



CultureSource Community:

Conflict as an invitation can seem generative, but as an act can feel aggressive.

Through guided cultural competency development, I am learning to nuance my relationship with the word and its implications for how I interact with people, especially when their values and motivations are obscure to me.

This work is an individual journey mostly about me changing my mindset, adapting my actions, being an example, and getting uncomfortable more regularly. And I am discovering that just because I am Black, I have no less work to do than my peers, which at times has been surprising to me.

This personal evolution is occurring in the context of **CultureSource developing an equity practice**. We use the word practice intentionally to emphasize that our aim is not to finish or successfully complete equity work, but rather maintain disciplined focus on always getting better at it.

In monthly day-long retreats this summer and fall, our ten-person staff team is tackling how to name identity, talk about power, and interrogate patterns and assumptions. We are doing this work with [Team Dynamics](#), an amazing equity consulting firm on an extremely short list of people I trust to lead this type of work.

The result of our group study will not be instructions or policies for how to compromise, solve conflict, or show respect. Instead, it will be a framework for slowing down and asking better questions and doing so understanding the range of perspectives our colleagues hold.

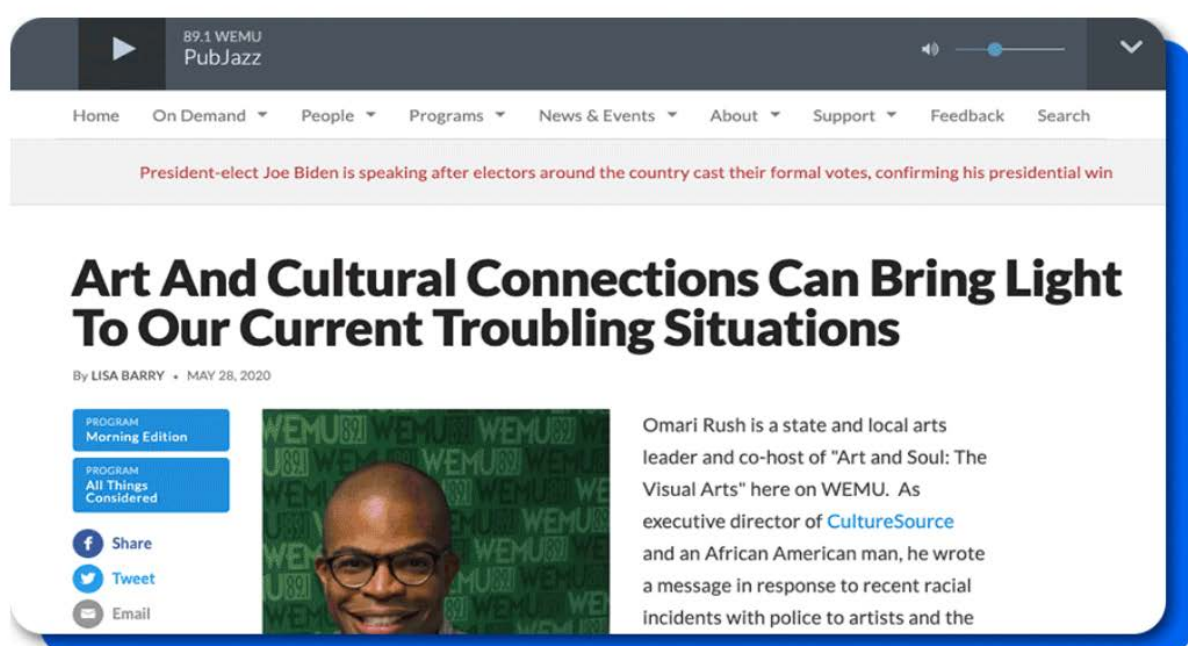
Our team is attempting to be a model for the change we hope to see in our field. By January, we will publish this new equity practice as a resource for you. Please be ready to copy it, hack it, even challenge it, and certainly ask our team about it.

In the meantime, know that you already have tools to navigate conflict: embrace compassion, listen, offer support, and let things go.

Warmest regards,



Omari Rush
Executive Director



#ICYMI... Don't Miss It

We know digital content is whizzing by you...here are some things we've recently tuned into and some things you don't want to miss.

- Applications are open for the \$5 million [nonprofit relief fund](#) of the Michigan Arts and Culture Council.
- The Governor's Growing Michigan Council has [released its initial recommendations](#) encouraging investment in cultural experiences and creation of vibrant places.
- [Sessions are streaming](#) and ongoing at the Bloomberg CityLab in DC, a major convening of mayors and civic leaders about bold ideas for transforming cities. (Omari is there in person!)
- [Google announced passkeys](#) as the new default for logging into their accounts: an easier option and emerging trend.

October Member Roundup

Our monthly publication is full of [good news and major milestones](#) from CultureSource member organizations.



Join Us Biannual Member Meeting

Thursday, November 2, 10:30am – 12:30pm
Chroma

Our Biannual Member Meeting is an opportunity we provide members to connect to share mission successes and programmatic highlights, as well as swap strategies for navigating challenges. In this drop-in breakfast, CultureSource staff will also be available to offer news of resources and helpful co-thinking. Light refreshments will be served. *(Brief remarks at 11:00am.)*

[One-Click RSVP](#)



Knight Foundation
Deep Dive: Funding Opportunity

To help artists and arts organizations reach broader audiences and strengthen ties with communities, the Knight Foundation has launched the Knight Art and Tech Expansion Fund. [Read our Q&A](#) with **Koven Smith, Knight Foundation Senior Director of Arts**, to learn more about how the opportunity will support artists and arts organizations across Detroit to make strategic investments in technology.



Save the Date
Immersive Arts & Tech Seminar

February 6-7, 9:00am – 5:00pm
 Motown Mansion, Detroit

Presented by **WolfBrown**, this dazzling, dizzying, and inspiring two-day seminar helps participants gain insights about new digital tech and infusing programming with novel extended reality experiences. Registration opens in November. *Space limited; free for members, \$1,599 for non-members.*



What's Happening Workshop Series
Arts Finances and Audiences
with Eric Nelson (TRG Arts) and Susan Nelson (TDC Consulting)

Thursday, November 1, 12:00 – 1:15pm
 Zoom

Volatility in audience attendance, revenue, and expenses is creating new and unprecedented challenges for arts and culture leaders. Join CultureSource and our panel of experts as we discuss [data-backed trends in arts participation and finances](#)—and what it all means for the future cultural organizations. Attendees will gain ideas about how to strategically approach operations management, programs, and community engagement.

[Register](#)

This workshop is the fifth in a series of virtual convenings designed to help the arts sector get calibrated to sector-wide trends and share inspiration and insights with peers. All sessions are free for members, \$25 for non-members.



Job Opportunities

- [Advancement Officer](#), The Henry Ford
- [Designer & Researcher](#), Civilla
- [Music Department Chair](#), Wayne State
- More opportunities on our [Job Postings page](#)

Funding Opportunities

- [Artist Grants](#), Hopper Prize
- [Inclusive Arts Fund](#), Community Foundation
- [Small Museums Grants](#), Institute for Museums and Library Services
- More opportunities on our [Open Grants & Awards page](#)



Funding Announcement
MACC Minigrant Awards

We are pleased to announce that 16 grants have been made to support arts projects and professional development experiences for the first round of FY24. CultureSource is the **State of Michigan Arts and Culture Council** regional regrating partner for Wayne, Oakland, and Macomb counties.

[Learn More](#)

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