

Utah Humanities Annual Plan November 1, 2021 – October 31, 2022

Overall Goals

1. **Strategic Planning:** Assess internal policies and external programs through the lens of diversity, equity, inclusion, and access. Identify new opportunities and set strategic priorities to better serve Utah's diverse communities. Our findings will inform 2022 goals and objectives.
2. **Board:** Provide effective oversight of UH's financial practices and investments; empower board members to effectively contribute to the organization's culture and strategic focus.
3. **Program:** Support statewide humanities programming to engage partners who serve underserved audiences, and to grow in strategically identified communities.
4. **Communications:** Increase awareness and understanding among partners and public of what Utah Humanities is and what it does, and help partners and public understand what the importance and impact of the humanities.
5. **Development:** Develop adequate, diverse, and stable funding to meet UH's mission and vision.
6. **Government Relations:** Increase understanding and support of UH among federal, state, and local political leaders.

Anticipated Outcomes

1. **Strategic Planning:** Recommitment to our mission, creating a vision statement, and identifying the key pillars that guide our work through a racial equity lens.
2. **Board:** UH is financially sound and connects to diverse communities throughout the state, identifying new partners; board members are engaged and serve as humanities ambassadors in their circles of influence.
3. **Programs:**
 - Center for the Book:* Youth and young adults develop a love of reading and literature; Utah communities are improved through reading, literature, and conversations with authors and each other.
 - Center for Community Heritage:* Participating organizations are more sustainable as a result of our investment of resources, training, and mentoring activities; communities are strengthened by the preservation of their tangible and intangible heritage; state-level organizations delivering field services to this audience are using best practices and are better coordinated in their efforts; participating organizations engage and strengthen their communities; UH's network of partners and consultants is widened.
 - Center for Educational Access:* Increase access to college for students from demographics underrepresented in higher education, demonstrating the power of the humanities to improve lives; adults ages 18-65 from low-income households take an active role in civic engagement and higher education, thereby demonstrating the power of the humanities to improve lives.
 - Center for Local Initiatives:* Communities are improved through bringing different viewpoints together to learn from each other and see differences with understanding and respect; individuals and groups across the state are empowered to gather the public

in thoughtful discourse centered on literature, heritage, education, conversations, and local humanities ideas; communities are strengthened as residents connect to each other in meaningful ways; historically excluded audience members have access to and are actively engaged in public humanities.

4. **Communications:** UH continues to provide leadership in Utah's cultural sector, and amplifies the importance of the humanities in thriving communities.
5. **Development:** A strong financial position with greater independence and long-term financial stability; the ability to expand and provide more programming statewide.
6. **Government Relations:** Leaders who value the work of Utah Humanities as well as the value of the humanities themselves, particularly ethics and civil discourse.

Anticipated Audiences Served and Plan to Reach New and/or Underserved Audiences

Utah Humanities strives to reach the following target audiences: low income, ethnic minorities, rural, youth (0-18) and young adult (19-25). We reached all target audiences in 2020. We are investigating possibilities of a satellite office for outreach to rural communities and our strategic planning work will focus on diversity, equity, access, and inclusion to identify potential opportunities with underrepresented communities.

Process for Determining Board Composition and for Soliciting Nominations for Board Members

The Chair and Executive Director determine the number of vacancies each year and the Chair selects the Nominating Committee (NC). The NC determines priorities for candidates (e.g., geographic location, humanities discipline, skills, age, gender, and racial/ethnic representation) and includes them in the call for nominations. A call for nominations is announced and forms are available on the UH website. Board members, alumni, staff, and the public may submit nominations; self-nominations are also welcome. NC discusses priorities, reviews nominations, and application forms, reviews nominations and inquiries from previous years, assembles a list of prospective candidates, conducts research as needed, assesses interest, and evaluates how each fits identified priorities. NC determines top candidates, and contacts them in priority order to determine willingness to serve. The slate and all nomination materials are sent to the board at least 10 days before voting occurs as per UH bylaws. Voting takes place by secret ballot in the spring and the proposed slate must be affirmed by a majority of board members. The board can approve the slate as a whole or consider nominees individually. The board may reject any candidate, and by majority vote, elect other nominees to fill an open position. Candidates not placed on the slate may be forwarded to the Governor's office for any open gubernatorial appointee positions.

Plans for Meeting Cost-Share Requirements, Including Subaward Cost-Share, Plans to Raise Outside Funds, and a List of which Staff Members/Human Resources are Involved in the Council's Fundraising Effort

UH has a full-time Development Director who meets weekly with the Executive Director. The UH budget is a collaborative effort that indicates planned sources of revenue for each category of expense as identified by program staff, which informs fundraising goals. All board and staff make generous personal gifts annually and some open doors or provide introductions to

potential supporters. Others help to broaden our pool of donors by inviting friends and associates to events and being ambassadors for UH within their communities. We are proud to boast 100% board and staff giving every year. UH is fortunate to receive support from the state in an annual appropriation and additional funding from Salt Lake, Weber, and Summit counties from sales taxes earmarked for cultural and recreational activities. We also receive funding from local and national foundations and corporations as well as individual donors. We require a minimum 1:1 match from our subawardees and match from our program partners consistently exceeds this ratio.

Goals, Anticipated Challenges and/or Changes in the Council's Organization, Operations, and/or Governance, as well as Plans to Manage Change and Mitigate Risk

COVID-19 continues to present the largest challenge for UH in the coming year. Planning for programming is challenging during COVID, and program staff continue to pivot and explore new ways of offering programs. We will continue to closely monitor the recommendations of local and national health organizations and will keep the health and safety of our board, staff, partners, and audiences as the top priority.

Additional Information Requested

1. The total number of board members as per by-laws (including gubernatorial appointees): 23
2. The total current board membership: 19
 - a. Length of regular appointment term (in years): 3
 - b. Renewable term (yes/no): yes
3. Maximum years of continuous service: 7 (7th year of service is 1 additional year as "Immediate Past Chair," or a 2nd year as chair.
4. The number of gubernatorial appointees as per by-laws: up to 5
 - a. Length of term (in years): 3
 - b. Renewable term (yes/no): yes
 - c. Maximum years of continuous service: 7 (7th year of service is 1 additional year as "Immediate Past Chair," or a 2nd year as chair.
 - d. Co-extensive with governor's term (yes/no): no
5. The number of members on which you base the number of gubernatorial appointees: 20
6. The length of term for board chairs (in years): 1
 - a. Renewable (yes/no): yes
 - b. Maximum years of continuous service: 2