

MRAC NEEDS ASSESSMENT ATTACHEMENT DOCUMENTS

- I. **Constituent Survey**
- II. **Circle Questions**
- III. **Key Findings**

I. Constituent Survey 2019. Distributed in February 2019

1. Please choose one option that best represents your relationship to MRAC.

- MRAC applicant - organization
- MRAC grantee - organization
- MRAC workshop/training participant from an organization
- MRAC panelist as representative from an organization
- MRAC workshop/training participant as individual artist
- MRAC panelist as individual artist
- Next Step Fund applicant
- Next Step Fund recipient
- Individual Artist
- None of the above

Organization Demographic Information

2. If you are completing this survey on behalf of a group/organization, what is your affiliation to the group/organization?

- Board member
- Advisory committee member
- Individual Artist
- Paid staff
- Unpaid staff
- Project Volunteer
- Consultant
- Please specify if not listed

3. Please select the following option that best describes your organization:

4. What is the primary artistic discipline of your organization?

5. What is your organization's annual budget? Or if you are a non-arts organization, what is the annual budget of your arts programming?

6. What county does your organization reside in?

7. What geographic region does your organization primarily offer programming?

8. What percent of your organization's board and key staff self-identify as indigenous people or people of color?

9. What percent of your organization's program audience self-identify as indigenous people or people of color?

10. What percent of your organization's artists self-identify as indigenous people or people of color?

11. What percent of your organization's board and key staff self-identify as a person with a disability?

12. What percent of your organization's program audience self-identify as people with disabilities?

13. What percent of your organization's artists self-identify as people with disabilities?

14. What is your overall impression of the Metropolitan Regional Arts Council (MRAC)?

Excellent 10 9 8 Good 7 6 5 Fair 4 3 2 Poor 1

Overall Impression Excellent 10

Overall Impression 9

Overall Impression 8

Overall Impression Good 7

Overall Impression 6

Overall Impression 5

Overall Impression Fair 4

Overall Impression 3

Overall Impression 2

Overall Impression Poor 1

15. Please explain why?

If you selected 8 or lower, what would MRAC do to improve your rating?

If you selected higher than 8, please let us know what MRAC did to leave that impression.

16. If your organization has applied for an MRAC grant, rate the effectiveness of the grant application process in these areas:

Excellent Good Fair Poor N/A

Ease of finding information about grant programs

Ease of finding information about grant programs Excellent

Ease of finding information about grant programs Good

Ease of finding information about grant programs Fair

Ease of finding information about grant programs Poor

Ease of finding information about grant programs N/A

Clarity of guidelines and eligibility

Clarity of guidelines and eligibility Excellent

Clarity of guidelines and eligibility Good

Clarity of guidelines and eligibility Fair

Clarity of guidelines and eligibility Poor

Clarity of guidelines and eligibility N/A

Staff assistance before applying

Staff assistance before applying Excellent

Staff assistance before applying Good

Staff assistance before applying Fair

Staff assistance before applying Poor

Staff assistance before applying N/A

Ease of online grant application
Ease of online grant application Excellent
Ease of online grant application Good
Ease of online grant application Fair
Ease of online grant application Poor
Ease of online grant application N/A

Transparency of application process
Transparency of application process Excellent
Transparency of application process Good
Transparency of application process Fair

Transparency of application process Poor
Transparency of application process N/A

Communication about grant decision
Communication about grant decision Excellent
Communication about grant decision Good
Communication about grant decision Fair
Communication about grant decision Poor
Communication about grant decision N/A

Inclusive and equitable
Inclusive and equitable Excellent
Inclusive and equitable Good
Inclusive and equitable Fair
Inclusive and equitable Poor
Inclusive and equitable N/A

17. If your organization has received an MRAC grant, please rate the effectiveness of the grant process in these areas:

Excellent Good Fair Poor N/A

Ease of filling out grant agreement form
Ease of filling out grant agreement form Excellent
Ease of filling out grant agreement form Good
Ease of filling out grant agreement form Fair
Ease of filling out grant agreement form Poor
Ease of filling out grant agreement form N/A

Communications about grant agreement, contingencies and/or project changes
Communications about grant agreement, contingencies and/or project changes Excellent
Communications about grant agreement, contingencies and/or project changes Good
Communications about grant agreement, contingencies and/or project changes Fair
Communications about grant agreement, contingencies and/or project changes Poor
Communications about grant agreement, contingencies and/or project changes N/A

Availability and effectiveness of staff in the process
Availability and effectiveness of staff in the process Excellent
Availability and effectiveness of staff in the process Good
Availability and effectiveness of staff in the process Fair

Availability and effectiveness of staff in the process Poor
Availability and effectiveness of staff in the process N/A

Ease of final reporting
Ease of final reporting Excellent
Ease of final reporting Good
Ease of final reporting Fair
Ease of final reporting Poor
Ease of final reporting N/A

18. Do current grant award amounts allow you to achieve your project goals? Please explain

19. Do current grant programs allow you to achieve your project goals? Please explain

20. Select the top 3 MRAC services that are or would be most helpful to achieving your mission and reaching your audiences.

Grant workshops
Draft review
Attend panel meetings and/or panel recordings
Grant library
Post-decision grant feedback
Management trainings
MRAC Website
MRAC Newsletter
MRAC Social Media
First Fridays Open Hours
Access to MRAC staff
Please specify if not listed

21. What holds you back from participating in more of MRAC's programs and services?

Time
Finances
Location
Relevancy
Awareness
Approachability
Accessibility
Please specify if not listed

22. Select the top 3 MRAC services and resources that are/would be most helpful to advancing racial equity in your organization?

Racial Equity Statement
Racial Equity Glossary
Equity and Inclusion Criterion
Management Trainings
Grants
Website resources
MRAC Social media
Access to MRAC staff
Please specify if not listed

Please select “agree” or “disagree” for the following questions

23. MRAC programs, services and resources ensure that the arts are interwoven into every facet of community life.
24. MRAC programs, services and resources significantly influences Minnesotans' belief that the arts are vital to who we are.
25. MRAC programs, services and resources ensure that people of all ages, ethnicities, and abilities participate in the arts.
26. MRAC programs, services and resources play a significant role in the arts thriving in Minnesota.
27. I can trust MRAC's stewardship of public arts funding.
28. Any final comments about your relationship with MRAC?
29. If you wish to be entered into the drawing for a \$50 gift card, please enter your email address so we can contact you if you win. Thank you!

II. Circle Questions

1. Where do you access the arts?
2. What do you need to access the arts?
3. What artistic things/areas do you see funded in your community and what do you think should be funded more?
4. Do you or do you know artists that apply for grants? What barriers to do you see for artists applying to grants?
5. How do you think some of these barriers could be overcome?
6. What are-related project would you do with \$5,000 or \$10,000?
7. How do you like to receive information?
8. How does arts and culture show up in your community?

III. Key Findings

- a. Quantitative Survey Responses
Demographics

- i. Who responded:

1. MRAC grantee organizations 28.8%
 2. MRAC applicant organizations 19.63%
 3. Individual Artists 18.32%
 4. Next Step Fund applicant 10.21%
 5. Panelist 7.59%
 6. Next Step Fund recipient 5.24%
 7. Workshop/Training attendees 5.23%
 8. None of the above 4.97%

- ii. Artistic Disciplines:
 1. Multidisciplinary 25.52%
 2. Music 23.44%
 3. Theater 19.79%
 4. Dance 11.64%
 5. Visual 6.77%
 6. Not listed 5.21%
 7. Interdisciplinary 3.65%
 8. Literature 3.13%
 9. Media 1.04%

- iii. Organization's annual budget

a. \$0-\$25,000	27.23%
b. \$25,001-\$50,000	13.09%
c. \$50,001-\$100,000	17.80%
d. \$100,001-\$200,000	17.80%
c. \$200,001-\$400,000	10.99%
d. \$400,001 +	13.09%

- iv. County

1. Saint Paul, Ramsey	24.87%
2. Minneapolis, Hennepin	39.90%
3. Hennepin (outside Minneapolis)	16.58%
4. Ramsey (outside Saint Paul)	3.63%
5. Anoka	2.07%
6. Carver	1.55%
7. Dakota	6.22%
8. Scott	.52%
9. Washington	3.63%
10. Not listed above	1.04%

- v. Percent of board and key staff self-id as people of color or indigenous people (POCI):

1. 0%	35.94%
2. 10%	25%
3. 20%	14.06%
4. 30%	7.81%
5. 40%	2.6%
6. 50%	2.08%
7. 60%	1.56%
8. 70%	2.08%
9. 80%	1.56%
10. 90%	2.60%
11. 100%	4.69%

vi. Percent of audience self-id as (POCI):

1.	0%	6.63%
2.	10%	35.91%
3.	20%	16.57%
4.	30%	8.29%
5.	40%	8.29%
6.	50%	3.87%
7.	60%	6.63%
8.	70%	6.08%
9.	80%	1.66%
10.	90%	3.87%
11.	100%	2.21%

vii. Percent of board and key staff self-id as a person with a disability?

1.	0%	65.41%
2.	10%	20%
3.	20%	10.81%
4.	30%	1.62%
5.	40%	0%
6.	50%	1.08%
7.	60%	0%
8.	70%	0%
9.	80%	0%
10.	90%	.54%
11.	100%	.54%

viii. Percent of audience self-id as people with disabilities?

1.	0%	10.61%
2.	10%	58.66%
3.	20%	17.88%
4.	30%	7.26%
5.	40%	.56%
6.	50%	0%
7.	60%	.56%
8.	70%	1.12%
9.	80%	0%
10.	90%	2.23%
11.	100%	1.12%

Experience with MRAC

ix. Overall impression of MRAC on a scale of 1-10 (1 poor; 4 fair; 7 good; 10 excellent)

1.	10	37.28%
2.	9	27.22%
3.	8	17.16%

4.	7	10.06%
5.	6	1.18%
6.	5	.59%
7.	4	4.73%
8.	3	.59%
9.	2	.59%
10.	1	.59%

Agree or Disagree with the following statements about MRAC's role in advancing statewide arts goals:

- x. MRAC ensures that the arts are interwoven into every facet of community life.
 - 1. Agree 83.73%
 - 2. Disagree 16.27%

- xi. MRAC significantly influences Minnesota's belief that the arts are vital to who we are.
 - 1. Agree 88.36%
 - 2. Disagree 11.64%

- xii. MRAC ensures that people of all ages, ethnicities, and abilities participate in the arts.
 - 1. Agree 84.07%
 - 2. Disagree 15.93%

- xiii. MRAC plays a significant role in the arts thriving in Minnesota.
 - 1. Agree 95.25%
 - 2. Disagree 4.75%

- xiv. I can trust MRAC.
 - 1. Agree 92.33%
 - 2. Disagree 7.67%

MRAC Applicant and Grantee Organizations

Discipline	Respondents	Type of Org	Budget
Music 23% Multidisciplinary 21% Theater 17%	Paid staff 43% Board member 24% Unpaid Staff 11%	501c3 arts 62% 501c3 nonarts 13% Fiscally Sponsored 11%	\$0-\$25,000 26% \$50,001-\$100,000 17% \$100,001-\$200,000 17%
County of Org	County of Programming	Self-Identify as Indigenous people or people of color	Self-identify as person/people with disability
Minneapolis 37% St. Paul 21% Hennepin County 14%	Minneapolis 37% St. Paul 19% More than 1 county 12%	Board/key staff 0-10% Program Audience 10-20% Artists 10-20%	Board/key staff 0-10% Program audience 10-20% Artists 0-10%

Overall Impression of MRAC

- **81% scored MRAC in the Excellent range (10-8).**
- **Positive comments outpaced comments of improvement and critical feedback 4:1.**
- Staff assistance, programs and services were referenced most frequently in the positive comments.
- Scheduled trainings and panels at non-weekday times was mentioned twice as a suggestion for improvement.
- Critical feedback most often referenced uninformed or biased panelists. Systemic racism was also mentioned.

MRAC Services Excellent 43%

NA 26%
Good 25%

Award amounts meeting goals

Usually 33%
NA 24%
Always 19%

Top 3 most helpful MRAC services for mission and audience reach:

Draft Review 18%
Access to MRAC staff 16%
Grant workshops 15%
Post-decision grant feedback 15%

Barriers to participating at MRAC

Time 53%
Relevancy 16%
Finances 9%

Top 3 most helpful MRAC services to advancing racial equity at org:

Equity and Inclusion Criteria 23%
Grants 17%
Management Trainings 16%

Legacy Goals

70% agreed and 8% disagreed that MRAC is meeting the five goals

MRAC Individual Artist Applicants and Grantees

Discipline	County	Gender	Age	Race/Ethnicity	Also Identify	Person with Disabilities
Visual 41%	Minneapolis 36%	Female 61%	60+ 26%	White/Non-Hispanic 84%	2 nd Generation 24%	No 80% Yes 14%
Music 25%	St. Paul 24%	Male 36%	50-59 26%	Black/African/African American 7%	1 st Generation 20%	
Literature 7%	Hennepin County 19%		40-49 21%	Asian/Asian- American 5%	LGBTQ+ 20%	

Overall Impression of MRAC

- **80% scored MRAC in the Excellent range (10-8).**
- **Positive comments outpaced comments of improvement and critical feedback 3:2**
- Staff assistance, grant and panel process were referenced most frequently in the positive comments.
- More funding for individual artists was mentioned 12 times as a suggestion for improvement, and better clarity of review process was mentioned 4 times.
- The 2 instances of critical feedback referenced uninformed or biased panelists.

Award amounts meeting goals Usually 38%

Sometimes 20%
NA 18%

Top 3 most helpful MRAC services for mission and audience reach:

Post-decision grant feedback 20%
Grant workshops 17%
Access to MRAC staff 15%
Draft reviews 14%

Barriers to participating at MRAC

Time 44%
Relevancy 20%
Awareness 11%

Legacy Goals

78% agreed and 10% disagreed that MRAC is meeting the five goals