

# Pathways



## Expression of Interest: STEP ONE

**Pathways** has been developed by a collaborative community of organizations and our networks that include Arts BC, BC Museums Association, Greater Vancouver Professional Theatre Alliance, and the Rural Arts Inclusion Lab. The Pathways project is a partnership between this community and the BC Arts Council.

To learn more about the program, its values, and process, visit <https://manypathways.ca/program-details/>

Questions about the program can be directed to [info@manypathways.ca](mailto:info@manypathways.ca).

### What to expect with the EOI process

1. One person from your organization will complete this form which asks basic information about your organization, along with the name and email for the two participants from your organization.
2. Once submitted, **you will share the Step Two EOI** form to the two proposed participants. They will each be asked to respond to questions about their current understanding and contexts related to equity and access work, and to share what their goals are for participating in the program. ***(please note: the answers from this section will not be shared back with the organization or learning partner)***
3. Shortlisted organizations will be invited to schedule an intake meeting with the Pathways Program Director in July or August.

### Please note:

- **Fall program start date only** - This EOI is only for organizations interested in starting the program in September/October 2024. If you're interested in the January 2025 start date, a new EOI will be available in September.
- **Confidentiality** - Your answers for this first section of the EOI is for the Pathways leadership and program guides to better understand how we can support your individual

needs, if invited into the program.

- **"Participant"** - We use the term "participant" broadly to refer both to the participating organization and participating individuals, with the understanding that they may overlap or diverge at different times.
- **A program to support, not assess** - For clarity, the Pathways program is intended to support participants on their learning journey; not to assess or judge participants for not being further along than they think they should be.

All questions with an **asterisks\*** requires a response.

## About You

- Q1 Your Name \*
- Q2 Name of your Organization or Collective \*
- Q3 Your Email \*
- Q4 Your Phone
- Q5 Organization Mailing Address \* (Street address, city, province, and postal code)

## About Your Organization

**Q6 Which discipline(s) does your organization primarily (more than 50% of the time) work in, work with, or represent? (select all that apply) \***

- Circus Arts
- Community Arts
- Craft Arts
- Cultural Centre
- Dance
- Gallery
- Festival
- Indigenous Arts
- Interdisciplinary
- Literary
- Media Arts / Film
- Multidisciplinary
- Museums & Heritage
- Music
- Theatre
- Visual Arts
- Other (please specify)

**Q7 We understand the pandemic and recovery funding has made the last few years atypical for most organization's budgets. What is your anticipated average annual budget for the next few years? (select one)**

- Under \$10k
- \$10k - \$25k
- \$25k - \$50k
- \$50k - \$100k
- \$100k - \$200k
- \$200k - \$500k
- \$500k - \$750k
- \$750k - \$1M
- \$1M - \$2.5M
- \$2.5M - \$5M
- Over \$5M

**Q8 Approximately how many people will work with your organization over the next 12 months? (Enter a value next to each type of worker/volunteer. Leave blank if zero.)**

- Full-time staff (paid)
- Part-time staff (paid)
- Casual staff (paid)
- Seasonal staff (paid)
- Contractors (paid)
- Volunteers who fill staff positions (not for specific event)
- Board members

**Q9 Sometimes it is difficult to capture the nuances of what is happening with staffing in numbers alone. If there is anything about your organization's staff capacity or structure that might impact your participation in the program, please share. (optional)**

## Program Participation

**Q10 What level of support do you have from the organization to participate in this program? \***

*With the support of the organization as a whole, we have learned that participants are better positioned to undertake this work and successfully integrate what is learned through Pathways into the organization.*

*(select one)*

- Strong support
- Mostly supportive

- Somewhat supportive
- A little support
- No support

If you select “Somewhat...” “A little...” or “No...” go to Q11

If you selected “Strong...” or “Mostly...” continue to Q12

**Q11 Briefly share the reason for your selection in Q10.**

## Proposed Participants

*It is important that there are two people in your organization who are committed to doing this work together over the course of the year. We understand that there are many organizational structures - for some organizations it will make the most sense to have a staff and board member, for others it may be a contractor and staff member. Change can come from a lot of different places - consider who can best influence the desired change in your organization.*

**Q12 Do you have the two individuals confirmed to participate on behalf of your organization? \***

*(select one)*

- Yes! Both are confirmed
- No. We have ONE confirmed
- No. We don't know who would participate at this time

If you selected no one confirmed, please answer Q13, skip Q14 and Q15, and then continue with Q16

If you selected only one person confirmed, please continue to the next question

If you selected Yes, both are confirmed, skip Q13 and continue with Q14

**Q13 Please share the reason why you are unable to confirm two participants at this time.**

**Q14 Please share information for each of the participants:**

Participant 1 First and Last Name

Participant 1 Role in Organization

Participant 1 Email

Participant 2 First and Last Name

Participant 2 Role in Organization

Participant 2 Email

**Q15 Briefly describe why the participant(s) listed above were selected by your organization. \* (Maximum of 150 words, no minimum)**

## Financial Consideration

*Please note: Your answers in this section will not influence your entry into the program, they serve as a reflection point. If you are selected, this will help the program coordinators determine the budget for the pilot year.*

There is historic inequity in our sector. We recognize there is a sector-wide need for operational funding and that only a handful of organizations receive it. There are many organizations that are volunteer-run or are only able to offer precariously paid positions; for them, participation in professional development is out of reach.

One way to move learning into action is to begin to reflect on your position within a system and take action to actively work towards acknowledging privilege and need.

This program provides professional development opportunities, a learning community, a tailored plan for your organization, and one-on-one support for an entire year. The cost of this program has been offset with funding from the BC Arts Council. In our own internal reflection we realized that providing equal stipends or charging the same amount to each organization regardless of size or budget perpetuated the systemic inequalities of our sector by enacting equal rather than equitable practices.

Instead, we are using a model of community care to determine cost to organizations and stipends provided for this program.

Please reflect on these questions:

- Does your organization receive operational funding annually?
- Is that operational funding more than \$10,000?
- Are your staff paid a living wage?
- Do your staff do a lot of unpaid labor?
- If you are volunteer-run, are your volunteers in stable career and living situations?
- Do the majority of your staff have health benefits?
- Do the majority of our staff/board have housing security?
- Could you spend \$1,200 without significant consequences to your organization's financial position?

After reflection, please let us know which of these categories you fall into. Again, this will not affect your eligibility or chances of being selected for this program. Your response does not commit your organization to this fee or guarantee a stipend.

**Q16 If selected to participate... \***  
(Select one option)

- We could contribute to support the community care model (\$100 - \$2,000)
- We would need to receive additional funds to pay our two participants; we can't participate without it.
- Although we would still participate without receiving funds, financial support would be appreciated.
- We don't need funds to participate and cannot contribute to the community care model.

If you selected "We could contribute..." continue to Q17

If you selected "We need to receive additional funds..." skip Q17, answer Q18

If you selected "Although we would still participate..." or "We don't need funds..." skip Q17 and Q18, continue to Q19

**Q17 Approximately how much could you contribute? \* (select one)**

- Unsure at this point
- \$100
- \$250
- \$500
- \$750
- \$1,000
- \$1,250
- \$1,500
- \$1,750
- \$2,000

**Q18 If funds are available, what is the minimum range your organization would request? \* (select one)**

- Unsure at this point
- \$250 - \$500
- \$500 - \$1,000
- \$1,000 - \$1,500
- \$1,500 - \$2,000
- \$2,000 - \$2,500

**Q19 Confirm you agree to the following statements:**

- The information included on this form is true and complete
- We are a BC-based arts, culture, or heritage non-profit organization or collective
- We are committed to supporting participants in implementing more equitable practices into the organization
- I understand our proposed participants are required to complete the second half of the EOI to complete this application

When complete, please submit this Step One EOI to [info@manypathways.ca](mailto:info@manypathways.ca).

