

FY20 Consolidated Spending: Anti-Bias Trainings

The following is an accounting of expenses included in the FY2020 budget specifically for anti-bias related trainings for City employees. There are additional, ongoing initiatives and efforts related to eliminating bias within the workplace and wider community, which are reflected in department's budgets and salaries that are not necessarily included on the list below.

City-Wide

Personnel	\$150,000	Leadership Expectations, Sexual Orientation and Gender Identity trainings, updating Valuing Diversity and Sexual Harassment trainings
	\$35,307	Staff time and resources for internal training
Equity and Inclusion	\$50,000	Trainings on Microaggression; Implicit bias; Anti-Discrimination and Anti-Harassment; and Inclusive Change

Department-Specific

Police	\$105,616	Integrating Communications, Assessment, and Tactics*
	\$24,650	Crisis Intervention Training*
	\$33,964	Trauma Informed Law Enforcement Training*
	\$30,160	Implicit Bias
	\$17,472	Dealing with Persons w/ Mental Illness Part 2
Emergency Communications	\$6,300	Call Processing for Sexual Assault Victims
	\$4,200	In-service Implicit Bias training
Human Service Programs	\$70,000	Race and Equity Initiative trainings
	\$20,000	Making Connections trainings by Community Engagement Team
Schools	\$238,500	Trainings for teachers and administration
Community Development	\$10,000	Racial equity framework, including analyses of new and existing policies, programs, and services, including a training component
Total	\$796,169	

* Estimated portions of training related to anti-bias topics

CAMBRIDGE OFFICE FOR TOURISM FY20			
INCOME	FY19 BUDGET	FY19 PROJECTED	FY20 BUDGET
CARRYOVER	\$ 30,000.00	\$ 30,000.00	\$ 25,000.00
Grants:			
City of Cambridge	\$ 417,000.00	\$ 417,000.00	\$ 417,000.00
MCCA	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Other Income:			
Advertising (Booth & Web)	\$ 21,000.00	\$ 18,000.00	\$ 25,000.00
Misc. Sales	\$ 2,000.00	\$ 1,500.00	\$ 1,500.00
Interest Earned	\$ 400.00	\$ 350.00	\$ 400.00
Reimbursements	\$ 3,000.00	\$ 1,500.00	\$ 1,500.00
Additional Income Sources	\$ -	\$ 10,000.00	\$ 10,000.00
TOTAL INCOME	\$ 523,400.00	\$ 528,350.00	\$ 530,400.00
EXPENSES			
Personnel:			
Salaries & Wages	\$ 200,000.00	\$ 170,950.00	\$ 170,000.00
Payroll Taxes	\$ 16,000.00	\$ 14,200.00	\$ 15,000.00
Insurance	\$ 29,500.00	\$ 15,500.00	\$ 13,000.00
Health	\$ 27,000.00	\$ 14,200.00	\$ 11,900.00
Dental	\$ 2,500.00	\$ 1,300.00	\$ 1,100.00
Temp Labor	\$ 200.00	\$ 12,000.00	\$ 200.00
Recruiting	\$ -	\$ -	\$ -
*Benefits	\$ -	\$ 5,000.00	\$ 5,000.00
Subtotal	\$ 245,700.00	\$ 217,650.00	\$ 203,200.00
Office Operations:	\$ 100,200.00	\$ 100,000.00	\$ 100,000.00
Projects:			
Calendar	\$ 12,000.00	\$ 20,000.00	\$ 35,000.00
Advertising	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
Video / Photography	\$ 2,000.00	\$ 1,000.00	\$ 2,000.00
Fam/Trade Events	\$ -	\$ 1,000.00	\$ -
Web Design/Maintenance	\$ 500.00	\$ 500.00	\$ 1,000.00
Public Relations	\$ 500.00	\$ 500.00	\$ 500.00
Promotional Materials	\$ 3,000.00	\$ 2,200.00	\$ 3,500.00
Marketing (Domestic)	\$ 32,000.00	\$ 32,800.00	\$ 30,000.00
Marketing (International)	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
Marketing Brochure/Print	\$ -	\$ -	\$ 2,500.00
Visitor Guide Redesign/Print	\$ -	\$ -	\$ -
Restaurant Guide	\$ -	\$ -	\$ -
Multi-lingual Guides	\$ -	\$ 1,200.00	\$ 1,200.00
Community Projects	\$ 2,500.00	\$ 1,500.00	\$ 1,500.00
Merchandise	\$ -	\$ -	\$ -
Miscellaneous	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Uncategorized Expense	\$ -	\$ 25,000.00	\$ 25,000.00
Subtotal	\$ 177,500.00	\$ 210,700.00	\$ 227,200.00
TOTAL EXPENSES	\$ 523,400.00	\$ 528,350.00	\$ 530,400.00

Kiosk

Follow-up to May 1, 2019 Budget Hearing
RE: The Multicultural Arts Center and questions posed by Members of the Cambridge City Council

We deeply appreciate the City's investment in multicultural arts through its funding of the Multicultural Arts Center. The City's support has ensured the longevity of this mission-driven organization that is the only one of its kind in New England.

By supporting a multi-use space in this historic building, the City is a partner in bringing free and ticketed arts programming to Cambridge residents and the larger community, providing access to a flexible, staffed, and fully equipped performance space for artists and groups at an affordable rate, offering a venue for meetings and events that bring people from the surrounding area into East Cambridge and expanding the visibility of the organization to a broader audience.

The City's support of our work also allows it to claim a multicultural arts venue as one of its cultural assets in a community that has great diversity but is also increasingly gentrifying. Our partnership in ensuring that multicultural visual arts and performances are part of the cultural landscape in Cambridge is an important statement of our aligned and shared values.

Background

In 1980, the Center obtained a 99-year lease on the Middlesex County Superior Courthouse Complex ("Bulfinch Complex") located in East Cambridge, Massachusetts, at a nominal rent of \$1 per year.

In connection with the lease, the Center obtained an Urban Development Action Grant (UDAG) in the amount of \$835,000 for renovations of the Bulfinch Complex. In 1981, renovation of the Bulfinch Complex was arranged with a developer, together with an agreement to loan the UDAG funds to the developer. The Center also assigned the 99-year lease to the developer for the remainder of the lease term.

*Contemporaneous with the assignment of the lease to the developer, the Center entered into a sublease agreement for a portion of the building for 99 years at an **annual rent of \$84,000, plus a proportionate share of the operating expenses, known as Common Area Maintenance Charges (CAM) of \$44,832 annually plus Escalation Charges, (based on operating expenses for the entire complex and assigned based on our square footage), which in FY 19 are billed as \$55,683, for a total of \$184,515.***

Excerpt from Grant Agreement with the City

Whereas, the City, the Commissioners of Middlesex County and the Arts Center entered into a Tax Agreement dated December 31, 1980 which permitted the Arts Center to retain a portion of its rental income to fund its operation and to pay a portion to the City as an "in lien of tax" payment, which agreement was subsequently amended in 1987 (the "Tax Agreement"); and

Whereas, in 1986 the Commissioner of Revenue of the Commonwealth of Massachusetts ruled that the Tax Agreement was not valid under Massachusetts General Laws Chapter 59, (2B),

which provides that property owned by an instrumentality of the government but used or leased for non-public purposes shall be taxable. The “in lieu of tax” payment mechanism in the Tax Agreement was necessarily replaced with a property tax bill for Bullfinch Square; and

The Arts Center sought a mechanism for public support of our operations to replace the “in lieu of tax” mechanism in the Tax Agreement, and the Cambridge City Council has voted each year since 1989 to appropriate funds as a grant for the support of the Arts Center’s public art programs in the Arts Center’s space.

With regard to the follow-up information provided below, and in light of the May 1, 2019 budget hearing, we want to acknowledge a point of confusion at the hearing regarding the parameters of the programming discussion.

Since we are in the final months of our current FY19, we have obviously not yet had our financial review, which we provide to the City each year per our agreement. In response to a request from the City Manager, we provided our FY18 audit, (for the period July 1, 2017 – June 30, 2018), which is our most recent audit, along with an **Impact Summary**, which has been provided to the Council at the end of the May 1, 2019 budget meeting and provided here as an attachment.

We have been asked to follow-up with regard to the following:

*Report on use of Multicultural Arts Center space use for **Arts vs. Non-Arts Events** (Requested by Councillor Carlone)*

Although our current fiscal year FY19 (July 1, 2018 – June 30, 2019) is not completed we are providing information that was requested with regard to the use of our space for **Arts vs. Non-Arts Events** for that time frame as follows:

Space Use

Arts Events = 1,071 hours vs.

Non-Arts Events = 173 hours

Total hours = 1,244 hours

86% of Arts Events

14% of Non-Arts Events

Arts events represent more than 6 times the number of hours than Non-Arts events.

This represents events AT THE MULTICULTURAL ARTS CENTER. It does not include off-site use, like for example, Joyful Noise, which is held annually at Harvard University’s Sanders Theater or The River Festival.

*Update on the use of City funding to directly support **local artists and creatives** (Requested by Councillor Mallon)*

Our grant from the City is used as follows (see narrative below and Excel attachment) to directly support local artists and creatives by having a Multicultural Arts Center in Cambridge for public art programs:

Our FY 19 **RENT COSTS** (see above Background) are **\$184,515**. **Utilities** for FY 19 will be approximately **\$10,000** (they were \$9,338 in FY 18 and we do not have end of year final figures for FY 19 in that this is written in early May of 2019). This represents \$194,515 of expenses, supported by the City grant, in FY 19, with the remaining **\$5,485** (which is less than 5% of the total of personnel costs related to arts programs we produce or present at the Multicultural Arts Center), and totals **\$200,000**.

We would also note that in FY 19 we supported visual and performing artists with Artist Fees totaling \$33,912, and for comparison they were \$37,212 in FY 18.

*Report on how Multicultural Arts Center **delivers on its mission of highlighting Diversity** (Requested by Councillor Siddiqui & Councillor Mallon)*

Our program offerings include gallery exhibitions that take place throughout the year. We see the gallery space as an opportunity for people to have a window into other cultures and events that reflect the diversity of people who come here and live or work in Cambridge.

The exhibition that is currently in our gallery, *Magnus Johnstone: RAPTURE* features paintings by a man who was immersed in the Cambridge and Greater Boston arts scene that includes Hip-Hop, African, Reggae and other World Music genres through his perspective, not only as a painter, but through his passion for music as a trailblazing DJ at WMBR at MIT in Cambridge and WZBC at Boston College.

Other FY 19 exhibitions included: Cambridge artist Linda Haas with photographs from Turkey, Audrey Diallo with paintings from her travels to Senegal entitled *Takou San* and internationally recognized photographer Cary Wolinsky with his exhibit entitled *Fiber of Life* which investigated the cultural, social and political significance that cloth has across nations.

Another recent exhibition entitled *More Than My Religion* showcased the artwork of 28 Muslim artists, in what became a traveling show – we were the first stop – with an exhibit that sought to educate people about Muslims and to change the narrative about who they are to illustrate how they are an intrinsic part of the community. The reception, attended by over 100 people included an artist talk and later a dialogue at the Cambridge Public Library.

A Snapshot of Performing Arts events in FY 19 included:

JAZZ CLUB CONCERT with George W. Russell, Jr., Chair of the Harmony Department at Berklee College of Music, Bobby Tynes, Saxophonist and Assistant Principal of Cambridge Rindge and Latin School, Bassist Ron Mahdi, Associate Professor of Ensembles at Berklee, and Drummer Yoron Israel Assistant Chair of the Percussion Department at Berklee College of Music.

VISTAS FLAMENCAS - A PALO SECO FLAMENCO COMPANY Through the eyes of five female flamenco artists and one male guitarist, this production took audience members on a ride through the most intimate and poignant places within the Spanish art of Flamenco. From the light-hearted "Tangos de Triana" to the soulful "Martinete," and with original Spoken Word in between, A Palo Seco Flamenco Company delivered top-notch Flamenco, with a unique artistic vision that pushes the boundaries of this art form while staying true to its purest essence.

METAMOVEMENTS Music and dance that led audience members on a journey featuring Caribbean dance styles, such as Merengue, Salsa, Bachata, Dembow and more through demonstrations, video projections, lessons, dance lines, and social dancing with DJ Rob Suave.

*Details on Audience **Demographics** and how those are formally or informally measured (Requested by Councillor Mallon)*

- Demographics are informally measured, typically by Arts Center box-office staff or production staff as guests arrive on site. If, for example as we experienced recently with a theater company that was “not comfortable” with providing anything except the number of people who attended an event, we take only those numbers from them.
- Generally speaking our demographics are not intended to serve as hard data, but rather allows us to benchmark our effectiveness of reaching a broad community and track audience makeup year over year.
- Our arts audience demographics are compiled because they are a requirement by some of our grant funders including the Massachusetts Cultural Council and the Cambridge Community Foundation and others who want a “snap-shot” of who we serve.
- In FY19 our arts audience reflects the demographics of the City of Cambridge’s most recent (derived from 2012-2016 US Census) numbers which indicate 67.1 % are White, 10.7% are Black, 15.2% are Asian and 7.0% are Other. Our demographics for FY 18 (our most recently completed base) were: 67% European-American, 13% African-American, 4% Asian-American, 2% Latin-American and 14% Other.
- We also partner with the City’s public arts programming like Summer in the City, the River Festival and Open Studios. We do not have demographics on those programs, though we believe the City may use the same “head-count method” that we use.
- Demographics are also useful for comparison. For example, they enable us to evaluate theater company A who brought in 4,355 people over a 2-year period, compared to theater company B, who brought in 2,575 over a 3-year period, they provide a basis for comparison in terms of what the community turns out for. This helps in our future planning and visioning.

Visions for 2020 Programming

Developing and securing programming happens on a rolling basis as conversations with artists unfold and new opportunities emerge. For 2020, here is an initial vision for our programming that will continue to include:

Known activities

River Festival

Open Studios

Summer in the City (Free Dance and Music Concerts)

Joyful Noise

Cambridge Public Schools Gallery Exhibitions of K-12 (2 exhibits back-to-back each year)

In Conversations and In-Progress but not as yet Contracted Programming

We are talking with two (2) theater companies about being presented at the Arts Center

Five (5) Gallery Exhibitions with visual artists whose work looks at: Syria, Peru, Portugal, Abu Dhabi, and Brazil.

We will also continue to bring artists into the Jazz Club, including a National Endowment for the Arts Award-winning Jazz vocalist, and our Dance performance programs, as well as other special projects. For example, we are looking to include a theatrical performance (not one of the two theater companies indicated above who would be involved with more extended runs), but two others. One is about the life of Paul Robeson, another about Jazz musician Charlie Parker.

Conclusion

All of these programs reflect the diversity of the community we serve and we use our website, social media and our newsletter (+7,000 opt-in members) along with our partnerships with the Cambridge Arts, the Cambridge Public Schools, the East Cambridge Business Association and others to get the word out to people who both LIVE AND WORK IN CAMBRIDGE and others.

We realize how precious space for artists and creatives who live and work in Cambridge is. The recent loss to the arts community due to the elimination of the EMF space brought this home. This is why the City's ongoing commitment to the Multicultural Arts Center, which has received your support for so many years, and your further investment to East Cambridge with to the Foundry Project, continues to be critically important for the entire community.

Use of FY19 (Current Fiscal Year) \$200,000 City Grant

Rent	84,000
CAM	44,832
Escalation Charges	55,683
Utilities	10,000
Staff	5,485
Total	200,000

Multicultural Arts Center

Impact Summary for FY 18 (July 1, 2017 – June 30, 2018)

Overview

The Multicultural Arts Center, located in East Cambridge, is a 501 C 3 non-profit and New England's only multicultural visual and performing arts center. We are a venue that provides opportunities for artists and performers to tell their stories through music, dance, poetry, theater and the visual arts. Their stories often reflect their ethnic and cultural experiences, and help to provide insight and understanding about how we are all connected. We are a venue, a presenter and a producer of events and are able to do so because we are a multi-purpose arts center.

Over the course of our Fiscal Year 9,426 people attended events at the arts center. This included 487 people who visited the Multicultural Arts Center specifically to view 8 different art exhibitions. The number is much higher when you factor in people who visit the Arts Center for other reasons, and see the artwork in the gallery at the same time. 3,489 attended dance, music and theatrical performances, and another 906 people who attended Joyful Noise, our annual community concert with the Harlem Gospel Choir, which we have produced and presented for over 30 years and honors Rev. Dr. Martin Luther King, Jr. for a total of 4,882 combined. In addition to performances and gallery exhibitions, we rent our space to non-profits, companies, organizations, and individuals which brought an additional 4,544 people who came to attend those events. This income source allows us to make our space affordable to artists who rent the Arts Center and who may not otherwise have access or the resources to afford rental of a performance facility.

The annual grant of \$200,000 from the City of Cambridge represented 36% of our FY 18 revenue, which is essential funding that allows us to serve the Cambridge community, as well as draw people from the Greater Boston area into the rapidly developing area of East Cambridge. We regularly partner in city-wide programs like Summer in the City (with our free summer dance and music festivals), Cambridge Open Studios and the Cambridge River Festival, to share unique cultural experiences and to help provide free access to the arts for all.

Community Impact

Multicultural Arts Center programming draws audiences who live and/or work in Cambridge venue with our mission of supporting diversity through the visual and performing arts. In doing so, it brings people into East Cambridge who will also dine at local restaurants, support area businesses and to appreciate this wonderful community-based multi-purpose arts center. Our work supports audience members and others who come to East Cambridge but who also immediately see the growth and development of the area, highlighting it as a destination for future engagement.

In addition to its in-house programming, the Multicultural Arts Center prioritizes serving and participating in the Cambridge community. Fiscal Year 2019 included the following programs:

- For the 10th consecutive year, participated in the 2018 Summer in the City programming with hundreds of Cambridge community members participating each year.
- For the 10th consecutive year, we produced the largest and best attended music stage at the Cambridge River Festival, featuring local and guest artists to perform Jazz, Blues and R & B music for thousands of audience members each summer.
- For the 20th consecutive year, we hosted an annual art exhibition of K-12 Cambridge Public School students, providing a venue for 175 students each year to publicly exhibit their work, and viewed by Cambridge families, students, teachers and community members.
- For the last 10 years we worked with Cambridge Arts to support and participate in Cambridge Open Studios, and in 2018 provided a venue for 50 Cambridge artists to share their work with the community. In 2018 we also hosted the closing reception for all Open Studios participants in our gallery.
- Held our 32nd annual performance of Joyful Noise, a concert featuring the Harlem Gospel Choir, at the Sanders Theatre in Cambridge
- Hosted a public meeting with the City of Cambridge to provide a public forum for discussions of issues affecting the East Cambridge community in October 2018 with a follow-up meeting to be held in May 2019.

Arts Programming

Our gallery exhibitions and performing arts programming featured 538 visual and performance artists and 175 “Young Cambridge Artists” from the Cambridge Public Schools.

A Snapshot of 2018 & 2019 Partnerships with artists included the following dance companies:

- Urbanity Dance
- A Palo Seco Flamenco Company
- Abilities Dance
- Luminarium
- Monkeyhouse

Theater Companies included: Actors’ Shakespeare Project (which began at their inception over 10 years ago and most recently in 2018 with *Much Ado About Nothing*); Poet’s Theater and Bridge Rep for 3 years with their most recent production of *Who is Eartha Mae?* in 2019.

Music and dance concerts have included Blood Drum Spirit, Rest/Noise Timber, George W. Russell, Jr., Duppy Conquerers, MetaMovements and others.

Event Rentals

Event rental revenue comprises approximately 34% of the Multicultural Arts Center revenue. By renting space to individuals, companies, and non-profits, and other arts organizations we are able to provide more affordable rates to artists for their performances than they may find at other venues. Rentals often come from Cambridge residents or those who *work in the City of Cambridge*.

Of the FY18 rentals:

- 3 from corporations and businesses; 2 are Cambridge-based
- 10 from non-profits; 5 are Cambridge-based
- 33 from private/individuals for weddings and other family gatherings; 10 *live in Cambridge*
- A total of 37% live in Cambridge - * we do not have stats on how many *work in Cambridge*
- Non-Profit renters in 2018-2019 have included: Cambridge Health Alliance, Massachusetts General Hospital, Partners in Healthcare, Community Dispute Center, Combined Jewish Philanthropies.
- Corporate renters in 2018-2019 have included: Soofa, Hubspot and Mitsubichi.
- Non-profit arts organizations included dance companies and theater companies.

Sponsorships

Each year we invite Cambridge-based businesses to sponsor programming, particularly the Joyful Noise concert. Sponsorship revenue helps support our programming and provides an opportunity for local businesses to partner with us to make multicultural arts experiences available to the community. Sponsorship also provides added visibility to local businesses and provides an opportunity for them to align with the values of a mission-driven organization. In 2019 they included: Irving House, The Cambridge Homes – Senior Living Residencies, Fairfield by Marriot, The Royal Sonesta Hotel, Cambridge Art & Frame, Season To Taste and others.

Attachment

Calendar of FY 19 (January 1 – March 31, 2019) programming and rentals as requested by the City Budget Director

Addendum

Our biggest challenge going forward is predicated on increased expense through ESCALATION CHARGES by our landlord. As we discussed in our budget meeting on April 8, 2019 our Rent and Common Area Maintenance Charges (CAM) are \$10,736 or \$128,832 annually. We are also charged annual escalation charges, (based on annual operating expenses that are calculated and based on the square footage of the Multicultural Arts Center). These have increased from \$12,769 in FY13 to \$55,683 in FY18 – an increase of over 400%. Any effort on the part the City to assist us with the increase we are facing would be appreciated.

Community Support of our Efforts

We provided numerous support letters and other documents related to the work that we do at the Multicultural Arts Center in our role as a non-profit venue, presenter and

producer. Below are some of the comments of how we are viewed by individuals and organizations who have presented work at the Multicultural Arts Center.

“The dance ecosystem is truly fortunate that this flexible venue exists and is willing to support new ideas...your curatorial eye and endless cheerleading is vital.”

Karen Krolak, Founder/Artistic Director of Monkeyhouse

“In my role as chair of the Cambridge Public Library, and as a longtime resident...I have always admired the programming that the Multicultural Arts Center brings us and marveled at the Director’s ability to juggle and handle so many different artistic temperaments...”

Janet Axelrod

“The Multicultural Arts Center is a vital community asset that enhances the community with its’ diverse visual and performing arts programs.”

Jason Alves, Executive Director, East Cambridge Business Association

“I so admire how you lead your organization and team...how do I begin to thank you for your presence in my life as a colleague, mentor and friend? You can’t possibly know the depth of my gratitude for the HUGE role you are playing in helping me grow and helping my dreams to come true...and making a home for art and artists.”

Olivia D’Ambrosio, Founder/Artistic Director, Bridge Repertory