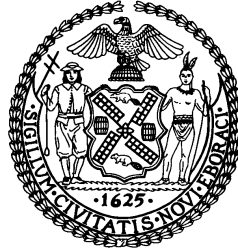


Committee on Cultural Affairs, Libraries and International Intergroup Relations

Brenda McKinney, *Legislative Counsel*

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**THE COUNCIL OF THE CITY OF NEW YORK**

**BRIEFING PAPER OF THE  
HUMAN SERVICES DIVISION**

Jeffrey Baker, *Legislative Director*

Andrea Vazquez, *Deputy Director, Human Services Division*

**COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND  
INTERNATIONAL INTERGROUP RELATIONS**

Hon. Jimmy Van Bramer, *Chair*

June 27, 2019

**Oversight: New York City's LGBTQ+ Community and the Arts:  
Resources, Opportunities, and Support**

**I. Introduction**

On Thursday, June 27, 2019, the Committee on Cultural Affairs, Libraries and International Intergroup Relations, chaired by Council Member Jimmy Van Bramer, will conduct an oversight hearing on *New York City's LGBTQ+ Community and the Arts: Resources, Opportunities and Support*. While New York City (NYC) has one of the largest lesbian, gay, bisexual, transgender, queer, and related communities (including, but not limited to, questioning, intersex, curious, asexual, and straight allies) (LGBTQ+) populations in the world and the largest self-identifying LGBTQ+ community in the United States by a large margin, the LGBTQ+ community continues to face numerous disparities and barriers to equality, including in the cultural

sector.<sup>1</sup> Accordingly, at this hearing, the Committee will seek to gain a deeper understanding of the landscape for resources, opportunities, and support available to artists, cultural communities, and cultural organizations, with a specific focus on LGBTQ+ individuals. Witnesses invited to testify include representatives from the NYC Department of Cultural Affairs (DCLA), artists, cultural organizations, advocacy groups, and other interested stakeholders.

## **II. Background**

Diversity has historically pervaded every area of society in NYC, one of the most diverse cities in the world.<sup>2</sup> The City is not only home to 8.6 million New Yorkers,<sup>3</sup> but at least 4,700 nonprofit cultural programs and over 17,000 for-profit cultural businesses.<sup>4</sup> When considered alongside the artists who live and work in NYC and the millions of cultural participants that live in, work in, and visit NYC each year, this “represents a cultural ecosystem of unparalleled breadth, diversity, and dynamism.”<sup>5</sup> Accordingly, striving to ensure that arts organizations are reflective of the City’s diversity as a whole creates cultural opportunities for artists, cultural organizations, and

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<sup>1</sup> See, e.g., NYC Department of Cultural Affairs, *LGBTQ Focus Group* (Feb. 22, 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Appendix-Sect4\\_LGBTQ.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Appendix-Sect4_LGBTQ.pdf).

<sup>2</sup> While this paper focuses on the LGBTQ+ community, it recognizes that diversity extends to many areas including gender, race, background, and sexual orientation. According to the *CreateNYC Cultural Plan*, DCLA defines diversity as, “inclusive of communities representing categories of identity including, but not limited to: Historically underrepresented communities, including individuals from ALAANA racial and/or ethnic groups, people with disabilities, and other populations, including but not limited to LGBTIQ populations, People with disabilities, All genders, including transgender and gender non-conforming individuals, Indigenous, immigrant, and refugee populations, ESL or non-English language speakers, All ages, including older adults and youth, and Low-income New Yorkers. [DCLA further clarifies that] [t]he definition of diverse communities includes those marginalized groups that have historically experienced a lack of access to financial resources and/or social and organizational mobility.” NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 69 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf); See also World Cities Culture Forum, *New York* (last visited June 18, 2019), available at <http://www.worldcitiescultureforum.com/cities/new-york>.

<sup>3</sup> NYC Department of Planning, *Current and Projected Populations* (2018), available at <https://www1.nyc.gov/site/planning/data-maps/nyc-population/current-future-populations.page>.

<sup>4</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 39 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>5</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 39 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf) (describing the results of the Social Impact of the Arts Project research conducted via DCLA).

the community at large.<sup>6</sup> It also serves to broaden and build an equitable and representative environment in which to live, work, and grow for everyone.<sup>7</sup> According to DCLA and various studies, it is also clear that New Yorkers believe in arts and culture “for all”<sup>8</sup> and they want to see barriers removed, access increased, and better, more streamlined opportunities to learn about cultural programming.<sup>9</sup>

In addition to the numerous and documented benefits of access to and engagement with the arts,<sup>10</sup> promoting diversity, equity, and inclusion—including through supporting diverse ideas, insights, and viewpoints—is also important as it enables creativity and problem solving in all areas.<sup>11</sup> It also helps both individuals and organizations produce better outcomes and results.<sup>12</sup> Further, in terms of being representative of communities, encouraging diversity and supporting the

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<sup>6</sup>Los Angeles County Arts Commission Cultural Equity and Inclusion Initiative, *Strengthening Diversity, Equity and Inclusion in the Arts and Culture Sector for All Los Angeles County Residents* (Mar. 13, 2017), available at [https://www.lacountyarts.org/sites/default/files/ceii\\_finalreport\\_final\\_03092017.pdf](https://www.lacountyarts.org/sites/default/files/ceii_finalreport_final_03092017.pdf).

<sup>7</sup>Los Angeles County Arts Commission Cultural Equity and Inclusion Initiative, *Strengthening Diversity, Equity and Inclusion in the Arts and Culture Sector for All Los Angeles County Residents* (Mar. 13, 2017), available at [https://www.lacountyarts.org/sites/default/files/ceii\\_finalreport\\_final\\_03092017.pdf](https://www.lacountyarts.org/sites/default/files/ceii_finalreport_final_03092017.pdf).

<sup>8</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 12 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>9</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 12 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>10</sup> See, e.g., Child Development Institute, *The Importance of the Creative Arts for Children and Teens* (last visited June 13, 2019), available at [https://childdevelopmentinfo.com/learning/multiple\\_intelligences/the-importance-of-the-creative-arts-for-children-and-teens/](https://childdevelopmentinfo.com/learning/multiple_intelligences/the-importance-of-the-creative-arts-for-children-and-teens/); The National Council for Nonprofits, *Why Diversity, Equity and Inclusion Matter for Non-Profits* (last visited June 13, 2018), available at <https://www.nationalcouncilfor nonprofits.org/why-diversity-equity-and-inclusion-matter-for-non-profits/>; Richard Florida, *The Connection Between the Arts and Neighborhood Diversity* (Feb. 11, 2016), available at <https://www.citylab.com/life/2016/02/the-connection-between-the-arts-and-neighborhood-diversity/462201/>.

<sup>11</sup> See, e.g., Caroline Turner, *The Business Case for Gender Diversity: Update 2017*, HUFFINGTON POST (Apr. 30, 2017), available at [https://www.huffpost.com/entry/the-business-case-for-gender-diversity-update-2017\\_b\\_590658cbe4b05279d4edbd4b](https://www.huffpost.com/entry/the-business-case-for-gender-diversity-update-2017_b_590658cbe4b05279d4edbd4b); Sangeeta Badal, *The Business Benefits of Gender Diversity*, GALLUP (Jan. 20, 2014), available at <https://www.gallup.com/workplace/236543/business-benefits-gender-diversity.aspx>.

<sup>12</sup> See, e.g., Caroline Turner, *The Business Case for Gender Diversity: Update 2017*, HUFFINGTON POST (Apr. 30, 2017), available at [https://www.huffpost.com/entry/the-business-case-for-gender-diversity-update-2017\\_b\\_590658cbe4b05279d4edbd4b](https://www.huffpost.com/entry/the-business-case-for-gender-diversity-update-2017_b_590658cbe4b05279d4edbd4b); Sangeeta Badal, *The Business Benefits of Gender Diversity*, GALLUP (Jan. 20, 2014), available at <https://www.gallup.com/workplace/236543/business-benefits-gender-diversity.aspx>.

LGBTQ+ community is especially significant in NYC, which has the distinction of being home to the largest gay population of any metropolitan area in the country.<sup>13</sup>

*New York City's LGBTQ+ Community: Statistics*

In 2015, the New York Times reported that approximately 756,000 individuals who self-identify as gay<sup>14</sup> were living in NYC.<sup>15</sup> This was confirmed by the results of a 2018 survey conducted by the Office of the NYC Comptroller, which found that NYC's metropolitan area had remained "home to the largest lesbian, gay, bisexual, transgender or queer population in the United States."<sup>16</sup> Additionally, the University of California at Los Angeles (UCLA) School of Law's Williams Institute's *LGBT Data and Demographics study*<sup>17</sup> has rendered several snapshots of the LGBTQ+ population in NYC, revealing that among individuals identifying as LGBTQ+: 49 percent are male and 51 percent are female, 58 percent are White, 20 percent are Latino, 12 percent are Black, and five percent report more than one race.<sup>18</sup> See **Figure 1**.

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<sup>13</sup> D. Leonhardt, D, *New York Still Has More Gay Residents Than Anywhere Else in U.S.*, NEW YORK TIMES (Mar. 23, 2015), available at [https://www.nytimes.com/2015/03/24/upshot/new-york-still-has-more-gay-residents-than-anywhere-else-in-us.html?\\_r=1&abt=0002&abg=0](https://www.nytimes.com/2015/03/24/upshot/new-york-still-has-more-gay-residents-than-anywhere-else-in-us.html?_r=1&abt=0002&abg=0); See also Brian Silverman, *Frommer's New York City from \$90 a Day* 1, 28 (Jan. 21, 2005) (stating that "gay and lesbian culture is as much a part of New York's basic identity as yellow cabs, high-rises, and Broadway theater")

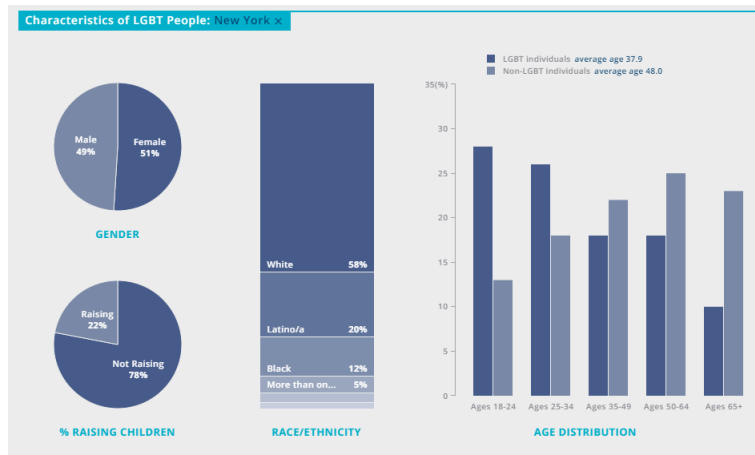
<sup>14</sup> The NYT article uses the term "gay" individuals, but without defining the term. Given the evolving nature of terminology, it is possible the term "gay," as used in 2015, could be more inclusive of other LGBTQ+ individuals.

<sup>15</sup> *Id.*

<sup>16</sup> NYC Comptroller, *Results of a Survey of LGBTQ New Yorkers* (2017), available at <https://comptroller.nyc.gov/reports/results-of-a-survey-of-lgbtq-new-yorkers/>.

<sup>17</sup> Note the study pulls from Gallop poll results. UCLA Williams Institute, *LGBT Data & Demographics, LGBT Proportion of Population: New York*, University of California at Los Angeles School of Law (2016), available at <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT&area=36#density>.

<sup>18</sup> *Id.*



**Figure 1.** Characteristics of LGBTQ+ Individuals in NYC <sup>19</sup>

The UCLA study also reveals the average age of LGBTQ+ individuals in NYC is 37.9 years old,<sup>20</sup> and that an overwhelming proportion of the LGBTQ+ population is employed, with only six percent reporting unemployment.<sup>21</sup> However, the study also conveys that seven percent of this population are without health insurance, 21 percent report some food insecurity, and only 23 percent report earned incomes in excess of \$24,000 per year.<sup>22</sup> The study further shows that 37 percent of NYC's LGBTQ+ community have completed high school, 24 percent have some college education, 21 percent received a bachelor's degree, and 18 percent have earned a post-graduate degree.<sup>23</sup> See **Figure 2**.

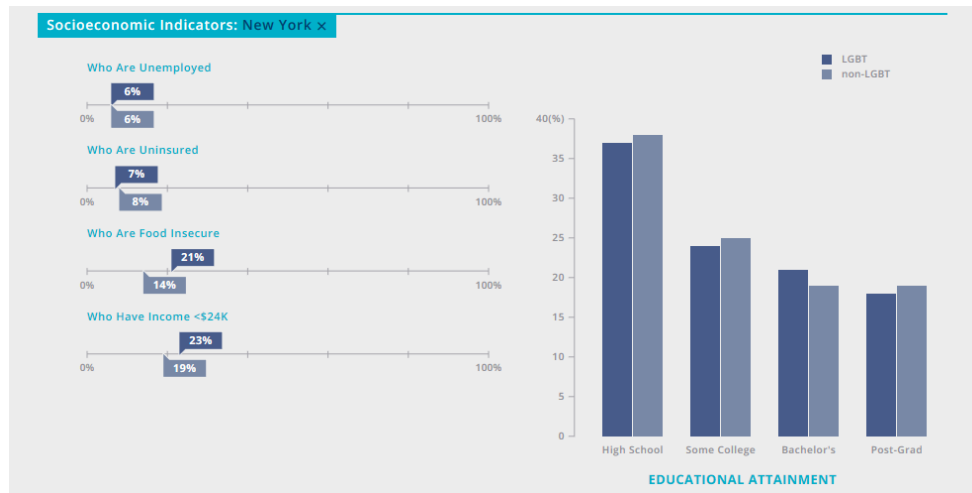
<sup>19</sup> *Id.*

<sup>20</sup> *Id.*

<sup>21</sup> *Id.*

<sup>22</sup> *Id.*

<sup>23</sup> *Id.*



**Figure 2.** Characteristics of LGBTQ+ Individuals in NYC<sup>24</sup>

### *The Department of Cultural Affairs and CreateNYC*

DCLA is the city agency responsible for the support of arts and cultural organizations within the five boroughs of NYC.<sup>25</sup> In addition to a five-year capital budget plan of over \$1.15 billion that reaches more than 200 organizations, the City provides support annually to hundreds of arts and cultural organizations through an annual expense budget.<sup>26</sup> In Fiscal Year (FY) 2019, a broad range of over 900 organizations shared approximately \$193.2 million in support, ranging from the Metropolitan Museum of Art and the Alvin Ailey American Dance Theatre to smaller organizations providing cultural services in their neighborhoods.<sup>27</sup>

<sup>24</sup> *Id.*

<sup>25</sup> NYC Department of Cultural Affairs, *About* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/index.page>; NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May 21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>; NYC City Council, *Fiscal Year 2020 Adopted Expense Budget / Schedule C 1*, 26 (June 19, 2019), available at <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2019/06/Fiscal-2020-Schedule-C-Final-5.pdf>.

<sup>26</sup> NYC Department of Cultural Affairs, *About* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/index.page>; NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May 21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>.

<sup>27</sup> In FY 2020, this funding will be increased to enable new and existing cultural organizations to expand their diverse programming. NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May

As a funding organization, DCLA provides its resources primarily through the Institutions and the Program Services units.<sup>28</sup> Under the Institutions umbrella, 33 cultural organizations,<sup>29</sup> known collectively as the Cultural Institutions Group (CIG), receive approximately 70 percent of the agency's budget, or a combined \$110 million in operating and energy support.<sup>30</sup> Meanwhile, grants make up the Program Services portion of the agency's funding, which included approximately \$44 million being distributed to over 975 NYC organizations in FY 2019,<sup>31</sup> with additional opportunity for non-CIG organizations through the agency's Cultural Development Fund grants.<sup>32</sup>

In January 2015, DCLA launched a diversity initiative to “study, promote, and cultivate equitable representation among the leadership, staff, and audiences of cultural organizations in NYC.”<sup>33</sup> According to the agency, the launch of the initiative “established DCLA’s long-term

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21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>; NYC Department of Cultural Affairs, *About* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/index.page>.

<sup>28</sup> NYC Department of Cultural Affairs, *About* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/index.page>; NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May 21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>.

<sup>29</sup> This will soon by 34 institutions with the announcement of a new CIG in June 2019. See Andrea Leonhardt, *Weeksville Becomes Bklyn’s First Black City-Funded Cultural Institution* (June 16, 2019), available at <https://www.bkreader.com/2019/06/16/weeksville-becomes-bklyns-first-black-city-funded-cultural-institution/>.

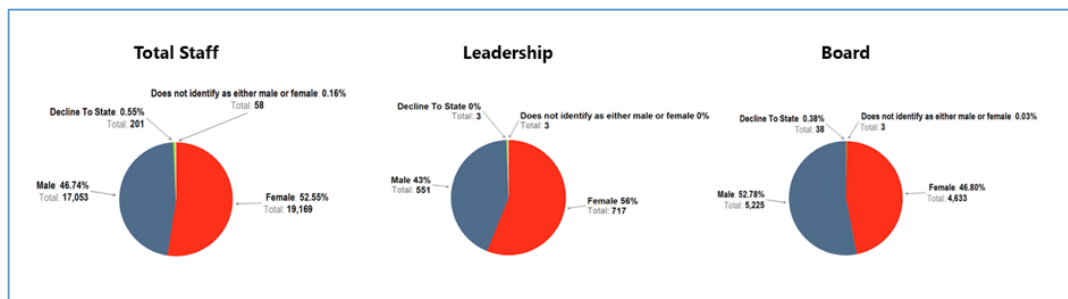
<sup>30</sup> NYC Department of Cultural Affairs, *About* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/index.page>; NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May 21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>.

<sup>31</sup> *Id.*

<sup>32</sup> NYC City Council, *Committee Report: Budget for the Department of Cultural Affairs* (May 21, 2019), available at <https://legistar.council.nyc.gov/View.ashx?M=F&ID=7231115&GUID=63B9AB3D-6D69-4C82-8E87-49DD7DC61ADC>; NYC City Council, *Fiscal Year 2020 Adopted Expense Budget / Schedule C 1*, 26 (June 19, 2019), available at <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2019/06/Fiscal-2020-Schedule-C-Final-5.pdf>.

<sup>33</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 24 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf); NYC Department of Cultural Affairs, *Diversity and Equity* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/programs/diversity.page>.

commitment to issues of diversity, equity, and inclusion (DEI), and is a priority for the agency in all of its work.”<sup>34</sup> The first major milestone of the cultural DEI initiative was a survey of the workforce of groups funded by DCLA.<sup>35</sup> In collecting the results, DCLA worked with research firm Ithaka S+R, which collected demographic data on race/ethnicity, gender, disability, age, job type, and level of seniority from 987 organizations.<sup>36</sup> The results of this research were released in 2016, and although the research provides only limited insight into demographics of the LGBTQ+ portion of the cultural workforce population under the gender umbrella of diversity (see **Figure 3**), the findings inform this work by, “provid[ing] a critical benchmark and serv[ing] as a catalyst to diversify the staff and leadership of the cultural field.”<sup>37</sup>



**Figure 3:** Gender Diversity in NYC’s Cultural Workforce. <sup>38</sup>

<sup>34</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 24 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf); NYC Department of Cultural Affairs, *Diversity and Equity* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/programs/diversity.page>.

<sup>35</sup> *Id.*

<sup>36</sup> Roger Schonfeld and Liam Sweeney, *Diversity Survey of the New York City Department of Cultural Affairs Grantees* (2015), available at <https://www.icpsr.umich.edu/icpsrweb/NADAC/studies/36606>; NYC Department of Cultural Affairs, *Diversity and Equity* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/programs/diversity.page>; NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.

<sup>37</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 24 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf); NYC Department of Cultural Affairs, *Diversity and Equity* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/programs/diversity.page>.

<sup>38</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.



As shown in **Figure 3**, for example, the 2015 diversity research found that while over half of individuals in both staff and leadership roles at NYC’s cultural organizations, and institutions are women and the City’s cultural boards are split almost evenly between men and women, non-binary individuals are notably underrepresented.<sup>39</sup> Other outcomes of the research have included:

- The establishment of an internal DCLA Diversity Committee;<sup>40</sup>
- Discipline-specific “Town Hall” and “Office Hours” gatherings,<sup>41</sup> at least one of which such events focused exclusively on “LGBTQ+ Art and Culture in NYC”;<sup>42</sup>
- The creation of the CUNY Cultural Corps;<sup>43</sup>
- The activation of more than \$4 million to spur efforts to cultivate more inclusive workplaces;<sup>44</sup> and
- Programs and initiatives at the CIGs and other cultural institutions themselves, including but not limited to LGBTQ+ youth groups at the Museum of Modern Art<sup>45</sup> and the Brooklyn Museum.<sup>46</sup>

Building on the work accomplished as a result of the diversity study, DCLA launched the City’s first comprehensive cultural plan, CreateNYC, in 2017.<sup>47</sup> The plan is intended to be a strategic roadmap for “harnessing the [C]ity’s cultural talent to solve long-standing urban problems, ranging from literacy and criminal justice, to immigration and domestic violence, and

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<sup>39</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.

<sup>40</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>; See also NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1, 73 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>41</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.

<sup>42</sup> See, e.g., NYC Office Hours: *LGBTQ+ Art and Culture in NYC* (June 28, 2018), available at <https://www.facebook.com/events/1691204350947684/>.

<sup>43</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.

<sup>44</sup> NYC Department of Cultural Affairs, *Diversity and Equity in New York City’s Cultural Workforce* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/diversity/index.page>.

<sup>45</sup> See, e.g., The Museum of Modern Art, *Open Art Space: A Free Drop-In Program for LGBTQ Teens and Their Allies* (Apr. 23, 2019), available at <https://www.moma.org/calendar/events/3679>.

<sup>46</sup> See, e.g., Brooklyn Museum, *InterseXtions: Gender & Sexuality* (last visited June 13, 2019), available at <https://www.brooklynmuseum.org/education/teens/lgbtq>.

<sup>47</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

with an eye toward the goal of increasing diversity.”<sup>48</sup> In creating this plan, the City, through DCLA, underwent an intensive community engagement process, including assembling an LGBTQ+ focus group consisting of various members of the community.<sup>49</sup> As a result, the CreateNYC plan does address LGBTQ+ members of the community.<sup>50</sup> While it is not immediately clear what efforts have been launched for the specific LGBTQ+ community beyond those efforts that rolled out with the 2015 diversity survey, the first update on CreateNYC will be available with the next periodic report on the Cultural Plan, which is required to be submitted by July 2019 pursuant to Local Law 46 of 2015.<sup>51</sup> Additionally, DCLA has a general resources page with links to various resources and support opportunities for artists and cultural communities.<sup>52</sup> The agency is also a member of the newly-launched NYC Commission on Gender Equity’s Inter-Agency Partnership, which consists of high level agency officials from at least 47 NYC agencies.<sup>53</sup> DCLA does not, however, have a dedicated page for the LGBTQ+ community or a dedicated gender or

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<sup>48</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>49</sup> NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1,30, 47, 53 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf); NYC Department of Cultural Affairs, *LGBTQ Focus Group* (Feb. 22, 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Appendix-Sect4\\_LGBTQ.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Appendix-Sect4_LGBTQ.pdf)

<sup>50</sup> See NYC Department of Cultural Affairs, *Create NYC: A Cultural Plan for All New Yorkers* 1,30, 47, 53 (July 2017), available at [http://createnyc.org/wp-content/uploads/2017/07/CreateNYC\\_Report\\_FIN.pdf](http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf).

<sup>51</sup> NYC Council, *Local Law 46 of 2015* (last visited June 24, 2019), available at <https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=1853941&GUID=15689E9B-3860-4882-B9D3-F67A4C896AAC&Options=ID|Text|&Search=cultural+plan>; See NYC Council, *Oversight: Cultural Plan – Next Steps* (Feb. 27, 2017), available at <https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=2942459&GUID=802EAA8B-9A67-4A0A-BDAB-E59D04C3E012&Options=ID|Text|&Search=cultural+plan>.

<sup>52</sup> NYC Department of Cultural Affairs, *Resources* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/dcla/resources/resources.page>.

<sup>53</sup> NYC Commission on Gender Equity, *Advancing Gender Equity in New York City: Strategic Plan 2018-2021* 1, 5 (last visited June 13, 2019), available at [https://www1.nyc.gov/assets/genderequity/downloads/pdf/strategic\\_plan\\_9-26-18.pdf](https://www1.nyc.gov/assets/genderequity/downloads/pdf/strategic_plan_9-26-18.pdf).

LGBTQ+ liaison,<sup>54</sup> unlike some other NYC agencies.<sup>55</sup> It should also be noted that the NYC Mayor’s Office of Nightlife, established in September 2017, also works with DCLA to provide resources and information to LGBTQ+ cultural organizations.<sup>56</sup>

## VII. CONCLUSION

At this hearing, the Committee seeks to learn more about the various programs, opportunities, and sources for support for LGBTQ+ artists and cultural communities in NYC. The Committee also aims to consider what efforts the Council can make to ensure that all New Yorkers, including and especially those who identify as LGBTQ+, receive opportunities for expression and to engage with cultural programs in NYC.

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<sup>54</sup> See, e.g., Amy Zimmer, *Meet NYC’s First-Ever Gender Equity Coordinator for Public Schools* (Feb. 27, 2017), available at <https://www.dnainfo.com/new-york/20170227/upper-west-side/kimberly-shannon-gender-equity-nyc-schools/>

<sup>55</sup> Examples include pages on the NYC Department of Education site (<https://www.schools.nyc.gov/school-life/support/lesbian-gay-bisexual-and-transgender-support>), NYC Human Resources Administration site (<https://www1.nyc.gov/site/hra/help/lgbtqi.page>); NYC Department of Health and Mental Hygiene site and “Bare It All” campaign sites (<https://www1.nyc.gov/site/doh/health/health-topics/lgbtq.page>), and the NYC-affiliated “NYCgo” site (<https://www.nycgo.com/maps-guides/gay>).

<sup>56</sup> The office also coordinates a working group that has included a focus on LGBTQ+ rights and cultural organizations and the office recently hosted a community event the past, present, and future of LGBTQ+ cultural and art communities. NYC Mayor’s Office of Nightlife, *The State of LGBTQIA+ Nightlife and Community in New York: A Discussion on the Past, Present, and Future* (May 30, 2019), available at <https://www.facebook.com/events/455399301875647/>; See also NYC Mayor’s Office of Nightlife, *About the Office of Nightlife* (last visited June 13, 2019), available at <https://www1.nyc.gov/site/mome/nightlife/about-office-of-nightlife.page>.