arts organizations	ILI grantees are able to leverage other financial resources
Grant funding for organizations	Outreach to partner members and broader community to ascertain needs and notify community of relief programs	Individual cultural worker grantees receive emergency funding reflecting partner organization's target group	Design and offer low-burden grant program able to address direct, specific needs of grantees	By supporting grantees, circulate money and resources within their organizations and broader communities
Staff time to organize for funding on behalf of partner organization members and community	Design and administer grant program	Arts organization grantees reflecting partner organization's target group	Fund communities in target areas that were overlooked and underfunded by other COVID-19 relief programs	Increase visibility and support for ILI partner communities
Staff time to design and administer relief programs	Outreach to members and broader communities to notify communities of relief programs			
Staff time to review and select grant applications	Report on relief efforts to funding partners		Leverage Mellon and other national funding to obtain additional funding support from regional/ other funders for ILI communities	

Data Collection Technique

MCE employed a multi-phased approach to understand the experiences of stakeholder groups involved through the storytelling of the efforts of the ILI partner organizations, the generous funders that made the COVID-19 Relief funds possible, and the experience of grant recipients. MCE and ILI worked closely together to determine data collection priorities, the data sampling plan, and review preliminary findings.

Between October 2021 and March 2022, MCE reviewed materials and websites that described the national COVID-19 funding programs, then MCE requested and reviewed materials related to the crisis relief funding programs across each ILI core partner. To see a complete list of materials reviewed see Appendix A. Then, MCE conducted interviews with the ILI core partners and their staff to explore the unique needs of their communities, how they organized together to secure the \$5.4M in relief funds, their respective grant administration and management approaches of the COVID-19 Relief Fund and their desired outcomes. Using insights from the ILI core partner interviews, MCE conducted interviews with arts funders to understand the funding landscape and the priorities for their grantmaking institutions at the height of the pandemic. In total, MCE conducted 13 virtual (2 per ILI core partner and 3 funders) interviews via Zoom to understand the landscape and gather context for the ILI COVID-19 Relief Fund.

In April of 2022, ILI partners sent surveys, designed by MCE and informed by the phase I research above, to all 1285 individual and organization grantees⁴ that received an ILI COVID-19 Relief Grant. The survey was made accessible via paper and web based data collection form using Survey Monkey.

In total MCE received 433 complete responses from 376 individuals and 57 organizations, with an overall response rate⁵ of 34% of the population that received funding at the time the survey was administered. Data were analyzed using descriptive statistics to identify common or unique responses amongst the respondents.

The surveys utilized multiple choice and open-ended questions, allowing respondents to offer all relevant answers to questions asked. Using the survey data collected, the MCE team and the ILI team finalized the interview protocols to gain further insight into characteristics and outcomes of ILI's COVID-19 relief grant program. Taking a purposive sample of each ILI partner's grantee pool, MCE identified 50 COVID-19 Relief Fund grantees. MCE sought to include grantees that had a variety of experiences with the grant including differences in artistic disciplines, communities served, abilities, relationships with their partner organizations, and use of grant funds. This pool also included culture bearers that don't necessarily identify as artists or easily fit into that category. The goal was to gain a broad spectrum of grantees to further illustrate the inclusive vision that ILI had with this grant initiative. Thirty-six grantees completed 36 interviews (a 72% response rate) with 27 artists and culture bearers and 9 organization grantees. All interviews were conducted over Zoom and lasted around 60 minutes. During the interviews, ILI COVID Relief grantees shared their experiences through the application and grant processes, the impact of the grants, and their relationships with the funding organizations. Data was collected, managed and stored securely.

Study limitations

The study was able to capture the experiences of grantees across the founding partner organizations. However, grantees had moved by the time these data were collected so the MCE team was not able to speak with everyone in our proposed sample. Additionally, among the 518 surveys that were attempted, 85 people started, but did not complete the survey.

⁴ When this survey was administered 1,285 grantees were documented as ILI COVID Relief Fund grantees. The total number of grantees increased once all of the funding was disseminated. Additionally, some of the grantees that did not use technology to access the funding were not included in the sample.

⁵ Average survey response rates are approximately 20%. ILI's response rate was higher than average.

Findings

The weaving of data collected paints a picture of three periods of ILI's COVID Relief efforts.

First, it illustrates the tireless steps put forth by ILI leadership to respond to their communities' needs, and refuse defeat when resources from funders were limited. Second, the activities of ILI partners administering their respective COVID Relief programs. Third, the outcomes and impacts of these efforts as experienced by the grantees. Sandwiched between these narratives is the perspectives and accounts of funders, and what influenced their giving decisions during the COVID-19 crisis. The data presented in this section address the research questions:

- » What **impact** have the COVID-19 Relief funds had in the southern region, ILI regions and to the ILI members respectively?
- » What **story** can be told about the power of advocacy and resiliency in the most impacted regions of the country during the COVID pandemic?
- » What **lessons and takeaways** can the philanthropic sector glean about the power and impact of funding to these communities, in these regions through knowledgeable and trusted intermediaries with existing long-standing relationships?

Each subsection in this part of the report summarizes the experiences, perceptions of ILI Partners, Funders, and Grantees as learned through the data collected.

Grant Activities

We were committed to support as many as we could in our communities - in ways that could reach our people.

- ILI Core Partner

ILI Partner COVID-19 Relief Grant Administration

ILI Partners moved quickly to design and administer their COVID-19 Relief Fund programs. They determined whether there would be any restrictions in how grant funds could be used, the unique eligibility criteria relative to their constituents, the outreach activities, and application processes that would be used to determine awards. At each step of grant administration ILI partners took into account the unique needs they understood about their communities that would be addressed to encourage participation among those needing financial support during the pandemic. Details about those efforts are listed below. ILI's partners awarded 1491 grants to 1233 artists and 258 organizations and collectives as unrestricted emergency funds and commissions for new Native art to get people working again.

Table 2 below cites ILI's grant administration techniques and outlines the elements that existed across ILI partners.

Table 2: Grant Administration Designed to Meet the Program Goals of COVID-19 Relief Grants			
Commonalities	Number of ILI Partners	Percentage	Lowered Barriers to Entry
Provided unrestricted emergency funding	5	100%	Yes
Easy and accessible applications	5	100%	Yes
No reporting required	5	100%	Yes
Had multiple rounds of funding	5	100%	Yes
Small organizations qualify as having a budget <\$250K	5	100%	Yes
Funding for a specific racial/ethnic group	3	60%	Yes
Processed all applications internally	3	60%	Yes
Used a panel of artists and/or arts administrators	2	40%	Yes
Feedback loop to refine tools used for awarding grants	2	40%	Yes



Unrestricted Emergency Funds

Each of the five partner organizations offered unrestricted funds for their COVID-19 Relief grant programs. It was also made clear in the grant announcements that emergency funding could be used for living expenses such as childcare, rent, food, and medical bills; organizational operating expenses like staff salaries, utilities, and rent; new methods of program delivery, and/or acquisition of software and hardware for online programming; bereavement expenses like funeral services, caskets, cremations; or other needs. Application announcements also stated that there were no reporting requirements. Partners wanted to make it clear that the goal of the relief funds were to relieve economic burden faced during the pandemic. They also wanted to remove barriers to entry such as reporting requirements that often discourage people from applying.

In addition to offering unrestricted emergency funds to Native artists and culture bearers, First Peoples Fund was the only partner that included a COVID Funding initiative with restricted use. First Peoples Fund included a grant to commission new work. The Collective Spirit fund was created in conjunction with FPF's 25th anniversary event in February 2022 at the Kennedy Center. The goal of the fund was to get artists back to work by commissioning visual art and performance pieces, offering a national platform for artists to showcase their work, and auction off artwork at the event.



Eligibility Requirements

The majority of ILI COVID grants were targeted toward individuals. All individual applicants needed to be an artist or culture bearer in their respective community or geographic location and 18 years or older. Three organizations required cultural or ethnic identification. First Peoples Fund applicants typically needed to identify as Indigenous in order to be eligible for funding, but in this case First Peoples Fund expanded their way of seeing intercultural connections and funded Black and Native people understanding that the dollars would circulate in the community. NALAC applicants needed to be Latinx artists and cultural workers or Latinx arts organizations. PA'I applicants needed to be Native Hawaiian in order to be eligible for funding. Organizations needed to have 501c3 status and a record of doing work in the communities they serve. Alternate ROOTS, NALAC, and SIPP Culture identified small organization eligibility as having an operating budget below \$250K.

When you know who is on the ground doing impactful work, support them. I know my situation is unique. But for folks who don't have the capacity to sit down and explore, search for grants during times of crisis, but rather to be made aware of and support for the work they are already doing. That's what the process was like for me. [It]was very culturally aligned for us.

- ILI COVID-19 Relief Fund, Organizational Grantee



Outreach Activities

All five partner organizations posted the details about the grant on their websites, social media outlets, and sent emails through their listserv to inform their constituents about their respective COVID-19 Relief funds. Three of the partner organizations shared additional outreach activities with MCE. NALAC also sent announcements through Regional Arts Organizations. First Peoples Fund and PA'I relied heavily on direct communication (i.e., phone calls) to reach their community members. Both used word of mouth, a more culturally appropriate method, to reach their respective Native communities. PA'I also held a food drive ahead of each round of funding to help promote the grant opportunity.



Application & Review Process

They all streamlined their applications to make the processes easier on grantees in a manner that reflected the cultural needs of their communities. Alternate ROOTS and PA'I offered alternative application formats including video and audio proposals through YouTube, Vimeo and Soundcloud. PA'I used a survey as its application so applicants could give a guided description of their art and the extent of their need. PA'I and Sipp Culture automatically included applicants from the first rounds of review into their second rounds of selection embracing the notion of "we know you-who do you know". First Peoples Fund utilized a paper application.

NALAC created a point system for their application to help streamline their review process. Each application they received had a score based on the answers an applicant gave that was then cross referenced with the poverty level in the county that person/organization was located in and the groups NALAC set out to prioritize. Both Sipp Culture and PA'I mentioned that the large volume of applicants was a bit overwhelming. This was a big reason PA'I attributed to why it took so long to disburse funds.

ILI partners used different methods to select grantees. Two of the ILI partners, Alternate ROOTS and Sipp Culture, processed applications using a panel of artists and arts administrators, each using feedback loops to inform and adjust the process to ensure maximum equity in administering grants. Alternate ROOTS regularly sought out feedback from panelists to help make sure they were awarding

grants equitably and in line with their mission. The panel consisted of Alternate ROOTS members, artist and arts administrators, and members of their executive committee. Sipp Culture did a mixture of both a panel and internal review. They accepted applications once and received over 900 applications in total across both rounds of review. They had a panel of artists and arts administrators review and score all of the applications. After awarding about half of the grants they planned to give out (round 1), Sipp Culture paused and used the data they gathered from what they had done so far to do what they call an “equity check”. At this point they were looking to make sure they were awarding grants equitably to people in the groups and locations they wanted to target. They adjusted their criteria and proceeded with the second round of funding. No new applications were added for round two. Sipp Culture worked with a consultant, Unlock Creative, throughout their COVID-19 relief effort to help them with creating contracts, reporting and other logistics to optimize their administration of the grant.

The remaining ILI Partners- PA'I, NALAC, and First Peoples Fund- only processed applications internally. The second round of funding at PA'I included applications from the first round of applicants, in addition to new applications. They also gave grants to people who had received funding in the first round that they knew needed the help. Applicants did not need to reapply to be considered for the second round of funding.

The amount of time required of staff from the close of applications to grants being awarded was something that came up in their team reflections. Partners shared how their small teams’ commitment to provide funding to their communities came at the expense of their own wellbeing. Self sacrifice and burnout was high.

For organization grant applicants, ILI partners asked for information that was easily on hand like an organizational website, proof of 501c3 status and a narrative of how the money will help the organization. NALAC also asked for 1 year of programming history vs. the more common 3 years of history used by other COVID-19 relief programs.



Table 3 below provides an overview of ILI partners' COVID-19 relief grant programs that were administered across the United States and Puerto Rico.

Table 3: ILI Partner COVID-19 Relief Grants					
Grant Maker	Fund Name	Funder	Geographic Eligibility Area	Amount Given Per Grant	Number of Grantees
Alternate ROOTS	Solidarity Fund 2.0	Andrew Mellon Foundation	Arkansas, Kentucky, Virginia, West Virginia, Maryland, South Carolina, Tennessee, Washington D.C., Alabama, Florida, Mississippi, North Carolina, Georgia, Louisiana, Texas	\$290-\$5,000 for individuals \$1,000-\$25,000 for organizations	240 individuals 82 organizations
First Peoples Fund	Resilience Fund Collective Spirit Fund	Resilience Fund - Ford Foundation Collective Spirit Fund- Mellon Foundation	National ⁶	<u>Resilience Fund:</u> \$100-\$1,000 for individuals \$1,000-\$10,000 for organizations <u>Collective Spirit Fund:</u> \$5,000-\$10,000 for individuals \$12,000 - \$20,000 for organizations \$1,500-\$7,000 for Commissioned artwork \$7,500-\$12,000 for grassroots groups	<u>Resilience Fund:</u> 96 individuals 5 organizations <u>Collective Spirit Fund:</u> 105 individuals 39 non individuals ⁷
NALAC	Actos de Confianza Phase 2	Mellon	National	\$2,500 for individuals \$5,000 for organizations	276 artists 88 organizations
PA'I Foundation	E Ho'l Ke Aloha	Mellon, NALAC, First Peoples Fund	Not Specified ⁸	\$100-\$10,000 for individuals \$2,500-\$25,000 for organizations	348 individuals 15 Halau 10 Organizations
Sipp Culture	Artist Relief Fund	Mellon, NALAC, First Peoples Fund	Alabama, Arkansas, Louisiana, Mississippi or Tennessee	\$500-\$2,500 for individuals \$7,500 for organizations	168 individuals 19 organizations

⁶ First Peoples Fund and PA'I eligibility requirements were determined by how applicants identify rather than a geographic location.

⁷ Non individuals include organizations, collectives and grassroots groups.

⁸ First Peoples Fund and PA'I eligibility requirements were determined by how applicants identify rather than a geographic location.

Funder Insights: Landscape, Goals, Priorities, and Learning

Interviews with representatives from 3 organizations that disseminated COVID-19 funds helped MCE examine the funding landscape, goals, and priorities, during the height of the COVID-19 pandemic. They shared that in 2020, grantmaking organizations had a desire to reach a diverse group of geographies, disciplines, and demographics, as well as prioritize support for those experiencing financial hardship. Each organization described exhausting efforts and burnout from the emergency of quickly administering COVID-19 funding. In hindsight, one funder shared their learning that larger funders used processes that required a fast turnaround by artists and organizations, and involved some form of first-come first-served or lottery systems. Two funders shared their observations from post grant analysis confirming that the criteria used reserved large grants for those operating on a larger scale and smaller grants for those operating on a smaller scale. It was understood that these approaches often left artists and smaller organizations that were often BIPOC, low income, and farther away from major US cities without a chance to secure COVID-19 relief funds from these groups.

It was not made clear in the interview why Mellon was unable to offer grant funds to ILI before the death of George Floyd and the shift in the nation's consciousness. What was shared was that their funding priorities reflect an interest, understanding and commitment to making a difference in communities that are often disenfranchised from national and regional grant funding programs. Previously, there was a sentiment within Mellon that they didn't have the capacity to fund regional organizations that handled local grants. But an awareness grew that there was a whole segment that hadn't been reached yet which opened the door for ILI. Reflecting on their EDI goals, Mellon felt it was imperative to reach out to small, rural, and geographically dispersed areas. They had observed that smaller organizations were better positioned to pay artists compared to larger organizations.

The team at Mellon observed that “competition became collaboration as a means to survive”. ILI partners had already established a collaborative partnership. ILI was one of the first locally focused intermediary funder collaboratives that Mellon supported during the pandemic. Be it small arts organizations, or intermediary funding organizations, value was found in funneling money through the most appropriate channels to level the accessibility of grant funds by previously disenfranchised groups and to ensure those funds reached artists. Funders also witnessed that the selection of (regranting) intermediaries likely contributed to these intermediaries' ability to attract additional funding from other sources.

It was clear during interviews with funder representatives that they were describing the priorities and values amongst their organizations. Those priorities varied across funders. Some were curious about the value of low-burden grant administration. They were revisiting what was absolutely necessary to design grant criteria and get money out of the door. Others were interested in exploring how collaborative funds function in support of the sector. It could be suggested that ILI's advocacy efforts to Mellon and other funders planted seeds of opportunities for knowledge, awareness, and change in the grantmaking decisions of large grantmaking organizations.



Credit: Unknown

ILI COVID-19 Crisis Relief Grant Outcomes and Impact

This section revisits ILI's desired outcomes⁹ for the ILI COVID-19 Relief Fund. Using data gathered throughout the study, it documents the impact that ILI's efforts had within their community.¹⁰

The word cloud below highlights the words used by the ILI grantees to describe the impact of the ILI COVID-19 Relief Fund. The larger the word, the more frequent the sentiment was shared. Sentiments were shared in multiple languages.



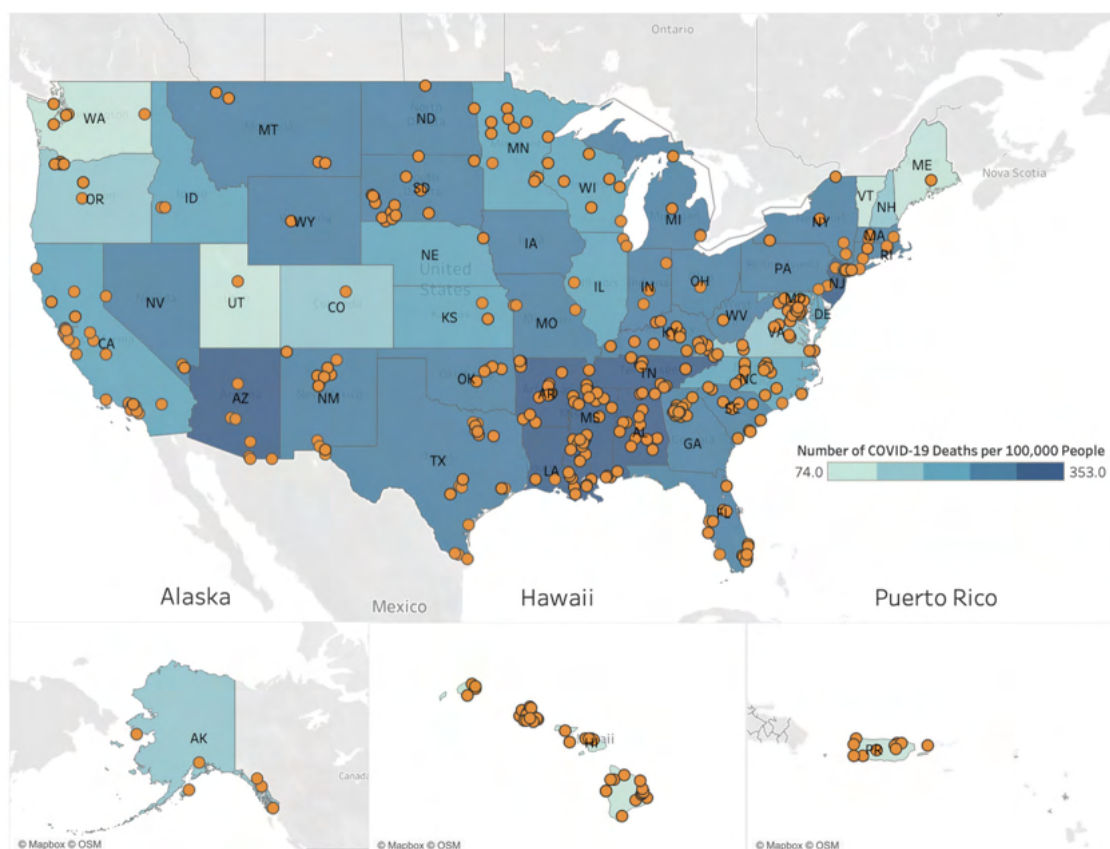
⁹ The desired outcomes are listed in the methodology section of this report.

¹⁰ The descriptive statistics presented are based on a total count of 36 interviews with ILI artist grantees and grantee organizations.

Outcome #1: ILI COVID-19 Relief Funds Reached Communities Underserved by Regional & National Grantmaking Organizations

When COVID-19 relief efforts of Regional and National Arts Organizations utilized grant systems that prioritized artists and organizations in major cities and their surrounding areas as well as those with the resources to respond quickly, they limited the opportunity for financial assistance in what would be some of the hardest hit areas of the country. Raw numbers of COVID-19 deaths show a higher concentration in major cities. However, when the data is examined on a per capita basis, of 1 death per 100,000 people, some of the hardest hit states and communities are those that ILI leadership fought so hard to get COVID-19 Relief funding. Figure 1 below is a map that illustrates the distribution of ILI COVID Relief efforts. The states on the map are color saturated to reflect COVID-19 deaths per capita from January 2020 to December 2021. The orange circles on top of the states represent the cities where ILI COVID-19 grantees reside. Here you can see that the southern states were hit the hardest. This is also where a large proportion of ILI grants were disbursed.

Figure 1: Map of ILI COVID-19 Grantee Locations and Per Capita Rates of COVID-19 Related Deaths by State¹¹

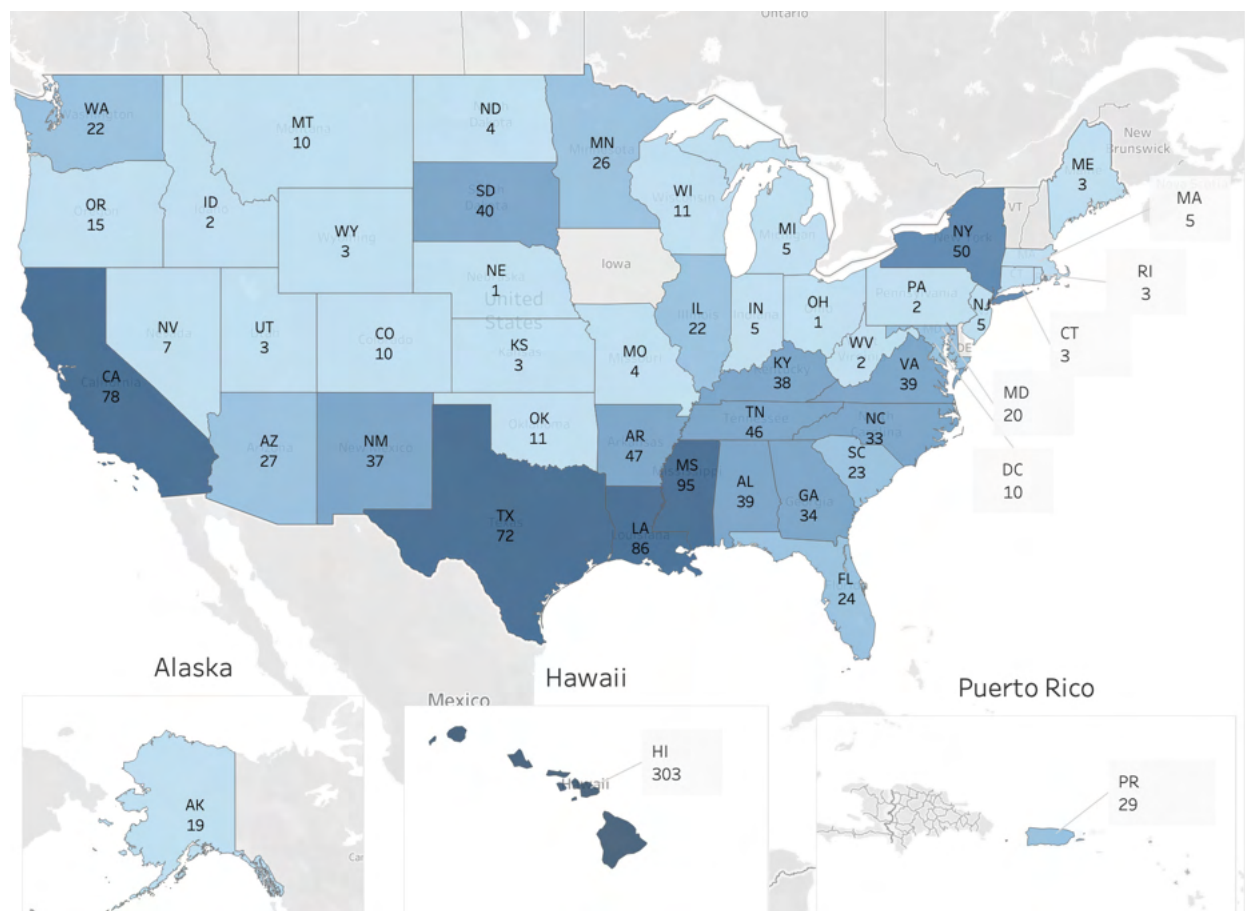


The goal of reaching constituents who were systemically underserved by other regional and national COVID relief programs was successful. The five ILI partner organizations administered 1491 grants to individuals and organizations throughout the United States and Puerto Rico. The states with the largest concentration of grants awarded were Hawaii (303 grants), Mississippi (95 grants), Louisiana (86 grants), California (78 grants), Texas (72 grants) and New York (50 grants). In addition, survey data (n=433) showed that about 63% of respondents live in urban areas while the remaining 37% of survey respondents are spread across rural (n=68) and suburban (n=93) areas. First Peoples Fund had the highest percentage of grantee survey respondents living in rural areas (42%, n=36). Interviewees mostly came from more rural geographic locations, or suburban areas.

¹¹ Population data was gathered from the [US Census Bureau 2020 Census Results](#). COVID-19 data was gathered from the Centers for Disease Control and Prevention, COVID-19 Response. [Weekly United States COVID-19 Cases and Deaths by State](#) (version date: 12/14/2022).

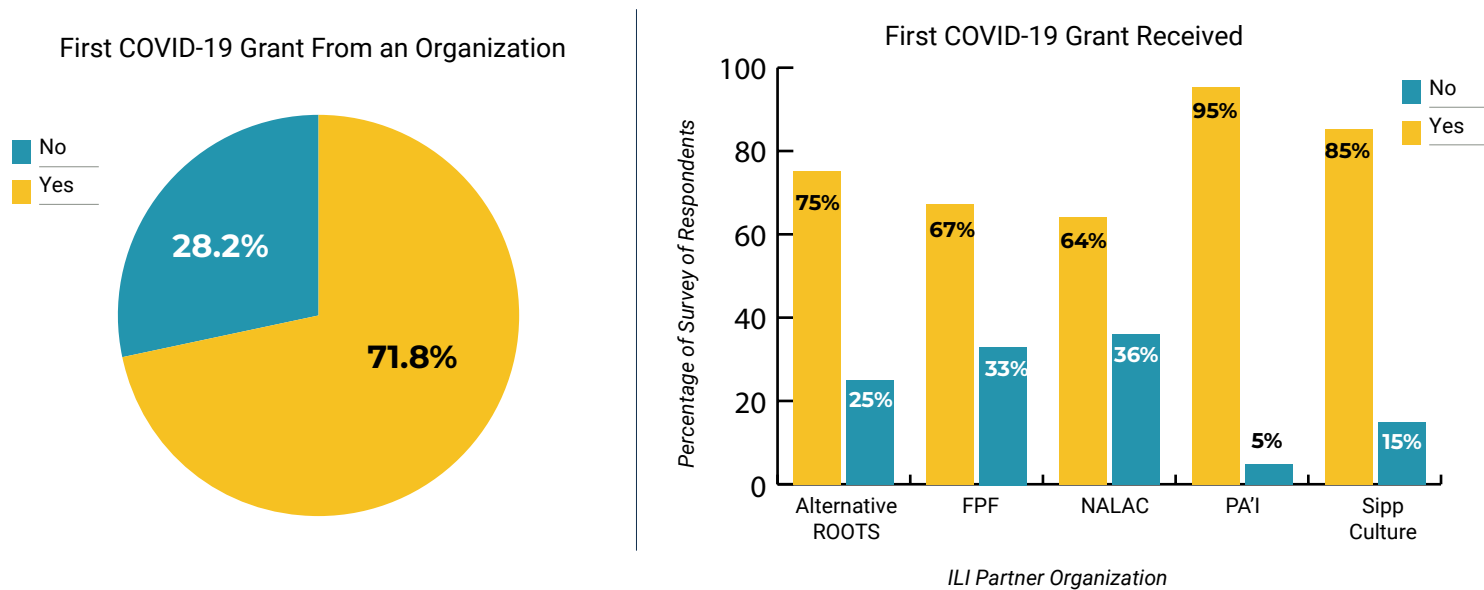
The map below illustrates the distribution of ILI's COVID Relief Fund as administered by the five partner organizations. The color is lighter for states that received fewer grants and darker for states with a higher concentration of grantees. There are 16 grantees that did not disclose their location on their applications. They are not represented in the map below.

Figure 2: Map of ILI COVID-19 Grantee Locations by State



Grantees that participated in the surveys and interviews gave insight to many aspects of their experience with ILI's COVID-19 relief grant. Their feedback gives light to the needs of applicants, their geographic locations, their disciplines, issues, and communities where artists focus their work. It also shed light on their experience through the grant process including applying for grant funds, uses of grant funds, their relationship with their ILI partner organization, and the overall impact of the grant.

Figure 3: Percentage of Survey Respondents Who Received Their First COVID-19 Relief Grant from an ILI Partner

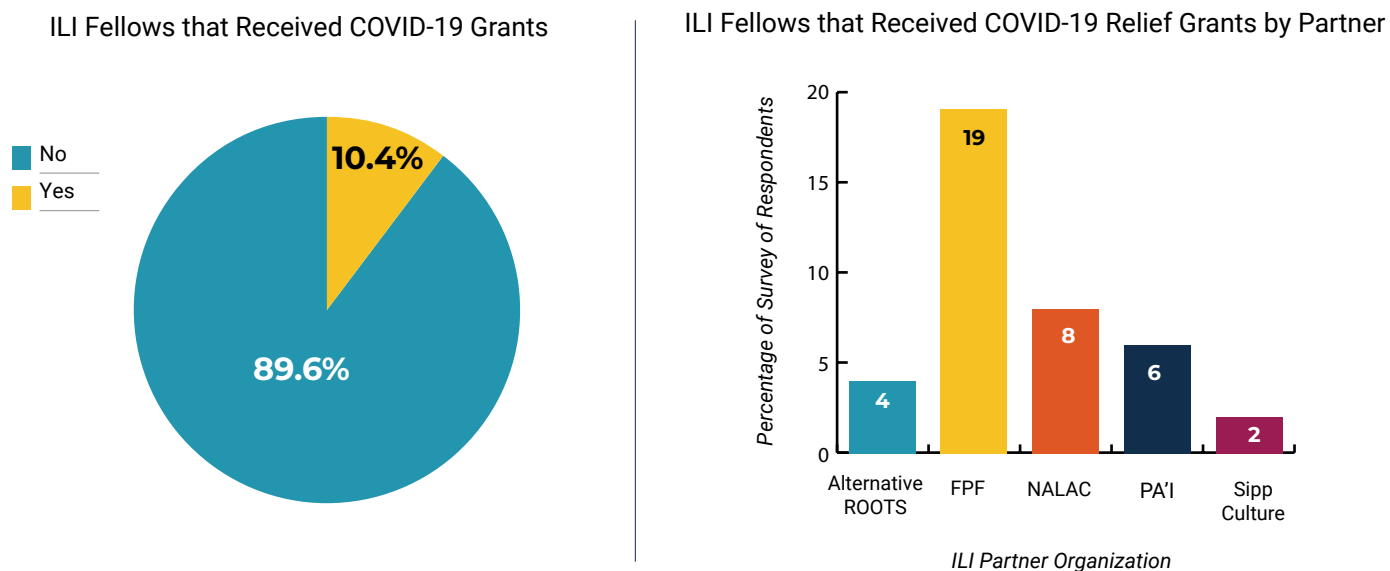


Of the 433 survey respondents, 71% (n=309) stated that the ILI COVID-19 Crisis Relief Grant was the first COVID-19 grant that they received. Among those, 95% (n=39) of PA'I respondents and 75% (n=39) of SIPP Culture respondents stated that this was the first COVID-19 relief grant they received. PA'I Foundation and SIPP Culture had the largest proportion of constituents receiving their first COVID-19 relief grant from ILI, demonstrating the importance of the ILI's ability to reach groups that otherwise would not have received pandemic grant relief from other organizations.

It was promoted through notifications and word of mouth... Thankfully I was accepted. I applied because it spoke to who I am as a person and an artist. I saw they were looking for me: Latina, person of color, LGBT, diversity...and I'm working on a film. I applied to a few [other grants] and I didn't get them. Those were not necessarily for the LatinX community. -

ILI COVID-19 Relief Fund, Individual Grantee

Figure 4: Survey Respondents Who are ILI Fellows and Received ILI COVID-19 Relief Grants

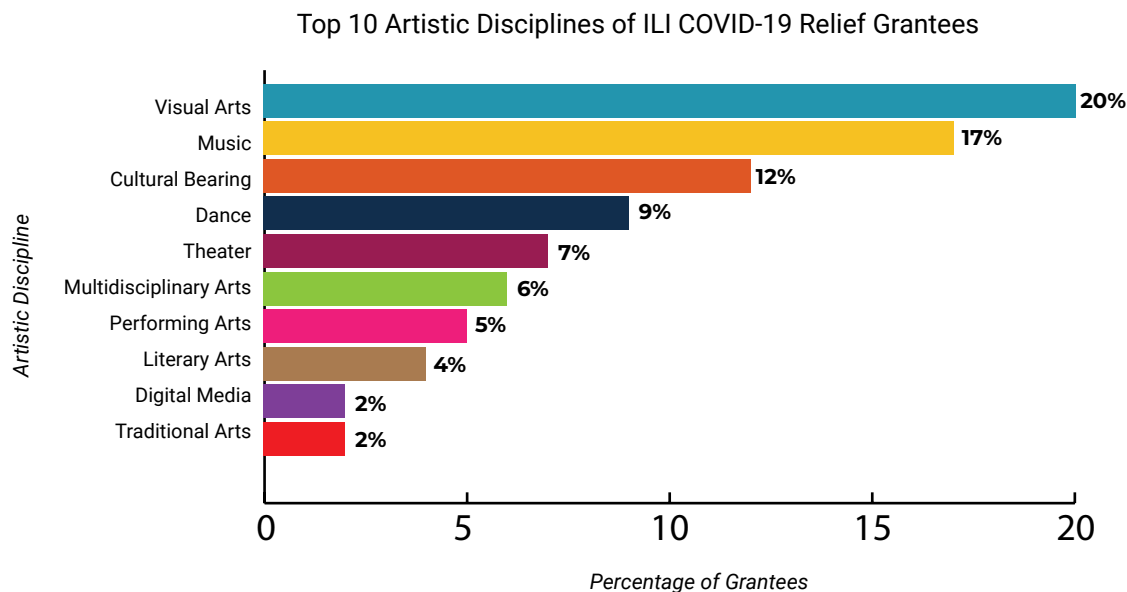


Given ILI's stated vision it was important to examine how many ILI fellows received ILI COVID-19 Relief funds. It's important to note, that at the time of the survey administration, ILI's fellows accounted for about 10% (n=40) of all the survey respondents. First Peoples Fund (FPF) had the largest representation in the survey data with 19 fellows. This may relate to the fact that FPF issued their first round of COVID-19 Relief funds to FPF Fellows to ensure fast administration to their target groups. The ILI grants to ILI Fellows contributes to ILI's commitment to care for its community.

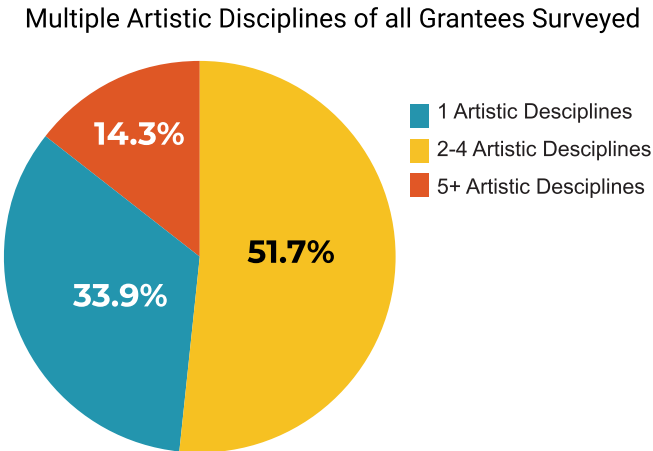
Every time I talk about FPF, I talk about ILI, and how FPF lifts up the natural artistry of their Indigenous people.

- ILI COVID-19 Relief Fund, Individual Grantee

Figure 5: Artistic Disciplines of ILI Grantees



These charts show the primary artistic disciplines of all the individuals and organizations that received COVID-19 relief grants from ILI partners. Artist disciplines spanned a wide range of genres. Among the 1491 grantees, the top three disciplines grantees include Visual Arts (20%), Music (17%), and Cultural Bearing (12%). Culture Bearers are a unique group of grantees that included cultural art forms such as Mariachi, Beadwork, and Hulare which supports ILI's observation about the support available for those that identify as cultural bearers. Two thirds (n=286) of survey respondents also practiced two or more disciplines.

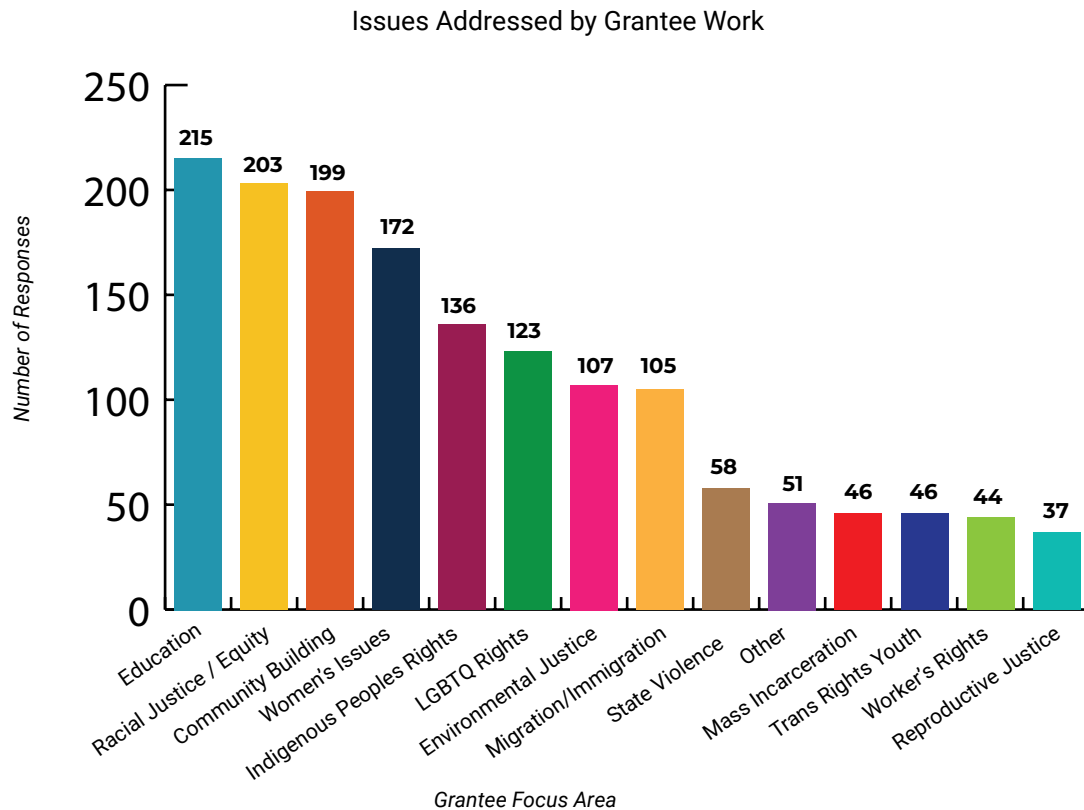


My practice has been in the world of theater and film. Lately, there's been an addition to that. I have started a community garden and have started efforts to create a neighborhood grocery store because there is no grocery store in our community that is within five miles. So elders are walking to the grocery store or walking to the CVS which has replaced the 'grocery store'. So I think my work sits in a space where the beginning of my life was all about the stage and the midpoint is about producing. I've really taken the thought of producing and making as way-making. I grew up with my grandmother telling me that 'people made ways out of no ways'.

- ILI COVID-19 Relief Fund, Individual Grantee

Interviewees described their disciplines to include mixed media, visual art, storytelling, hip hop, sculpture, beadwork, film, jewelry, poetry, curating events, MC hosting, theater, writing, philosophy, literature, folkloric, mariachi, hula, feather and lei art, R&B, Jazz, 2nd Line, culinary arts, artist convening, clothing design, and language arts. Most of the interviewees practice a variety of art forms as culture bearers and were located in communities that reflect their cultural heritage.

Figure 6: Issues ILI COVID-19 Grantees Address in Their Work

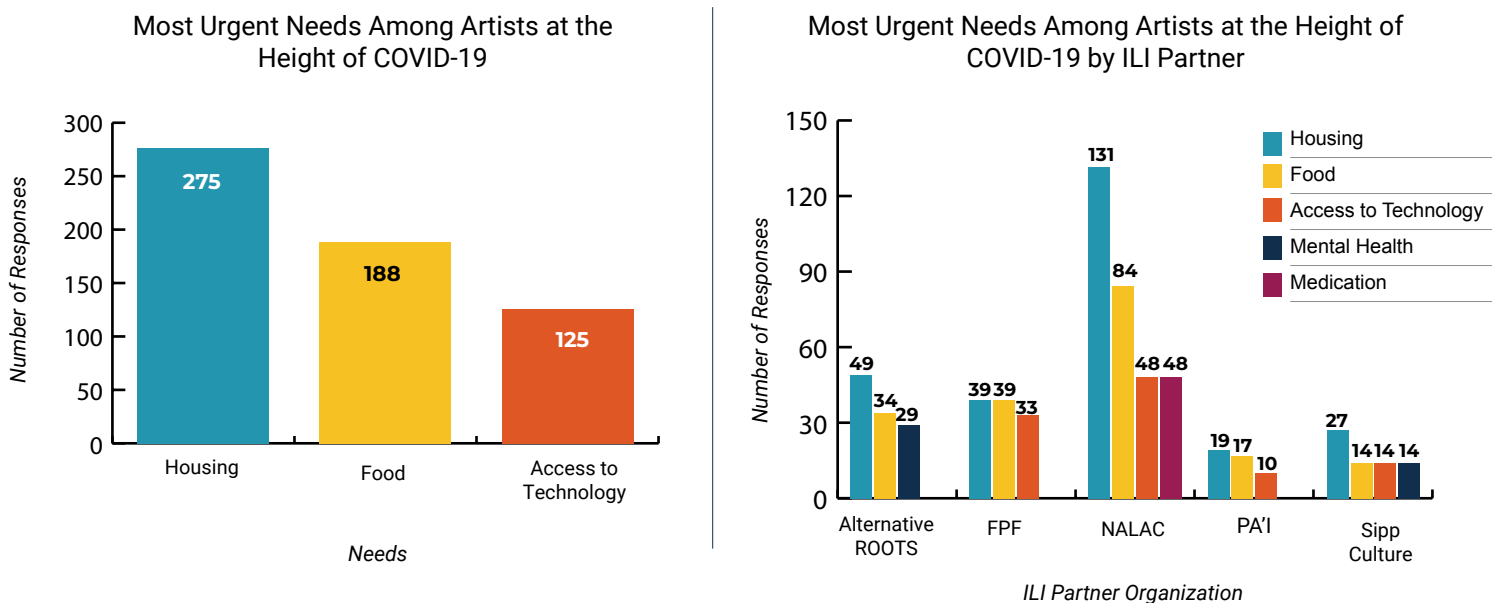


The social issues addressed by grantees in their work are almost as varied as the art forms represented. Among survey respondents, education, racial justice & equity, and community building were the top three issue areas, followed by women's issues, Indigenous Peoples rights, and LGBTQ rights. Their work reflected the issues faced by their communities and other historically excluded groups. For example, culture bearing and LGBTQ issues were present among each of the ILI grantees interviewed which supports ILI's observation about the support available for those that identify as cultural bearers. Food justice was a focus area for Alternate ROOTS, NALAC, and SIPP Culture grantees. Many of the interviewees described that their art was intended to help their communities heal. The First Peoples Fund grantees interviewed described that their work addressed issues that include but are not exclusive to Native heritage and culture, LGBTQ, youth, low income, people with disabilities, incarceration, and Standing Rock.

Outcome #2: Alleviate Economic Loss and Hardship

Individual survey respondents shared that housing (73%) and food (50%) were the top two needs amongst grantees across each of the partner organizations. Interviewees across the organizations shared that they needed grant funds for survival. Many artists and culture bearers lost work opportunities and needed to pay for essential needs for themselves and their families. Some had sick family members to look after or fell ill with COVID. An elder musician shared that they had pre-existing health conditions, making it less likely to perform in public. Their venues had closed, shows and events had been canceled, and for many, their primary source of income was gone. They needed to figure out what to do to make ends meet and continue working. Grantees shared how stressful the time was for them.

Figure 7: Most Urgent Needs of Individual ILI COVID-19 Grantees Surveyed



In all honesty, I needed it. I have four daughters. During that time it was really really hard, and scary. I was out there trying to figure out what was available as far as work and opportunities. This was one of them. It really came down to survivor mode.

- ILI COVID-19 Relief Fund, Individual Grantee

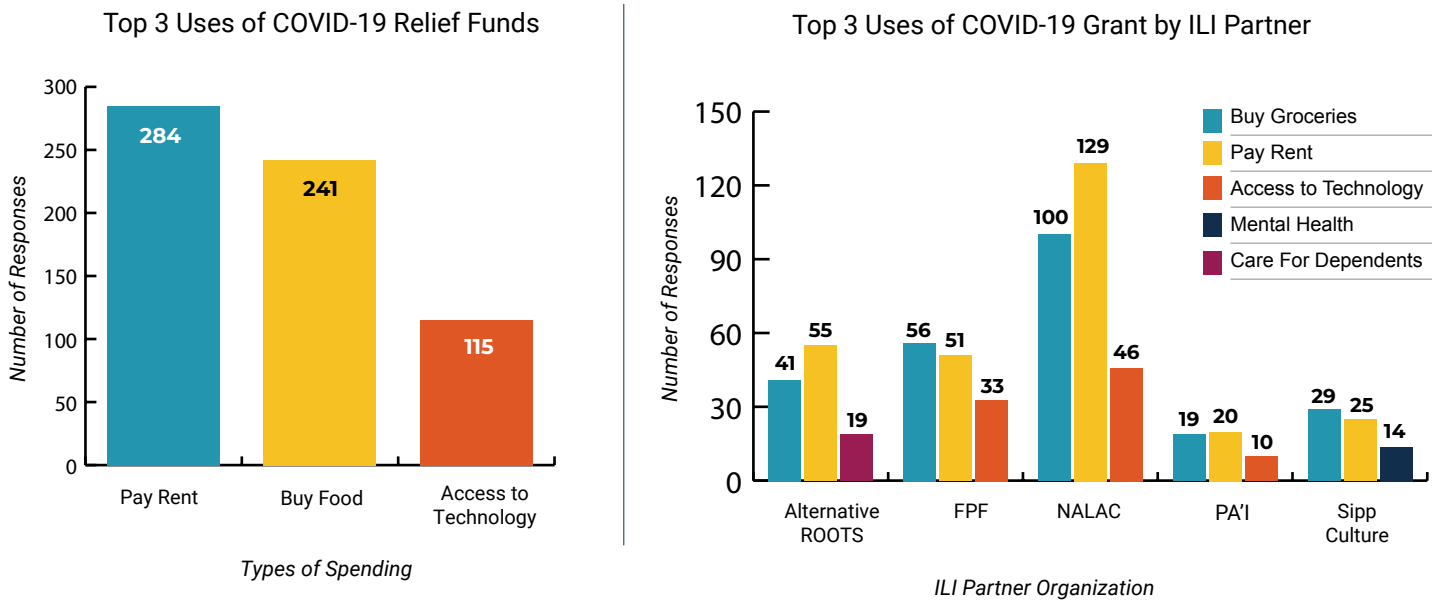
At first, I wasn't going to apply. Then I got COVID and I wasn't able to work. And my people got COVID. So I really did need something that I helped to build... Why not ask the people that you trust?... The Artist Relief Fund helped me be well so that I could create economic opportunities for these other little sisters so they can not be in trouble. For someone to [say to me], you actually need this. I [was] mapping out everybody that needed help but me. As a Southern Black Woman, 'I was socialized that you don't ask nobody for nothin, you got it'.

- ILI COVID-19 Relief Fund, Individual Grantee

Individuals Top Uses of COVID-19 Relief Funds

Paying rent and buying food were the top two uses of COVID-19 relief funds for grantee survey respondents across all 5 ILI partners. Access to technology was the third top use of grant funds for NALAC, FPF, and PA'I. For Alternate ROOTS respondents, caring for dependents was the third top use of funds. Mental health was in the top 3 for SIPP Culture grantees.

Figure 8: Top 3 Ways Individual Grantees Surveyed Used ILI COVID-19 Relief Funds



Grantees also used funds to purchase artistic supplies and sustain their work spaces, or find new locations after losing their space as a result of the pandemic. One grantee used the money to buy books to research buckskin and other Native art that unknowingly seeded a major studio contract for a major film. The grants also allowed artists to extend financial opportunities to others who were artist collaborators, clients, or staff.

When I got that money, I made good use of it. First, I used it for propane to heat my studio. That's always a big expense trying to keep my studio warm. Then I bought groceries and gas for my car. I stretched it as far as I could. So it helped out quite a bit at a critical time. It was very appreciated.

- ILI COVID-19 Relief Fund, Individual Grantee

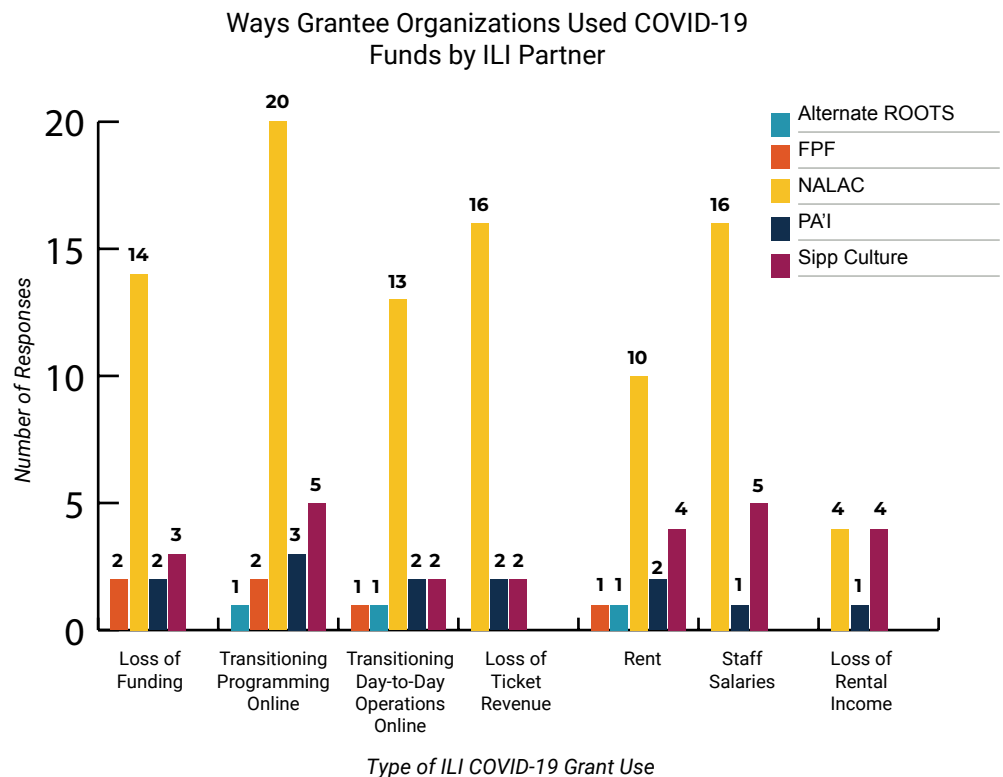
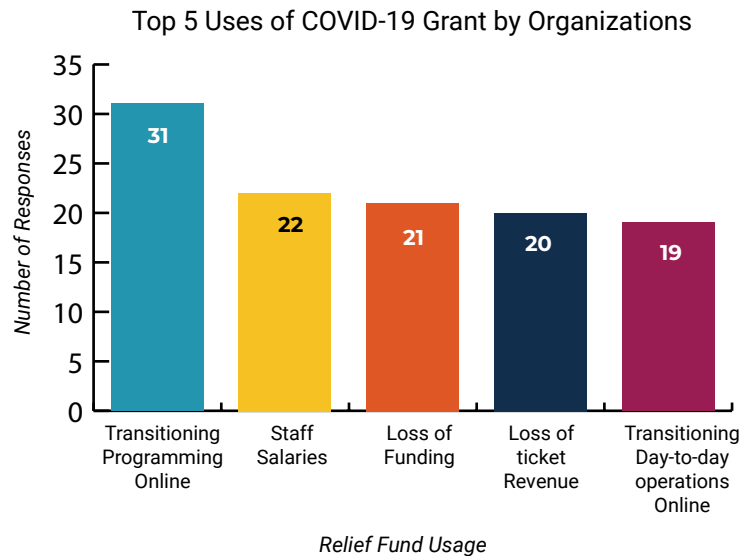
Need and Use of COVID-19 Relief Funds by Organizations

With the shutdown in place, organizations had to rethink how they would offer and administer their programs, generate revenue, maintain their staff, and pay their rent. Among those surveyed, sixty-five percent (n=37) of organization grantees reported that transitioning programming online was one of their biggest challenges at the onset of the pandemic. Thirty-one grantee organizations (54%) reported that they used ILI COVID-19 relief funds to transition programming online. This was the top use of funds among grantees.

Organization interviewees shared how grant funds were used to sustain active programs and keep working. All three organizations interviewed from NALAC shared how they were able to transition programs online. Four grantees used the funds to pay staff or collaborating artists. One of the organization grantees lost their facility, but was able to use grant funds to open a new location with a fresh vision for their staff and the art they produced. Interviewees were able to pay their staff. They also purchased program materials and software applications to operate.

When discussing their use of funds, grantees shared that it gave them the opportunity to breathe, consider their options, and adjust to the new demands and opportunities ahead. It helped artists, culture bearers and organizations engage their peer community to create new work and even grow their businesses. Artists found opportunity, significance, purpose, and creativity through these grants.

Figure 9: Ways Grantee Organizations Surveyed Used ILI COVID-19 Relief Funds



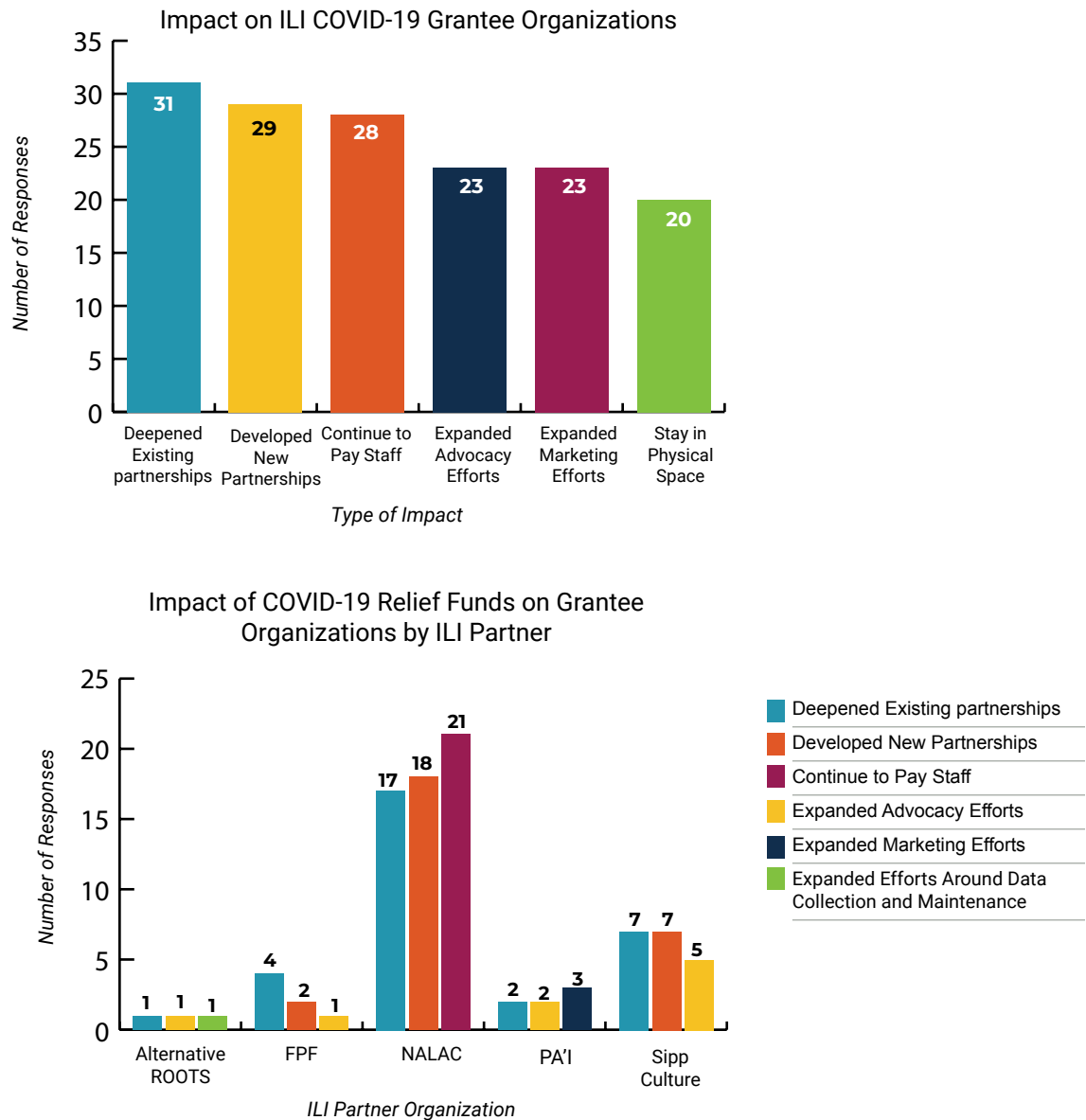
I tried to get a grant from a national effort but they didn't see me. With this opportunity, it felt like I didn't need to prove my worth. They got it-they saw me. I can't tell you what that means.

- ILI-19 COVID Relief Fund, Organization Grantee

Impact of COVID-19 Relief Funds

Grantee organizations reported that the COVID-19 Relief funds helped them feel supported during a challenging time. Those surveyed and interviewed shared that they were able to continue and expand their work, strengthen their network, and maintain or secure work spaces. The charts below illustrate survey findings.

Figure 10: Impact of ILI COVID-19 Relief Efforts on Grantee Organizations Surveyed



Grantee organizations shared that they felt cared for, seen, and supported.

[The grant] helped us transition to online platforms and gave us the opportunity to reach more people and connect with more partners. Prior to COVID, we were strictly in person, so this grant played a role in helping us move online and broadened the work we were doing.

- ILI COVID-19 Relief Fund, Organization Grantee

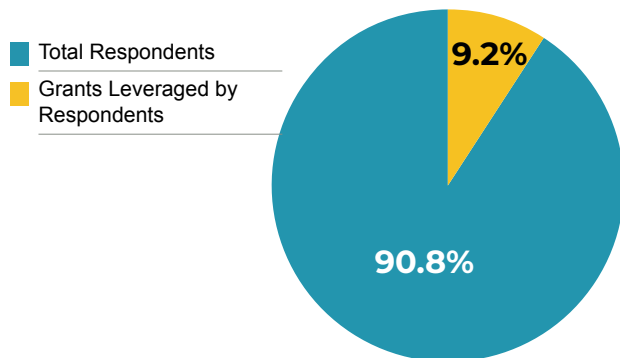
Outcome #3:

Leverage Funding and Increase Visibility & Support for ILI Partners and their Communities

It was a long-term outcome target among the ILI partners to have their grantees successfully secure additional funding as a result of their COVID-19 Relief grants. Nine percent (9%, n=44) of survey respondents had already achieved this target when the survey was administered. Figure 11 below shows all 44 respondents that were able to get additional funding. Thirty percent (30%, n=17) of organization grantees had acquired additional funding while less than one percent (.07%, n=27) of individual grantees reported that they secured additional funding due to the grant. For example, an organization grantee from Alternate ROOTS shared in an interview that they were able to receive a new grant from The Mellon Foundation because of the Solidarity Fund.

Figure 11: Percentage of Survey Respondents that Leveraged ILI COVID-19 Relief Grant

ILI COVID-19 Grants Leveraged to Secure Other Funding



We received \$150K for Capacity Building. I really think that somehow, Mellon is connected to ILI. ILI allowed us to build our capacity to the level where The Mellon Foundation decided to pitch in and help even more. This was the first money we ever received through Mellon...

- ILI COVID-19 Relief Fund Organizational Grantee

First Peoples Fund's Collective Spirit grants were specifically designed to help grantees increase their visibility and support of their work. This grant provided artists, organizations, and grassroots organizers visibility and an opportunity to earn income by auctioning off their pieces at the Kennedy Center in 2022 as part of the *We The Peoples Before*, 25th Anniversary of First Peoples Fund. While FPF grantees didn't speak directly to the impact of this event, one explained how FPF funding helped them land a significant work contract during the pandemic.

[Our film] kind of blew everybody away and I credit Lori for this because when the studio came to me, I was in a good mental state. At first I was in a panic when the pandemic happened. I work in an industry where I depend on my income and shows were getting canceled. First People helps strengthen us as personal artists. But if I didn't have this money, I wouldn't have been in a good artistic space to articulate everything that I could do as a creative producer.

- ILI COVID-19 Relief Fund, Individual Grantee

Previous Interactions with ILI Partners

Slightly more than half of the grantee survey respondents shared that they previously interacted with their partner organizations. Two thirds of interviewees had a prior connection to the ILI partner organization. They learned about the grant most commonly through email invitation, phone conversation, or word of mouth in the community. Others learned about the invitation through a program newsletter, social media post, or Zoom meeting. Among those who had no prior connection to the organization, they learned about the partner organization either when searching for grants online or through word of mouth in their community. A third of all interviewees shared that they decided to apply for the grant because they trusted the partner organization. Trust was an element that showed up in many conversations. Grantees acknowledged their distrust of large mainstream organizations citing that they didn't feel seen, understood and valued. The ILI COVID Relief Fund managed to address these concerns. ILI Core Partners managed to create a vehicle that felt authentic to the grantees because ILI leaders are navigating many of the same challenges on the national scale.

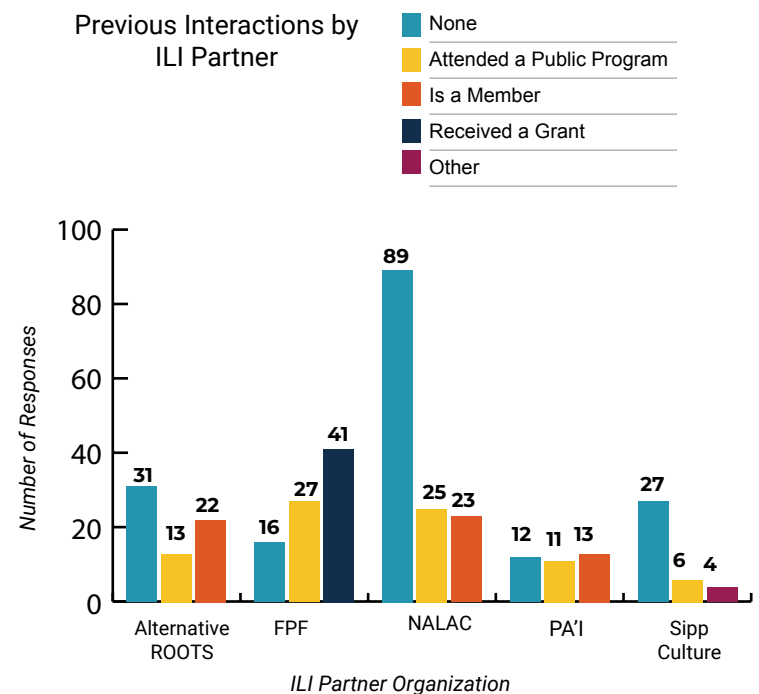
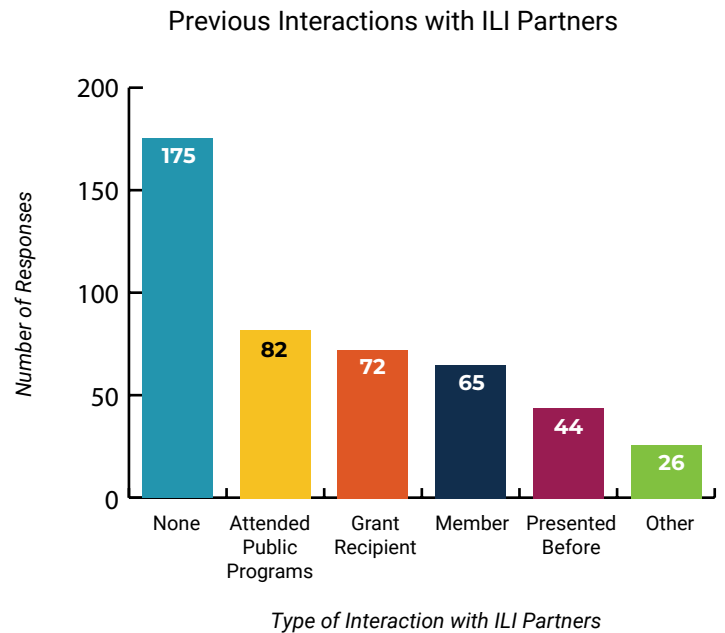
We are them. They are us-that's how we knew

-ILI Core Partner

I participated in NALAC's Leadership Institute. I've benefited from their programming, so I keep connected. I get their newsletters, their emails, social media. I saw they were offering this grant for artists who were affected by COVID-19. I was majorly affected and still building up from the repercussions of that today. It was such a gift to get some support. ILI COVID-19 Relief Fund,

-Individual Grantee

Figure 12: Survey Respondent Interactions with ILI Partners Before Receiving COVID-19 Grant



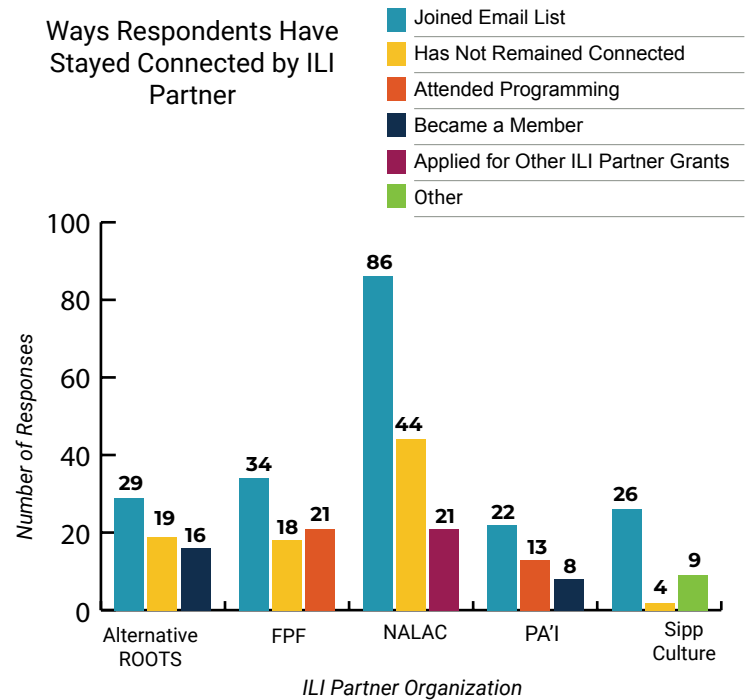
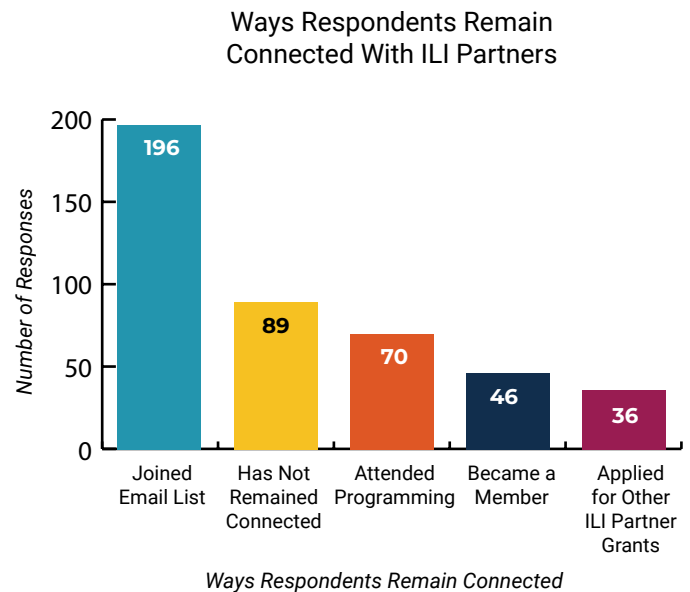
Ongoing Connections with ILI Partners

Most grantees have remained connected with their ILI partner organization. The primary mode of connection was to join an email list. Among interviewees, the continued connections among grantees with ILI Partners since receiving the COVID-19 Relief funds slightly increased from the nature of their connection before the grant. Grantees who had a preexisting relationship with their partner organization maintained that connection and didn't experience much change, although, there was an increase in sentimental connections with their granting organizations. Grantees that expressed a stronger sense of connection to partner organizations also expressed that those organizations conducted additional outreach and engagement during and after the grant period.

Before the grant, we didn't have a deep rooted connection. To be a member you have to pay. We have been able to use money from other entities to be a part of [NALAC]... Now, we've been able to send out information to our artists when there are other grants that NALAC has available and show them more about NALAC that they can use in their work.

- ILI COVID-19 Relief Fund Organization Grantee

Figure 13: Ways Survey Respondents Remain Connected to ILI Partners



Grantees' Perception of the Overall Support from ILI Partners

Grantee's Perception of Funding Support

When asked to describe their perception of the ILI partner organizations' grant program, interviewees shared that the accessibility of funding made receiving COVID-19 Relief funds achievable. The experience was different from other grants in a way that was thoughtful, surprising, and extremely helpful. Whether it was through persistent and personable support to complete applications from leaders at First Peoples Fund or PA'I, the quick receipt of funds, or unrestricted use of grant funds, interviewees felt that the grant program was revolutionary, it saved artists, and gave many artists an opportunity to grow financially and culturally.

This type of financial support goes far beyond face value. It offers validation, and gives you that boost of confidence in acknowledging that you're not alone in trying to do this work. You are not alone in trying to change the narrative about who you are and the value of your work. It re-energizes us to continue with our work.

- ILI COVID-19 Relief Fund Organization Grantee

Grantee's Perception of their Partner Organization

Grantees that had a previous relationship with their partner organization were aware of the vast work partner organizations carry out on behalf of their constituency. Interviewees saw that partner organizations create opportunities to uplift artists through networking, "safe and trusted spaces for the culture", genuine connections, and communication and advocacy. They also expressed that partner organizations offer opportunities for artist/professional development, guidance, and other accessible funding opportunities. Interviewees were more likely to have an awareness of their partner organization's ethos and mission, the more they were engaged by that partner through activities and other regular direct contact. For example, because First Peoples Fund and PA'I rely greatly on personal interactions, all of their grantee interviewees understood and shared a common goal in their work. Alternate ROOTS, NALAC, and SIPP Culture, had a blend of interviewees that understood well and shared the mission of their partner organization and a smaller group who were less aware of the partner organization. This may be due to these organizations having more participants that learned about the grant and their organization online.

ILI COVID-19 Crisis Relief Grant Partner Profile Snapshots

In this section, ILI's COVID Relief Fund data is segmented by each partner organization. These snapshots illustrate the uniqueness in approach and its impact on the grantees. Relief funds described below reference the name used by each partner. The partners purposefully named these funds to elevate the intentions of their support efforts.



**Alternate ROOTS:
Solidarity Fund**



First Peoples Fund

**First Peoples Fund:
Resilience Fund & Collective Spirit Fund**



**NALAC:
Actos De Confianza**



**PA'I:
E Ho'i Ke Aloha**



**SIPP Culture:
Artist Relief Fund**



Partner Profile Snapshots

Alternate ROOTS

Alternate ROOTS is a regional arts service organization that supports the creation and presentation of original art that is rooted in community, place, tradition or spirit. We are a group of artists and cultural organizers based in the South creating a better world together. As Alternate ROOTS, we call for social and economic justice and are working to dismantle all forms of oppression – everywhere. Executive Director, Michelle Ramos

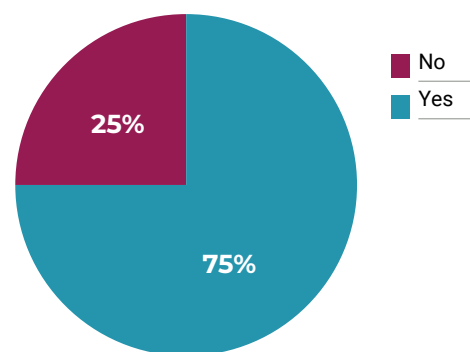
has committed her career to serving communities and individuals adversely impacted by issues of race, gender, disability, class, socio-economics, inequitable laws, and systemic oppression.

SOLIDARITY FUND

In response to the COVID-19 Pandemic, Alternate ROOTS joined their leadership, knowledge, networks, and resources with 4 partner organizations of the Intercultural Leadership Institute. Through their collective efforts, Alternate ROOTS was able to offer COVID-19 relief grants through its Solidarity Fund.

This grant was unprecedented as seventy-five percent (75%, n=51) of survey respondents shared that this was the first COVID-19 related grant they were awarded.

Received First COVID-19 Grant from Alternate Roots



COVID-19 RELIEF RESOURCES, GOALS & APPLICATION HIGHLIGHTS

Two Cycles of Funding

Solidarity Fund

(April 2020-October 2020)

- » Amount: \$80,000
- » Funders: ILI (via NALAC & First Peoples Fund)

Solidarity Fund 2.0

(September 2020-August 2021)

- » Amount: \$1,250,000
- » Funder: Andrew Mellon Foundation

Goals Achieved

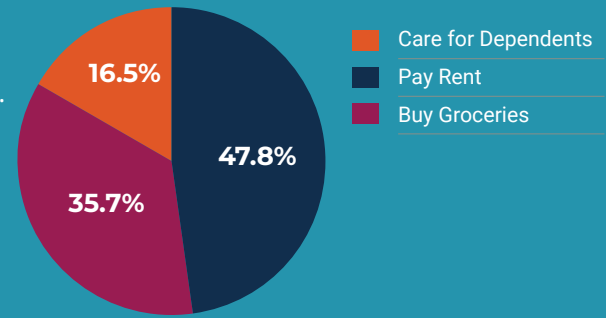
- » Design and offer a low-burden grant program able to address direct, specific needs of grantees
- » Alleviate economic loss and other hardship due to COVID-19
- » Fund communities based in AK, KY, VA, WVA, MD, SC, TN, DC, AL, FL, MS, NC, GA, LA, and TX ("ROOTS Geographic Area"), which were overlooked and underfunded by other COVID-19 relief programs

Grant Administration Highlights

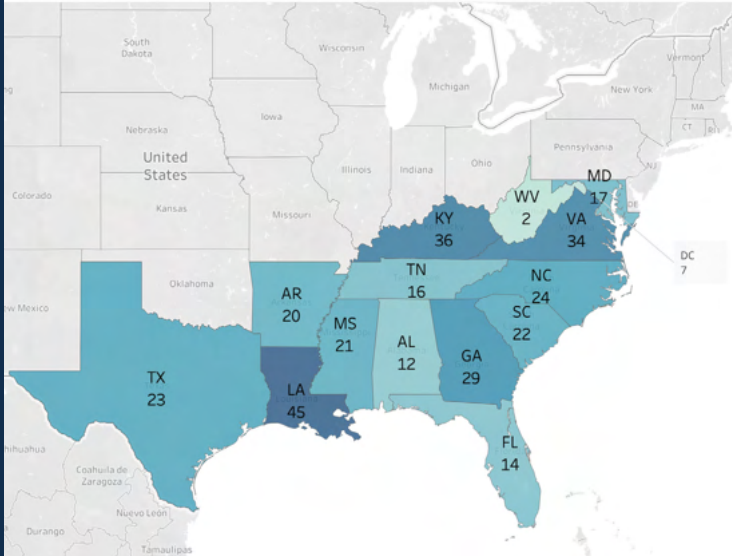
- » **Eligibility Criteria:** Live in the ROOTS Geographic Area; Organizations with operating budgets less than \$250K
- » **Grant Use Restrictions:** None
- » **Selection:** Panel Review by Artists and Arts Administrators
- » **Reporting Requirements:** None
- » **Alternative application formats:** Video and audio proposals through Youtube, Vimeo and Soundcloud
- » **Outreach:** To ROOTS members and broader community to identify needs and notify community of relief programs

Use of Grant Funds

Rent, food and caring for dependents (including elders or other loved ones) were the top three uses of grant funds among individual grantees. The top use among organizations was to transition programming and day-to-day operations online as well as pay rent. Individual and organization interviewees explained further that they respectively used the funds to pay personal bills, art expenses and program costs, help other artists/entrepreneurs get back to work, to cover lost wages, and sustain their work space.



Alternate ROOTS COVID-19 Relief Grantee Locations by State



GRANTS ADMINISTERED

The map above shows the number of grantees in each state. The darker states have higher concentration of grantees and lighter states have less grantees. Alternate ROOTS awarded grants in 14 states and the District of Columbia.

Two Type of Grantees

Individual grantees

- » 240 individual cultural worker grantees received emergency funding, with focus on youth, TGNC BI2-S, Indigenous and First Peoples, Latinx, and disability communities
- » Grant amounts for individuals ranged from \$290-\$5,000

Organizational grantees

- » 82 arts organizations received emergency funding
- » Grant amounts for organizations ranged from \$1,000-\$25,000

Short Term Outcomes

- » Grantees feel seen and appreciated
- » Expand ROOTS network
- » Leverage Mellon and other national funding to obtain additional funding support from regional/ other funders for ILI community
- » [Unintended] Other funders seek out ROOTS to support Covid-19 and other grant funding to ROOTS and ILI communities

Long Term Outcomes

- » ILI grantees are able to leverage other financial resources
- » By supporting grantees, circulate money and resources within ROOTS and broader local communities
- » Instill appreciation for, and value in, artists based in ROOTS Geographic Area
- » Increase visibility and support for ILI partner communities

Relationship with Partner Organization

Fifty-three percent (53%, n=34) of grantee respondents had previous interactions with Alternate ROOTS before learning about the grant. They understood and appreciated the broad range of support Alternate ROOTS offered. Through this grant initiative, Alternate ROOTS was able to expand its community network to the 47% (n=31) of grantees represented by those who had no prior relationship to the organization before the grant.

Grantees greatly appreciated Alternate ROOTS for their financial support and additional engagement during the grant. They valued the space and community that Alternate ROOTS provided just as much as they appreciated what they were able to achieve with their grants.

Immediate Impact of the Alternate ROOTS Solidarity Fund

The Solidarity Fund helped artists, culture bearers, and organizations keep working and even expand their work and networks into new projects during the COVID-19 pandemic. They found the grant to be accessible and accommodating as well as revolutionary and unprecedented. Some grantees have already begun to leverage their grant to secure additional funds.

The word cloud below highlights the words used by the Alternate ROOTS grantees to describe the impact of their COVID-19 Relief Fund. The larger the word, the more frequent the sentiment was shared.



We received \$150K for Capacity Building... ILI allowed us to build our capacity to the level where The Mellon Foundation decided to pitch in and help even more. This was the first money we ever received through Mellon...

- Alternate ROOTS Solidarity Fund Grant Organization Recipient



Partner Profile Snapshots

First Peoples Fund

First Peoples Fund

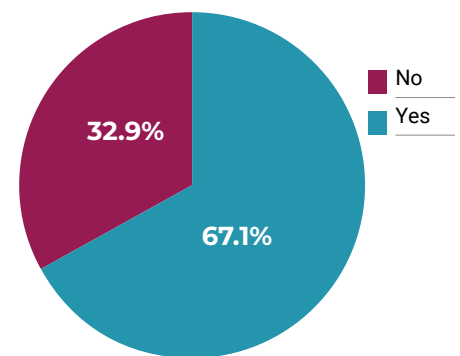
First Peoples Fund supports the Collective Spirit of artists and culture bearers. Rooted in the traditional values of generosity and respect, humility and fortitude, FPF uplifts the Indigenous Arts Ecology – relationship based ecosystems that strengthen Native arts and culture grounded in ancestral knowledge. We accomplish this by 1) supporting culture bearers and artist entrepreneurs as transformative community leaders, 2) deepening tribally based organizations' capacity to serve artists and their families and 3) investing holistically into the next generation of resilient artists. Lori Pourier, (Oglala Lakota) President, First Peoples Fund, has served as the President of First Peoples Fund since 1999.

RESILIENCE FUND & COLLECTIVE SPIRIT FUND

In response to the COVID-19 Pandemic, First Peoples Fund joined their leadership, knowledge, networks, and resources with 4 partner organizations of the Intercultural Leadership Institute. Through their collective efforts, First Peoples Fund was able to offer COVID-19 relief grants through its Resilience Fund and Collective Spirit Fund.

This grant was significant as sixty-seven percent (67%, n=57) of survey respondents shared that this was the first COVID-19 related grant they were awarded.

Received First COVID-19 Grant from First Peoples Fund



COVID-19 RELIEF RESOURCES, GOALS & HIGHLIGHTS

Two Cycles of Funding

Resilience Fund

(March 2020-December 2021)

- » **Amount:** \$365,000
- » **Donors that approved repurposing funds:** Ford Foundation, MACP (ILI), Doris Duke Trust (ILI), McKnight Foundation (ILI), Surdna Foundation (ILI), Bush Foundation, Howard Gilman Foundation, Northwest Foundation, and Individual Donors

Collective Spirit Fund

(December 2020- February 2022)

- » **Amount:** \$1,250,000
- » **Funder:** Andrew Mellon Foundation

Goals Achieved

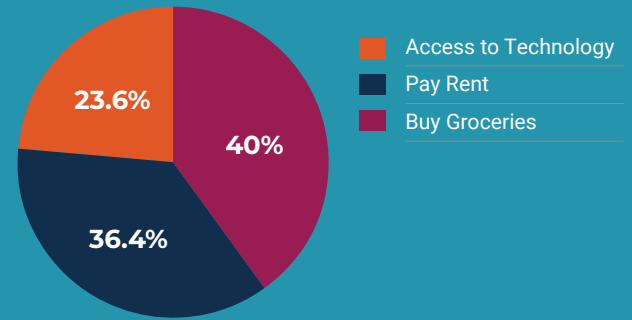
- » Design and offer a low-burden grant program able to address direct, specific needs of grantees
- » Alleviate economic loss and other hardship due to COVID-19 and other disasters for grassroots Native artists and culture bearers
- » Fund Native artists, culture bearers, and tribal communities overlooked and underfunded by other COVID-19 relief programs
- » Provide funding to Native organizations to support artists and culture bearers in their communities
- » Get artists back to work by commissioning, purchasing, and auctioning works at Kennedy Center event

Grant Administration Highlights

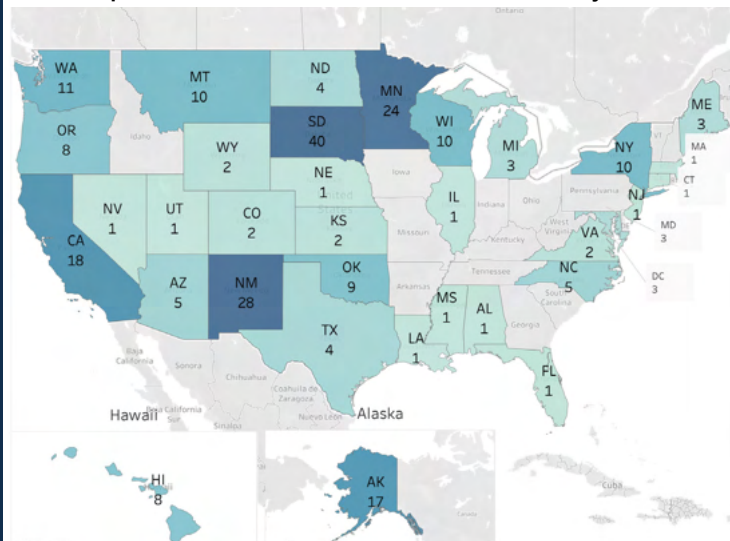
- » **Eligibility Criteria:** Indigenous Heritage and/or other Culture Bearers; Organizations with operating budgets less than \$250K
- » **Grant Use Restrictions:** None for the Resilience Fund. Collective Spirit was restricted to commission new work
- » **Selection:** Internally reviewed by FPF
- » **Reporting Requirements:** None
- » **Alternative application formats:** Paperless application. Staff helped people complete the application over the phone, in addition to email submission.
- » **Outreach:** Word of mouth

Use of Grant Funds

Interviewees shared that the grant helped them pay personal bills, gave them time to readjust and consider their options, engage the arts community, grow their arts business, sustain their workspace, and give back to the community through mutual aid.



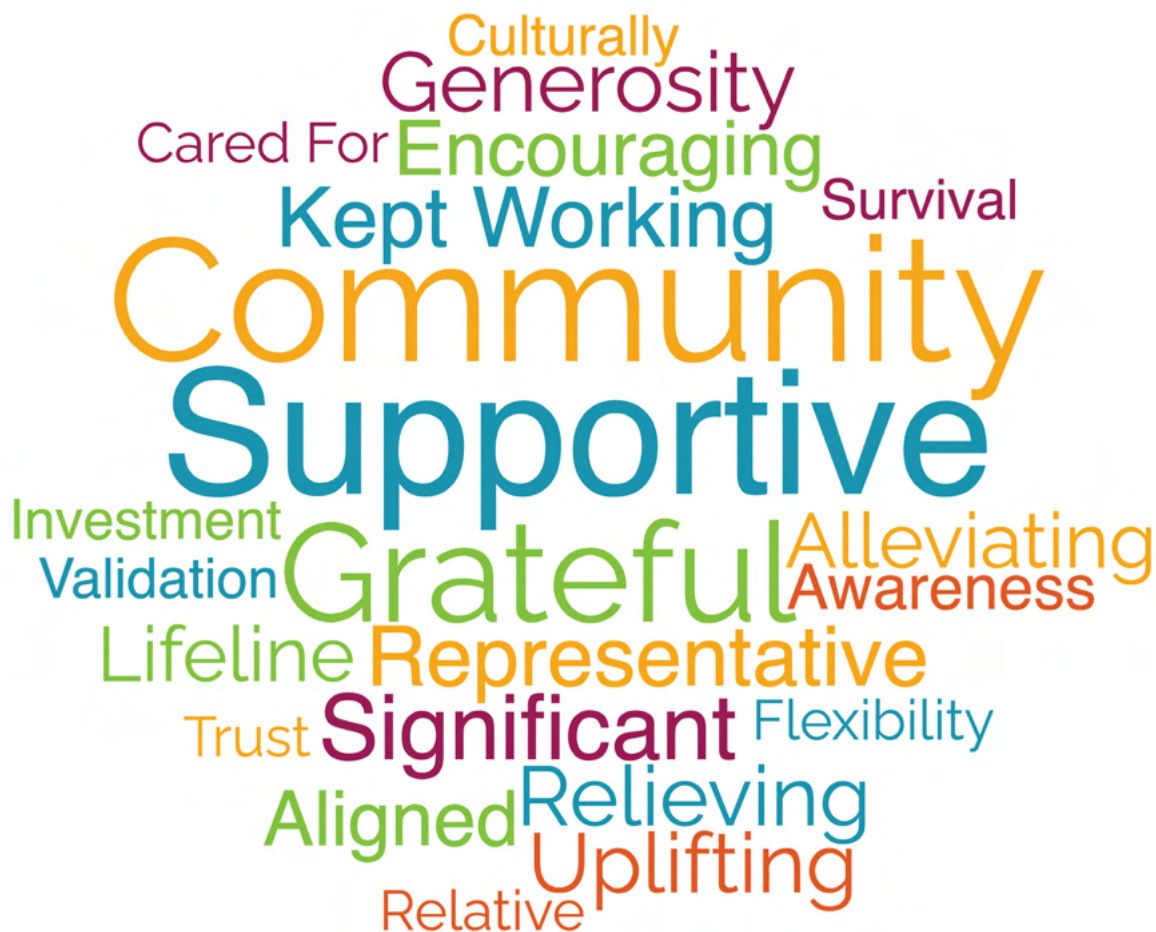
First Peoples Fund COVID-19 Relief Grantee Locations by State



Immediate Impact of FPF's Resiliency Fund and Collective Spirit Fund

Grantees felt cared for and seen. They expressed immense gratitude to FPF and its leadership for providing this opportunity to support them as individuals and also their work. They found the grant to be reassuring and helped them advance their work in meaningful ways. It also strengthened a relationship built on trust with a funding organization.

The word cloud below highlights the words used by the First Peoples Fund grantees to describe the impact of their COVID-19 Relief Fund. The larger the word, the more frequent the sentiment was shared.



[Our film] kind of blew everybody away and I credit Lori for this because when the studio came to me, I was in a good mental state. At first I was in a panic when the pandemic happened. I work in an industry where I depend on my income and shows were getting canceled. First People helps strengthen us as personal artists. But if I didn't have this money, I wouldn't have been in a good artistic space to articulate everything that I could do as a creative producer.

- First Peoples Fund Collective Spirit Individual Grantee

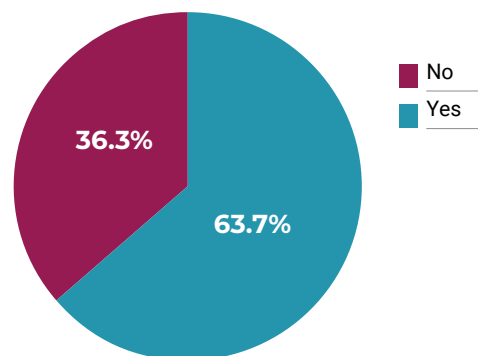
"Since 1989, the National Association of Latino Arts and Cultures has delivered programs that stabilize and revitalize the US Latino arts and cultural sector via funding, leadership training, convening's, research, and advocacy. Our constituency is a multi-generational, multi-ethnic, and interdisciplinary community that includes thousands of Latino artists and hundreds of nonprofit Latino arts and cultural organizations in urban and rural communities. NALAC aims to bolster artistic excellence, cultivate responsive cultural stewardship, strengthen career development, advance diversity of perspective, foster sites of belonging, and invigorate community discourse." María López De León is the President, CEO, and board member of the NALAC.

ACTOS DE CONFIANZA

In response to the COVID-19 Pandemic, NALAC joined their leadership, knowledge, networks, and resources with 4 partner organizations of the Intercultural Leadership Institute. Through their collective efforts, NALAC was able to offer COVID-19 relief grants through the Actos de Confianza.

This grant was significant as sixty-three percent (63%, n=123) of survey respondents shared that this was the first COVID-19 related grant they were awarded.

Received First COVID-19 Grant from NALAC



COVID-19 RELIEF RESOURCES & GOALS

Two Cycles of Funding

Actos de Confianza Phase I (April 2020- September 2020)

- » Amount: \$210,217
- » Donors that approved repurposing funds: Ford, McKnight, and Doris Duke Charitable Foundations, LA Plaza de Cultura y Artes' Eastside Arts Initiative, San Antonio Area Foundation, Surdna Foundation (ILI) and Individual Donors

Actos de Confianza Phase II (January 2021- May 2021)

- » Amount: \$1,243,000
- » Funders: The Andrew Mellon, Ford, McKnight, and Doris Duke Charitable Foundations, St. Paul and Minnesota Foundation and the Department of Arts and Culture – SA

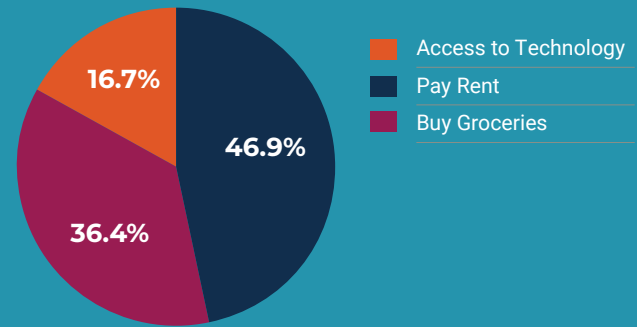
Goals Achieved

- » Alleviate economic loss and other hardship due to COVID-19 for individual cultural workers and small arts organizations
- » Design and offer low-burden grant program able to address direct, specific needs of grantees
- » Fund Latinx communities in all U.S. mainland regions and Puerto Rico that were overlooked and underfunded by other COVID-19 relief programs

Grant Administration Highlights

- » **Eligibility Criteria:** Latino Artists and Cultural Workers and LatinX Organizations with operating budgets less than \$250K
- » **Grant Use Restrictions:** Unrestricted
- » **Selection:** Internally reviewed by NALAC using a scoring criteria based on equity, income, and weighted for poverty
- » **Reporting Requirements:** None
- » **Lower Barriers to Apply:** NALAC asked organization for only 1 year of programming history (Other organizations ask for 3 years)
- » **Outreach:** Email, social media, and notifications through regional arts organizations. Also word of mouth.

Top 3 Uses of COVID-19 Relief Funds - NALAC

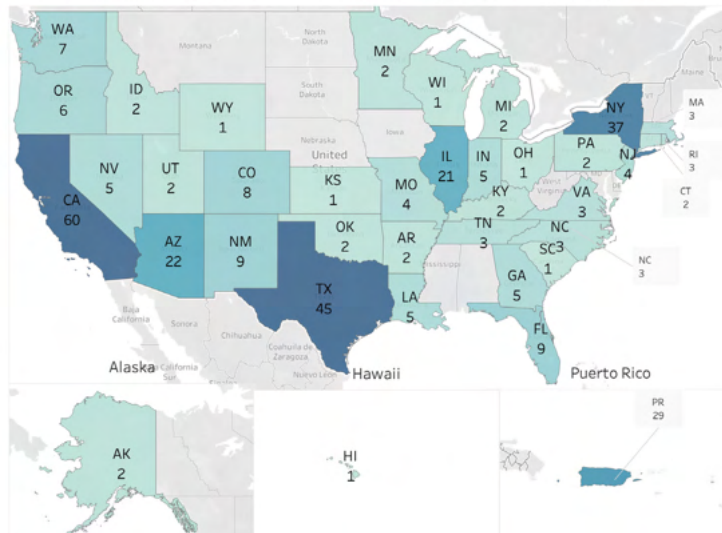


Artist Use of Grant Funds

Grantees used grant funds to cover bills and personal expenses, and technology. Organizations were able to transfer their operations online.

Grantees also used funds for art expenses and to give back to the community. Half of the interviewees shared that they were able to help other artists and entrepreneurs financially and pay their staff.

National Association of Latinx Arts and Cultures COVID-19 Relief Grantee Locations by State



GRANTS ADMINISTERED

The map¹ above shows the number of grantees in each state. The darker states have higher concentration of grantee and lighter states have less grantees.

Two Type of Grantees

Individual grantees

- » 276 individual cultural worker grantees received emergency funding, with focus on Latinx artists identifying as Black and/or Indigenous and Latinx artists with disabilities
- » Grant amounts for individuals were \$2,500

Organizational grantees

- » 88 arts organization received emergency funding
- » Grant amounts for organizations were \$5,000

Short Term Outcomes

- » Grantees feel seen and valued
- » Leverage Mellon and other national funding to obtain additional funding support from regional/other funders for ILI communities

Long Term Outcomes

- » ILI grantees are able to leverage other financial resources
- » Increase visibility and support for ILI partner communities

Relationship with Partner Organization

Fifty-two percent (52%, n=89) of grantees had no prior relationship with NALAC. Most of the interviewees learned about NALAC and the grant opportunity through word of mouth.

When asked their perception of Actos de Confianza and NALAC, every grantee focused on NALAC's efforts to create and enhance an ecosystem that elevates Latino Arts and Culture.

¹ Locations for 30 organization grantees not cited.

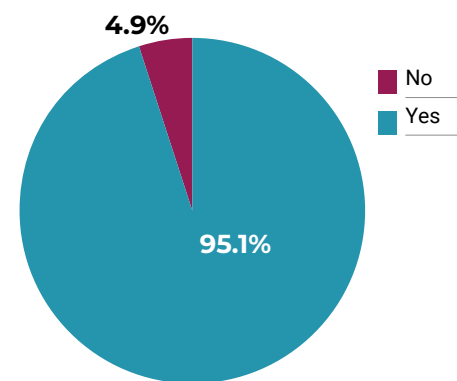
PA'I Foundation, organized in 2001, preserves and perpetuates Hawaiian cultural traditions for future generations. PA'I Foundation is the non-profit organization of Pua Ali'i 'Ilima, a h'lau hula (school of Hawaiian dance) founded by kumu hula (master teacher of Hawaiian dance) Vicky Holt Takamine in 1977. While the organization is centered around and supported by h'lau members, the purpose of PA'I Foundation is to address and serve the needs of native Hawaiians and those who make Hawai'i their home.

E HO'L KE ALOHA

In response to the COVID-19 Pandemic, First Peoples Fund joined their leadership, knowledge, networks, and resources with 4 partner organizations of the Intercultural Leadership Institute. Through their collective efforts, PA'I was able to offer COVID-19 relief grants through its E Ho'l Ke Aloha.

The grant was the most far-reaching for PA'I Foundation in that this was the first COVID-19 related grant received by ninety-five (95%, n=39) of those surveyed.

Received First COVID-19 Grant from PA'I Foundation



COVID-19 RELIEF RESOURCES & GOALS

Two Cycles of Funding

E Ho'l Ke Aloha Round 1 (Began September 2020)

- » Amount: \$80,000
- » Funder: ILI (via NALAC & First Peoples Fund)

E Ho'l Ke Aloha Round Two (Ended August 2021)

- » Amount: \$750,000
- » Funder: The Andrew Mellon Foundation

Goals Achieved

- » Design and offer low-burden grant program able to address direct, specific needs of grantees
- » Alleviate economic loss and other hardship due to COVID-19 and other disasters for Native Hawaiian artists, culture bearers, and arts administrators, Native Hawaiian organizations, and Halau
- » Fund Native Hawaiian artists, culture bearers, and arts administrators overlooked and underfunded by other COVID-19 relief programs

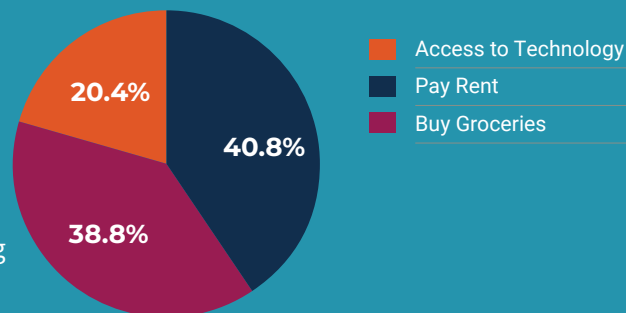
Grant Administration Highlights

- » **Eligibility Criteria:** Native Hawaiian; Organizations with operating budgets less than \$250K
- » **Grant Use Restrictions:** None
- » **Selection:** Internally reviewed by PA'I using a rubric
- » **Reporting Requirements:** None
- » **Alternative application formats:** A survey was used as an application to better identify needs of applicants.
- » **Outreach:** Hosted food drives to promote the grant

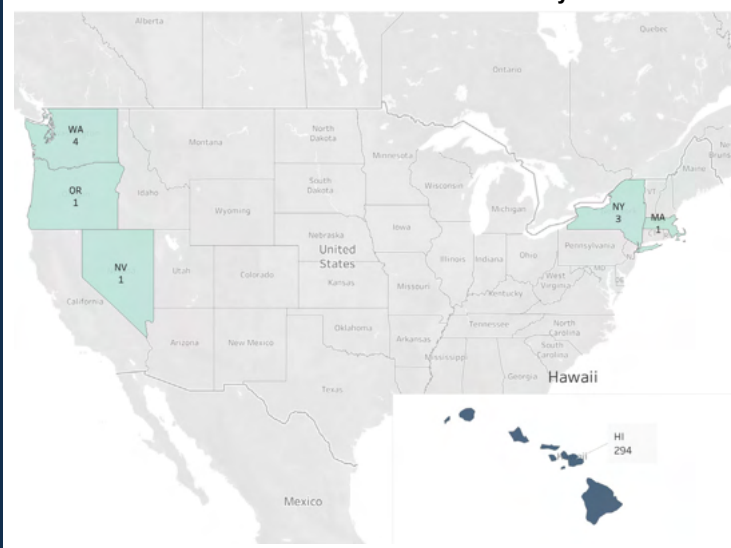
Use of Grant Funds

Individual and organization grantees both shared that they used grant funds to continue artistic projects /programs, pay for program costs & art expenses, engage their community of artists, grow their business, and give back to the community. Individual interviewees also shared that they used grant funds for personal bills and basic needs. Organizations top use of funds was to transition programming online, recover lost ticket revenue, and pay rent.

Top 3 Uses of COVID-19 Relief Funds - PA'I Foundation



PA'I Foundation COVID-19 Relief Grantee Locations by State



GRANTS ADMINISTERED

The map^{1,2} above shows the number of grantees awarded in each state. The darker states have a higher concentration of grantees and lighter states have less grantees. Two Hundred and Ninety Four (294, 79%) of the PA'I Foundation grantees were located in Hawaii.

Two Type of Grantees

Individual Awards

- » 348 individual Native Hawaiian artist, culture bearer, and arts administrator grantees received emergency funding
- » Grant amounts ranged from \$500-\$1,000

Organizational grantees

- » 10 Native Hawaiian organization grantees received emergency funding
- » 15 Halau grantees received emergency funding
- » Grant amounts ranged from \$500-\$1,000

¹ PA'I grantees did not disclose their location and are not represented in the map.

² Fifty (50) grantees received funding twice.

Short Term Outcomes

- » Grantees feel seen and appreciated
- » Deepen collaborations with Native Hawaiian organizational partner in network
- » Expand PA'I network
- » Leverage Mellon and other national funding to obtain additional funding support from regional/ other funders for ILI communities
- » [Unintended] Other funders seek out PA'I to support COVID-19 and other grant funding to PA'I and ILI communities

Long Term Outcomes

- » ILI grantees are able to leverage other financial resources
- » By supporting grantees, circulate money and resources within PA'I and broader Native Hawaiian communities
- » Support community cultural knowledge and ties
- » Increase visibility and support for ILI partner communities

Relationship with Partner Organization

Seventy five percent (75%, n =36) of grantees surveyed had a prior relationship with PA'I Foundation. Grantees deeply respect and appreciate the efforts of the organization and share a deep sense of mission to protect and promote their cultures. Most of the interviewees knew PA'I's Executive Director personally.

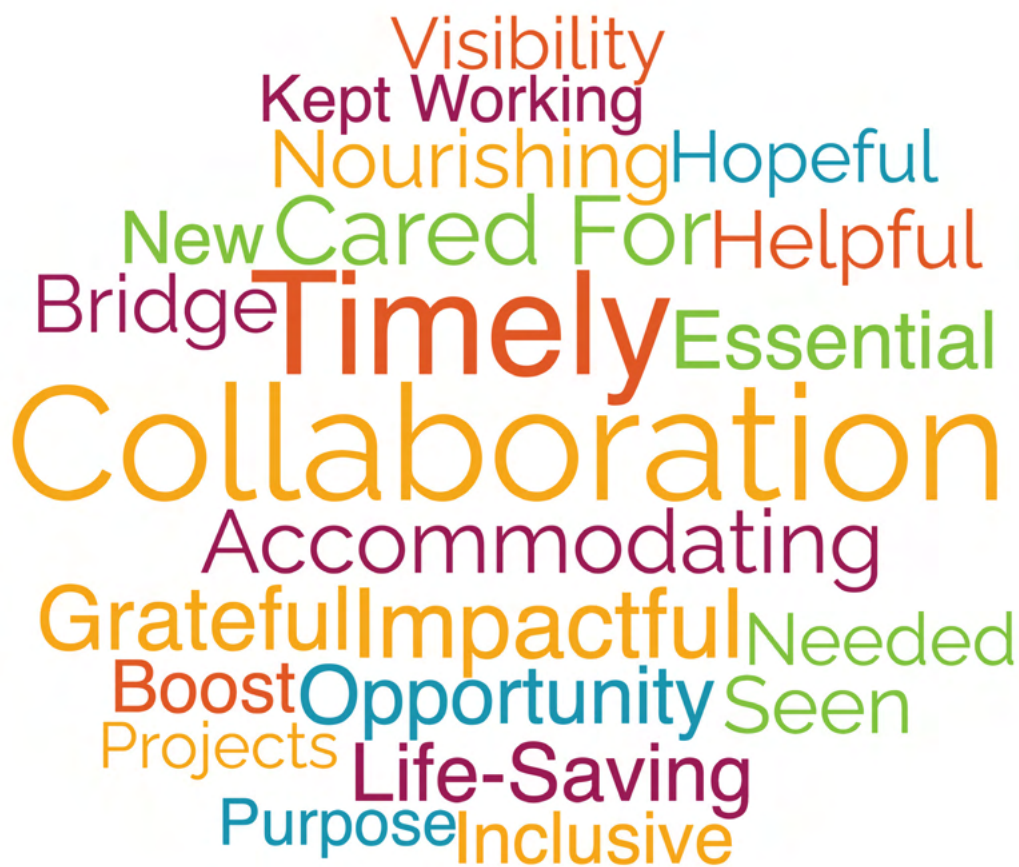
Grantee's Perception of PA'I Foundation

Grantees perception of the Relief Funding support is that the grant was rooted in cultural support and advocacy that would benefit artists and the community. They shared that E Ho'I Ke Aloha gave artists and organizations the opportunity to grow financially and culturally. Half of the interviewees shared this observation.

Immediate Impact of E Ho'I Ke Aloha

Gratitude is at the heart of how interviewees from PA'I felt about the impact of the grant. They were able to keep working. Grantees felt seen and cared for by a funding organization. One interviewee also shared how the grant helped her grow her business.

The word cloud below highlights the words used by the PA'I grantees to describe the impact of their COVID-19 Relief Fund. The larger the word, the more frequent the sentiment was shared.



Ho'oulu - That means to grow. That's what the PA'I ILI grant allowed us to do was expand and grow at a time where we were stunted. Welina is poetic like taking a pebble and dropping it in the ocean and the ripple effects the island... the people on the shore... the people in the houses and beyond. It's a rippling effect. That's what happened with this ILI grant and PA'I. It affected me, the students, and the work students do with their communities. Malama means to care. The caring that we got from PA'I wasn't just, 'here's a check, go.' It was, 'here's a check' with genuine, heartfelt care and assistance. 'Let us know what we can help you with'.

- E Ho'I Ke Aloha, Organization Grantee

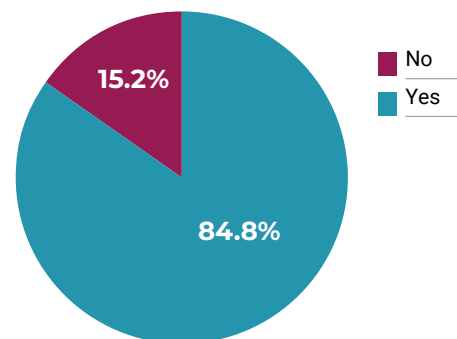
“Sipp Culture supports community development from the ground up through cultural production focused on self-determination and agency designed by us and for us. We believe that history, culture, and food affirm our individual and collective humanity. So, we are strengthening our local food system, advancing health equity, and supporting rural artistic voices – while activating the power of story – all to promote the legacy and vision of our hometown. At the core of it all, is the unwavering belief that gathering and sharing local stories is the best way to support safe and thriving communities for the future. **Honoring growth, story, and imagination is an approach that can cultivate healthy and equitable places everywhere. For us, it all starts here in Utica.”** Carlton Turner is an artist, agriculturalist, researcher and co-founder of the [Mississippi Center for Cultural Production](#) (Sipp Culture). Sipp Culture uses food and story to support rural community, cultural, and economic development in his hometown of Utica, Mississippi where his family has been for eight generations.”

ARTIST RELIEF FUND

In response to the COVID-19 Pandemic, SIPP Culture joined their leadership, knowledge, networks, and resources with 4 partner organizations of the Intercultural Leadership Institute. Through their collective efforts, SIPP Culture was able to offer COVID-19 relief grants through its Artist Relief Fund.

The grant was significant in being the first COVID-19 grant received by eighty-five percent (85%, n=39) of Sipp Culture grantee survey respondents.

Received First COVID-19 Grant from Sipp Culture



COVID-19 RELIEF RESOURCES & GOALS

Two Cycles of Funding

Artist Relief Fund (August-November 2020)

- » Amount: \$80,000
- » Funder: ILI (via NALAC & First Peoples Fund)

Artist Relief Fund (February-April 2021)

- » Amount: \$500,000
- » Funder: The Andrew Mellon Foundation

Program Goals Achieved

- » Design and offer low-burden grant program able to address direct, specific needs of grantees
- » Alleviate economic loss and other hardship due to COVID-19 for 168 individual artists and 19 arts organizations
- » Fund communities based in Sipp Culture Geographic Area which were overlooked and underfunded by other COVID-19 relief programs

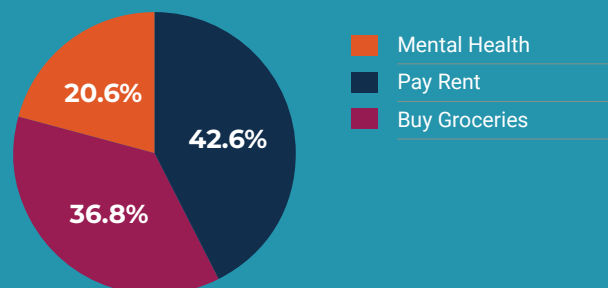
Grant Administration Highlights

- » **Eligibility Criteria:** Must be in cultural communities based in AL, AR, LA, MS, and TN (“Sipp Culture Geographic Area”); Organizations with operating budgets less than \$250K
- » **Grant Use Restrictions:** None
- » **Selection:** Combination of Internal Review and Panel Review by Artists and Arts Administrators using a selection criteria
- » **Reporting Requirements:** None
- » **Barriers removed:** Paused half way through the application selection and used data gathered to run an ‘equity check’ to make sure grants were being awarded equitably to people in target groups and locations. Criteria was adjusted for the second round of grants based on data findings.

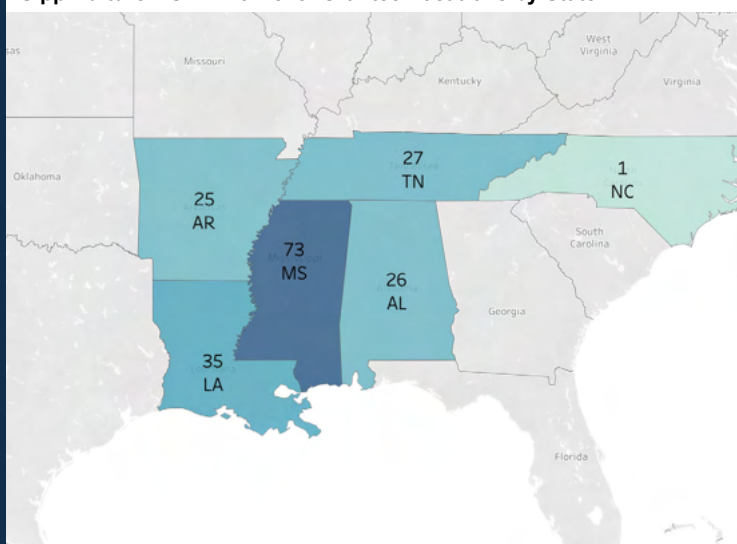
Use of Grant Funds

Rent, food, and mental health were the most important uses of funds among individual grantees. Individual and Organization grantees used grant funds to pay for personal expenses/bills, art expenses, program costs, continue artistic projects, engage the community of artists, grow their arts business, and provide mutual aid to other artists by paying them for their work.

Top 3 uses of COVID-19 Relief Funds - Sipp Culture



Sipp Culture COVID-19 Relief Grantee Locations by State



GRANTS ADMINISTERED

The map above shows the number of grants awarded in each state. The darker states have a higher concentration of grantees and lighter states have less grantees. Sipp Culture focused their efforts on Mississippi and neighboring states. About 40% of grantees (n=60) were located in Mississippi.

Two Type of Grantees

Individual Awards

- » 168 individual grantees received emergency funding
- » Grant amounts for individuals ranged from \$500-\$2,500

Organizational grantees

- » 19 organizational grantees received emergency funding
- » Grant amounts for organizations up to \$7,500

Short Term Outcomes

- » Grantees felt seen and heard
- » Expand Sipp Culture network
- » Leverage Mellon and other national funding to obtain additional funding support from regional/ other funders for ILI communities
- » Grantees in the Sipp Culture Geographic Area are able to sustain themselves for 30+ days to strategize a plan for moving forward
- » Grantee organizations are provided with support to retain their physical spaces, core staff, and programming

Long Term Outcomes

- » ILI grantees are able to leverage other financial resources
- » By supporting grantees, circulate money and resources within local and Sipp Culture Geographic Area and POC communities
- » Increase visibility and support for ILI partner communities

Relationship with Partner Organization

Sixty seven percent (67%, n=27) of grantees had no prior connection to SIPP Culture, reflecting the fact that half of the interviewees (n=3) learned about SIPP Culture and the Artist Relief Fund when researching grants online. SIPP Culture has been successful in expanding its network through this grant.

Grantee's Perception of PA'I Foundation

Interviewees viewed SIPP Culture's overall support to focus on grassroots advocacy for the community and artists, uplifting artists and their work in communities, creating space for genuine connections and communication.

Immediate Impact of the Artist Relief Fund

The grant allowed space for self care, being empowered to continue and expand arts projects and engage their community.

The word cloud below highlights the words used by the Sipp Culture grantees to describe the impact of their COVID-19 Relief Fund. The larger the word, the more frequent the sentiment was shared.



SIPP Culture inspired me to keep going. As artists, we all lose motivation sometimes. [During the pandemic], I could barely make it on my own, to be honest. SIPP Culture helped me be resourceful, keep doing what I'm doing, and inspire others to grow. It helped me to grow in my music career. I was able to do that because of the [grant] and take my music career to a whole different level.

- Artist Relief Individual Grantee



Conclusion and Strategic Considerations

ILI's efforts to advocate, acquire, and administer grant funds to their regions and communities is an exemplary model of how to close the gap in funding historically excluded populations through grassroots based intermediary funders.

They were people centered and aimed to serve as many as possible. ILI searched high and low to advocate and find all resources available for their constituents. They tirelessly served as frontline workers, even at the expense of their own wellbeing. ILI also eliminated barriers to entry by focusing their processes on the needs and unique aspects of their communities. Their relationships with donors aided their ability to offer these grants. The deep bonds of trust and commitment to community fueled the collective work of ILI's COVID-19 Relief Fund and also positively impacted the grantee experiences.

The generosity of ILI's efforts can be summed up in these words:

Process-Focused
Community-Based
As Many As Possible
Funder Reliance on BIPOC intermediaries
Coin Gathering + Advocacy
Front-Line Workers
People Centered

ILI exceeded their desired outcomes. Together, the five core partner organizations achieved the following:



Lessons and Strategic Considerations

When revisiting the question, “what lessons and takeaways can the philanthropic sector glean about the power and impact of funding to these communities, in these regions through knowledgeable and trusted intermediaries with existing long-standing relationships?”, the evidence collected suggests the following:

1. Supporting intermediary funders that serve systemically overlooked communities and geographic regions helps larger funding organizations close the gaps and make progress toward their equity and inclusion goals.
2. Increased financial support from donors to an intermediary resulted in more COVID-19 grantees and greater impact on individuals, organizations, and their communities.
3. Efforts that prioritize arts could leave out culture. To be in service to the arts and culture sector, trust those with the relationships, experience, and awareness and know that the grassroots efforts employed are not less favorable or sophisticated but instead appropriate for the targeted communities.
4. In working with community-based intermediaries, funders should consider the impact on the regranting partner’s leadership and staff, and build in additional resources to account for organizational capacity and team wellness.
5. Removing barriers to access in grant administration helps disenfranchised individuals and groups gain needed support.
6. Giving to socially conscious grassroots based intermediaries, with a proven commitment to their communities and an ethos of collective development, creates a ripple effect of generosity seeding opportunities for exponential impact.
7. Grant recipients from intermediaries like ILI will find ways to use their grants to reinvest in and support their communities, even while facing personal hardship.
8. Additional financial support is needed as many individuals continue to struggle financially from COVID-19.

While ILI’s efforts filled a necessary gap, there is a great opportunity to create a systemic shift and practice, informed by the lessons learned across the country, so that if there is ever another global pandemic the sector will be even more effective in the future.

Appendices

ILI COVID Relief Fund Documents

Appendix A: Below is a list of the documents reviewed as part of the ILI COVID Relief Impact Study.

- » Intercultural Leadership Institute COVID-19 Relief Impact Study Documentation
- » 2021 Actos De Confianza Artists Cycle 1 (Mid-America) Dataset
- » 2021 Actos De Confianza Artists Cycle 2 (Eastern US & PR) Dataset
- » 2021 Actos De Confianza Artists Cycle 3 (Western US) Dataset
- » 4Culture COVID-19 Response Hub
- » Actos de Confianza Cycle 1 Final Review and Selection Report
- » Actos de Confianza Cycle 2 Final Review and Selection Report
- » Actos de Confianza Cycle 3 Final Review and Selection Report
- » Actos de Confianza New Grantee Selection Final Awards Surplus Funds Report
- » Actos De Confianza Organizations (All Cycles) Dataset
- » Actos de Confianza Phase 1 Report
- » Actos de Confianza Phase Data and Impact
- » Alternate Roots Logo
- » Alternate Roots Solidarity Fund 2.0 Cycle 1 Individual Artist Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 1 Organization Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 2 Individual Artist Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 2 Organization Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 3 Individual Artist Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 3 Organization Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 4 Individual Artist Application
- » Alternate Roots Solidarity Fund 2.0 Cycle 4 Organization Application
- » Americans for the Arts COVID-19 Response and Resource Center Website
- » Andrew Mellon Foundation United States Regional Arts Resilience Fund
- » Artist Relief Fund Website
- » ArtistRelief.org
- » Arts Administrators of Color Network
- » Arts Council of Indianapolis
- » ArtsFund Nonprofit Community Recovery Grants
- » ArtsMidwest.org
- » Artwork Archive Financial Relief Resources for Artists During COVID-19 Blog
- » Augusta Cultural Arts Consortium
- » Baltimore Artist Emergency Relief Fund
- » Center of Cultural Innovation
- » Collective Spirit Fund Announcement
- » COVID-19 Feedback from Emerging Poets Fellowship Youth Programs
- » Craft Emergency Relief Fund
- » E Hoi Ke Aloha Application Rubric
- » E Hoi Ke Aloha Final Grantee Datasheet
- » Endorsement Letter from the Indian Land Tenure Foundation
- » Fall 2020 Sipp Culture Artist Relief Fund Individual Artists Award Letter
- » Fall 2020 Sipp Culture Artist Relief Fund Organization Award Letter
- » First Peoples Fund Ford Resilience Fund Data
- » First Peoples Fund 2020 Relief Fund Final Mellon Budget
- » First Peoples Fund Award Timelines
- » First Peoples Fund Logo
- » First Peoples Fund Mellon Grant Acceptance Cover Letter
- » First Peoples Fund Process for Determining Grant Funds
- » First Peoples Fund Resilience Fund Data Report

- » Funders of ILI Covid Relief Efforts
- » ILI COVID-19 Relief Study Grantee Survey Evaluation
- » ILI Demographics Survey Draft
- » ILI Logic Model
- » ILI Partner Meeting 2 Presentation
- » ILI Partners COVID-19 Relief Funding Observations
- » ILI Research Scope of Work
- » Indigenous Arts Ecology Site COVID-19 impact
- » League of Chicago Theatres Workers Relief Fund
- » Maine Arts Commission
- » Massachusetts Cultural Council COVID-19 Relief Fund for Individuals
- » Mellon Collective Spirit Fund Update Letter
- » M-AAA Cares Website
- » M-AAA Grants Go to Small Arts and Culture Organizations Website
- » Mid America Arts Alliance United States Resilience Fund Website
- » Mid Atlantic Arts Foundation Cares Act Organization Relief Grants Website
- » Mid Atlantic Arts Regional Resilience Fund 2022 Program Guidelines
- » National Endowment for the Arts on COVID-19 Website
- » National Endowment for the Arts Approves Arts Organizations for CARES Act Funding Press Release July, 01 2020
- » National Performance Network Artist Relief Fund
- » NEA Announces American Rescue Plan Grants to Arts Organizations Press Release January 27, 2022
- » New England Foundation for the Arts Resilience Fund Website
- » North Star Church of the Arts
- » November 2020 Thank You Letters from Sipp Culture Artist Relief Fund Grantees
- » Oolite Relief Fund
- » PA'I Foundation Logo
- » PA'I Foundation Panelists
- » PA'I Scoresheet
- » Sipp Culture Artist Relief Fund Application and Survey
- » Sipp Culture Artist Relief Fund Frequently Asked Questions
- » Sipp Culture Artist Relief Fund Infographic
- » Sipp Culture Artist Relief Fund Letter to Artist Nominee to Accept Award
- » Sipp Culture Artist Relief Fund Organization Info Submission
- » Sipp Culture Artist Relief Fund Panelist Invitation Letter
- » Sipp Culture Artist Relief Fund Postcard
- » Sipp Culture Artist Relief Fund Press Release
- » Sipp Culture Artist Relief Fund Scoresheet
- » Sipp Culture Artists Relief Fund Individual Dataset - Funded
- » Sipp Culture Final Data Report
- » Sipp Culture Logo
- » Solidarity Fund 2.0 Frequently Asked Questions
- » Solidarity Fund 2.0 Grant Announcement
- » Solidarity Fund 2.0 Grant Awards Overview
- » South Arts Sustainability Grants for Film and Literary Organizations
- » South Arts CARES Act Funding July 20,2020 Press Release
- » South Arts Resilience Fund October 8, 2020 Press Release
- » Springboard for the Arts Coronavirus Emergency Relief Fund
- » WESTAF American Rescue Plan Awardees Announcement
- » WESTAF CARES Relief Fund for Organizations Eligibility and Guidelines
- » Western States Arts Federation Regional Arts Resilience Fund Awardees

