Uplifting Our World Through Youth Voice

Spy Hop Strategic Plan 2022 - 2032

Evolving

SPЦ hop

SPY HOP KAHLERT YOUTH MEDIA ART CENTER spyhop.org | 208 W Harvey Milk Blvd | 801.532.7500

BELONGING

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A Letter to Our Community:

In March of 2020, life as we knew it came to a screeching halt. A once-in-a-lifetime health crisis of a global scale, abruptly upended societal norms, habits, and dispositions. At the same time, a pandemic of another sort - racism - captivated the world in the wake of the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd. This era of isolation was characterized by a collective outrage that challenged all of us to confront the systems of oppression that continue to affect our communities.

As the global death toll of COVID-19 now surpasses 6 million, our young people continue to exist under the incessant threat of disenfranchisement, exponential economic inequity, the revocation of reproductive rights, an ongoing climate crisis, and the omnipresence of racism.

For this reason, we believe that it is important that individuals and organizations continue to examine the nature of their silence and their outrage, the root causes of social inequities, their accountability to these issues, and ultimately, their role in sharing resources as a means of repairing harm.

As an organization that has been centering youth voice for over 23 years now and having recently built and moved into a permanent home in Salt Lake City, we have challenged ourselves to respond to the following critical question: *What does it take to be an organization that uplifts the World through youth voice?*

To answer this question, we utilized the practice of liberatory design to engage in rich conversation with over 500 local, state, and national stakeholders. This resulted in a 10-year strategic plan that will guide us on our journey of youth-centered, systems-change work that leverages the power of the arts, people and partnerships to ensure that all young people have a voice that is heard and valued as conduits of change in their communities.

In peace and love, Spy Hop



DEVELOPING THE PLAN

Spy Hop partnered with designEDengagement, a Latina-owned Public Benefit Corporation (PBC), to lead a participatory and human-centered strategic planning process with an antiracism focus. In order to ensure a robust and comprehensive strategic plan, Spy Hop formed a core planning team with members of the board and staff to guide the organization throughout the strategic planning process. The team completed a three-phase and participatory process to develop the plan. The first phase, Stakeholder Ecosystem Mapping, began in October 2021, with the identification of stakeholders and the development of a plan to engage diverse voices across each group.

In November 2021, the Stakeholder Engagement phase of the process began with robust community engagement of internal and external stakeholders. Stakeholder engagement included: A staff-only survey with 100% participation, a community-wide survey with 196 responses, 12 strategy lab sessions, and over 75 1:1 interviews. Survey responses, interviews, and strategy lab findings were synthesized and captured in a comprehensive report highlighting diverse perspectives from stakeholders in Spy Hop's local, state, and national ecosystem. Ultimately the process engaged over 500 students, alumni, parents/families, staff, community members, Spy Hop's Board of Directors and Advisory Board, and arts and media leaders across the nation.

The Stakeholder Engagement phase was followed by a staff virtual retreat focused on anti-racism, vision, and guiding principles. During the retreat, staff worked on multiple exercises that laid the foundation for key strategic planning components. In March, designEDengagement facilitated an in-person staff retreat to develop an antiracism statement, vision, mission, and strategic goals. The retreat gave staff the opportunity to refine the vision and mission as well as contribute new ideas for the six-goal areas. All feedback from retreats and the stakeholder engagement process was utilized to develop the final plan.

The plan will be a living document that will be updated periodically and monitored to ensure that the organization makes progress toward its goals. Phase three, Conclusion, included the development of key initiatives and metrics for measuring the success of Spy Hop's strategic plan. Resource planning and prioritization activity were conducted with a review of current and future infrastructure (human, physical and financial) needs, a gap assessment and identification of opportunities to support the plan.

MISSION & VISION

Spy Hop's mission is to mentor young people in the media arts to help them to find their voice, tell their stories, and effect positive change in their lives, communities, and the World.

We envision a world in which all young people possess the skills and mindsets necessary for success and that their voices are heard and valued as conduits of change in their communities.

BELIEFS & MINDSETS

The following statements encompass the beliefs and mindsets that will put into focus the what and why of the goals we will prioritize over the next ten years. This strategic plan is complemented by a robust implementation plan that further delineates the roadmap of how we will get there. We are committed to making our plan actionable with accountability embedded throughout our implementation journey.

Land Acknowledgement¹ - We acknowledge and honor the Indigenous communities native to this region, and recognize that Spy Hop's home in Salt Lake City, Utah, the Kahlert Youth Media Art Center, is built on indigenous homelands and resources. We recognize the Eastern Shoshone, Paiute, Goshute, and Ute Tribes as the past, present, and future caretakers of this land. We commit to learning the histories of this land, to understand better how to honor the land in ways that are authentic and meaningful, and to use that lens to help us see who has and does not have access to its resources, and to examine our own place, abilities, and obligations to the communities and people we serve.

Organizational Culture - We celebrate a culture at Spy Hop that is a fun, dynamic, evolving ecosystem; one that nurtures the vibrant, creative, individuality of youth and staff by communicating openly, honoring our multiculturalism, and affirming our intergenerational wisdom in such a way that all participants within the ecosystem have the capacity to thrive.

Antiracism - We believe that anti-racism is the process of becoming aware of and acknowledging the impact of racial oppression within our current social, political, and institutional systems, while actively and intentionally working in community to replace those systems with pedagogies, policies, and practices that lead to collective liberation² - the truth that none of us are free until all of us are free. As an antiracist organization, Spy Hop is committed to changing the systems of oppression that have disproportion-ately impacted many of our students and their communities. Spy Hop's antiracism practices are rooted in hope, action and accountability, and the belief that collective liberation is truly possible.

^{1.} Land acknowledgments are a "formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories."

^{2.} This definition is inspired by the ideas and work of Fannie Lou Hamer, Paulo Freire, Maya Angelou, Ibrahim X. Kendi, People & Planet, The Black Liberation Collective and many others working toward our collective liberation around the world.

GUIDING PRINCIPLES

We embrace the following five principles to support our staff, students, and board in co-creating a path to Collective Liberation.

Respect	We honor the diverse backgrounds, skills, and lived experiences of each person and foster an environment of wonder and support for our colleagues, their projects, and the students we serve.	 We facilitate conversations that lead with authenticity and humanity. We model communication with empathy, compassion, and forgiveness. We ground our conversations in shared community agreements. We model healthy and healing communication internally and externally to build trust with our stakeholders.
Accountability	We champion responsibility and cultivate a culture of approach- able, transparent, proactive, and timely communication to improve collaboration and impact of our work.	 We carefully track qualitative and quantitative data to drive decision making and communicate our progress publicly. We lead in environments, systems, and structures where decisions are made that impact students. We are conscious of the impact of our actions on one another and do what we say we will do. We create communication feedback loops to ensure we have fully heard and understood what stakeholders are sharing.
Belonging	We strive to cultivate a communi- ty where every individual feels safe, brave, loved, welcomed, respected, and supported to be and grow in their most authentic version of self.	 We value each individual and their unique identities, stories and perspectives. We listen with intentionality to learn about one another and approach differences with humble inquiry. We develop trusting relationships that are authen tic, transparent, and respectful. We develop culturally relevant programs and spaces. We are intentional in connecting with our rich multicultural community.
Equity	We understand that not everyone begins on a level playing field and we intentionally work to ensure that everyone has what they need to thrive on their journey.	 We carefully examine and identify the inequities that impact our stakeholders. We intentionally design solutions to meet our stakeholders where they are at. We uplift and create space for those voices that have been most impacted by systems of oppression. Understanding that our privilege intersects with someone else's oppression.
Transformation	We leverage the transformative nature of relationships as a force for good in order to foster the social, emotional and creative intelligence necessary to dismantle systems of oppression and create systems of collective liberation in its place.	 We embed social, emotional learning into our programmatic efforts. We align our leadership in service of our goals and the positive impact we have on our students and their communities. We value process over product. We foster empathy, understanding, and change through artistic expression. We develop learning experiences to strengthen resilience We work to transform systems through policy, people, practice and partnerships.



10-YEAR THEORY OF CHANGE

In 10 years Spy Hop will be an inclusive anti-racist multicultural organization³ actively engaged in youth-centered, systems-change work that leverages and values the power of youth voice and youth as partners in the pursuit of collective liberation.

KEY STRATEGIC GOALS

- 1. Build a Foundation of Antiracism
- 2. Invest in and Unlock Our Human Potential
- 3. Contribute to and Sustain a Strong and Just Creative Economy
- 4. Deliver Fun, Holistic Youth-Centered Programming
- 5. Amplify Community Engagement, Strategic Partnerships, and Advocacy
- 6. Build and Preserve Sustainable Business Practices



Spy Hop students on set for the 2021 PitchNic film, "SOL."

^{3.} https://www.aesa.us/conferences/2013_ac_presentations/Continuum_AntiRacist.pdf

Goal 1. BUILD A FOUNDATION OF ANTI-RACISM

If racism is structural, then antiracism must also be structural. Spy Hop will focus on embedding diversity, equity, inclusion, and belonging (DEIB) throughout our organization as key levers of change to ensure that our students, staff, and board are equipped with the skills, mindsets, and resources necessary to walk a safe and brave path to collective liberation.

KEY FOCUS AREAS

Epistemologies

Invest in and build a collective body of knowledge that supports diversity, equity, inclusion and belonging within our Spy Hop ecosystem to ensure that we all can thrive and feel confident in our voices as ambassadors of antiracism within Spy Hop and beyond.

Policies, Practices & Procedures

It is essential that we examine our ways of hiring and working with one another and that the contracts, systems and norms we have in place reflect our commitment to antiracism.

Organizational Identity

We celebrate our belief that collective liberation is possible through our communications, brand, and creative identity, which reflect our youth as co-conspirators, committed to sharing our journey with us.

OBJECTIVES

- Implement a DEIB framework that works across the organization to promote equity, learning, and accountability to our antiracism work.
- Provide training and foster a culture of continuous learning that promotes and maintains knowledge and understanding of DEIB and antiracism.
- Use our talent acquisition process to increase diversity amongst students, staff, and board of directors.
- Find opportunities to share our DEIB work, locally and nationally, and invite others to walk the path of collective liberation with us.
- Embed DEIB and antiracism as an organizational identity marker that establishes Spy Hop and the Kahlert Youth Media Arts Center as a community hub of youth art and social justice.

- Implemented a DEIB framework with specific outcomes.
- A culture that encourages and supports conversations about diversity, equity, inclusion and antiracism.
- Staff and board are reflective of the diverse populations served.
- Spy Hop is a role model for antiracism and social justice work in Salt Lake City and beyond.
- Spy Hop is trusted as a safe and brave space for young people to grow.
- Community partners trust Spy Hop to work with their young people and relationships are mutually transformative.

Goal 2. INVEST IN AND UNLOCK OUR HUMAN POTENTIAL

Our staff and board's knowledge, abilities, and experiences are the most valuable gifts we can share with young people. We will invest time and resources into our staff and board by attracting, retaining, and developing their talents in service of our young people.

KEY FOCUS AREAS

Cultural Fortitude

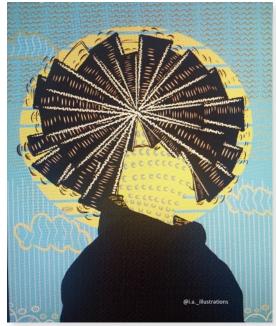
Build a strong multicultural and intergenerational staff and board that provides for radical candor, empathy, and the trust to honor and celebrate our contributions to the organization.

People Development

Invest in the professional and personal wellbeing of our staff and board and center those in the decision making who are most impacted by the outcome.

Community of Care

Cultivate a healthy and vibrant culture where fun is prioritized, where staff and board feel valued, and where we uplift one another and celebrate our individuality and care for one another.



"Absent." Digital Mixed Media piece created by Spy Hop student Inez Akumutima in the 2022 Design Apprenticeship.

OBJECTIVES

- Assess the roles, responsibilities and expertise of both the Board of Directors and Advisory Board necessary to implement our strategic plan and meet the needs of our young people.
- Identify and enhance the key drivers in employee well-being, performance, and growth, and implement a cycle of continuous improvement.
- Embed opportunities for staff connection, communication, trust-building and fun.
- Implement recruitment, hiring, and onboarding practices in alignment with our commitment to anti racism and DEIB.

- Organizational structure supports open communication and multi directional decision-making that centers those most impacted by the decision.
- Staff feel supported and able to grow professionally during their time at Spy Hop.
- All staff feel valued for their contribution to the mission.
- Board structure and membership in place that reflects the needs of the mission.
- A transparent pay structure that is informed by comparable nonprofit arts and cultural industries.
- Staff report satisfaction with compensation and benefits.
- Opportunities exist for cross-department/role collaboration, engagement, and training.
- Job descriptions are reflective of budget, organizational structure and mission.



Spy Hop 2022 Musicology band, Stage Fright, conducts a sound check prior to releasing their album, "Paper Thin" at the Heatwave Festival at the Kahlert Youth Media Arts Center.

Goal 3. CONTRIBUTE TO AND SUSTAIN A STRONG AND JUST CREATIVE ECONOMY IN UTAH

Through youth-centered, mentor-based practices that position youth as conduits of change, we will work to build a state that values the arts and nurtures the inherent wisdom of young people, that sustains a just and creative culture and economy in which we can all thrive.

KEY FOCUS AREAS

Leadership Development

Leverage our network to connect staff, students and alumni to participatory learning and leadership opportunities.

Connected Pathways

Invest time and resources to address barriers and build pathways for students and alumni as they navigate college and career opportunities and a future in the creative industry.

Cultural and Strategic Partnerships

Cultivate and strengthen the relationships and alliances with youth service providers and other cultural organizations to build an appreciation for youth voice and sustainable youth arts programs throughout the state.

OBJECTIVES

- Create a robust alumni engagement and development plan that connects alumni to Spy Hop, each other, and the broader creative community.
- Strengthen the pathway for students as they move through Spy Hop and Phase 2 Productions that sets them up for college, career, and personal success.
- Develop and nurture a network of youth arts organizations throughout the State of Utah.
- Engage with national creative youth development and youth media organizations to strengthen and grow the field.
- Leverage our cultural and strategic partnerships to demonstrate the value of a just and creative economy in Utah and beyond.

MEASURES OF SUCCESS

- Young people are valued for their ideas and contributions and as artists and thought leaders at Spy Hop and within their community.
- Students have sustainable lives and careers in the creative industry.
- There is a network of aligned creative youth development organizations supporting young people across the state, mindfully including rural and indigenous youth.
- There are increased opportunities for students to work on projects where art can be a tool to heal and drive change.
- Digital literacy and access is no longer a barrier to a student's ability to pursue higher education or a career pathway.
- Spy Hop has an engaged youth leadership council with organizational decision-making power.

Goal 4. DELIVER FUN, HOLISTIC, YOUTH-CENTERED PROGRAMMING

Young people have changing needs, priorities and interests. Spy Hop prioritizes youth voice while harnessing the power of mentorship, the arts and strategic partnerships to create sustainable and responsive programming to equip students with the skills and mindsets they need to be successful. Spy Hop programs utilize the proven methodology of the Spy Hop Way to ensure equity and access are at the forefront of program design and delivery.

KEY FOCUS AREAS

Equity & Access

Identify and eliminate barriers to participation and holistically support all young people by meeting them where they are, so that they can enjoy and participate in Spy Hop's rich programming. Not every student has equitable access to technology outside of Spy Hop. We therefore provide students free access to Spy Hop's gear for any of their projects, including alumni.

Emergent Programming

Recognizing that we are in a constant state of change underscores the need to develop and improve programs, resources, and structures to be nimble and responsive to student needs and interests.



A student capturing the shot for 2022 PitchNic film, "The Young Men's Guide to Blood Sucking"



Critical Pedagogy

Design learning environments and experiences that inspire curiosity and support youth to confidently develop their voice, mindsets, and future-ready skills. It is critical that we strengthen our antiracism efforts, including developing a community of practice that reflects our commitment to collective liberation.

Amplify Youth Voice

Work to educate and celebrate the artistry and authentic youth voice. Build local, national and online audiences who show up for, support and celebrate youth-produced work.

OBJECTIVES

- Implement outreach, recruitment and partnership strategies to ensure equitable access to programs and a diverse student body.
- Identify and address the holistic needs of students to support their academic, social and emotional development, and success in Spy Hop programs.
- Embed cycles of program development, evaluation and improvement centered on our students' and mentor feedback, DEIB/antiracism, and trends that affect our students' development and impact their experience at Spy Hop.
- Celebrate and honor our students' work, voice and experiences and connect them to audiences, platforms, and opportunities to amplify their voice for greater impact.
- Create an accessible archive and distribution of student work that serves to bolster student college and career pathways and shift public perceptions of youth.

MEASURES OF SUCCESS

- Students are creating authentic work that reflects their identities and issues they care about.
- Geography is not a barrier for accessing programs and KYMAC is a home to all of our students.
- There is a high retention rate of a student body that is diverse in race, ethnicity, gender, orientation, socio-economic status, ability, affiliation, and geographic representations.
- There is a dynamic documented curriculum for all programs that allows for feedback, continuity and flexibility.
- There is a clear process for onboarding and supporting mentors.
- Staff are representative of our diverse student body.
- Students report high program satisfaction with efficacy, agency, and sense of belonging.
- Alumni are involved and engaged in programming.
- Suicide is no longer the number one cause of death for teens in Utah.
- Young people know who their support systems are and have immediate and direct access to mental health resources.
- Strategic partnerships are leveraged to support the success and well being of all students across the state.
- Year over year increase in authentic audiences who show up for events and value the contributions of youth as opportunities for learning and inspiration.
- Student work is amplified through multiple channels and methods of audience engagement.

Goal 5. STRENGTHEN COMMUNITY ENGAGEMENT, STRATEGIC PARTNERSHIPS AND ADVOCACY

Our students' lives are shaped, both positively and negatively, by the systems in which they operate including education, child welfare, juvenile justice and workforce development systems. Spy Hop works to build a network and leverages its influence to connect youth to their communities and to advocate for social justice and systems-level change that positively impacts their lives.

KEY FOCUS AREAS

Family, School, and Community Engagement

Cultivate and build relationships with families, schools, community leaders and organizations to champion the growth and development of young people.

Collective Impact

Harness the power of community to co-develop shared purpose and strategies to address the complex needs facing our young people and their communities.

Youth-Centered Policy and Advocacy

Support and leverage youth voice and opportunities in advocating for public policies that positively impact young people and our journey toward collective liberation.



"Racism is Cringe" Digital Mixed Media piece created by Spy Hop student Jen Ong in the 2021 Design Apprenticeship.



OBJECTIVES

- Identify social justice priorities and co-develop advocacy and policy statements in partnership with students, families and community partners.
- Strengthen existing partnerships and cultivate new strategic alliances to positively impact the systems that affect our students and their communities.
- Build a strong family/caregiver community to leverage their support in championing the needs of young people.
- Leverage the talents and networks of staff and board to strengthen advocacy and shift policy within their spheres of influence.

- A student body diverse in race, gender, socio-economic status, and geographic representations.
- KYMAC is seen by the community as a hub for youth development, creativity and advocacy.
- The Spy Hop CTC network of organizations have systems, resources and relationships in place to holistically serve youth in communities across the state.
- Spy Hop hosts regular gatherings of our various CTC and enrichment partners providing access, education and support to the communities we serve.
- Strong local and national social justice network affecting policy and advocacy on issues that impact youth, and in particular, incarcerated youth.
- There is greater investment in the media arts by private funders in Utah.
- We have defined performance indicators in place that transparently measure the progress of advancing social justice.



Goal 6. BUILD & PRESERVE SUSTAINABLE BUSINESS PRACTICES

Sustainability means more to us than just money. It's about protecting and preserving what is most important to us, including our young people and the environment. We must be mindful of the ethics surrounding our business practices and the technological infrastructure needed to do our work. We also know that the system of philanthropy can be very slow to change and challenging to navigate. We therefore seek to align our nonprofit business model and fundraising activities with our guiding principles and to be transparent about who supports us and our impact on the community.

KEY FOCUS AREAS

Funding/Business Model

Evaluate and refine our funding model to reflect our guiding principles and ensure long term sustainability and impact. Build our social enterprises such as Phase 2 Productions and the Rooftop to lessen our reliance on charitable giving. And explore emerging ways to fundraise that give space for young, new donors to support the organization.

Financial Philosophy

Work to change the mindset of philanthropy from one that is deficit based to one that is asset based and seek support for the full operational needs of Spy Hop.

Technological Infrastructure

Utilize platforms, systems and technologies to maximize our operational efficiencies, while always being mindful of our impact on the environment.



Spy Hop Song Writing student rehearsing in the Spy Hop Live Room.



Phase 2 Productions on set.



Students share their sculptures created from recycled materials from Clever Octopus.

OBJECTIVES

- Develop and implement financial and sustainability efficiencies and best practices to reflect our commitment to DEIB and antiracism.
- Foster a culture of fundraising and nonprofit financial literacy amongst our staff and board.
- Work toward the use of asset-based rather than deficit-based lan guage in fundraising.
- Build a nimble and responsive funding model that is resilient to a dynamic economy and that lessens our reliance on charitable giving.
- Create a technological infrastructure that is equitable and sustainable and one that creates efficiencies and transparency in our work.
- Articulate the impact and mission of Spy Hop to the community in order to inspire giving and create enduring donor engagement and support.

- IT platforms and systems are in place for operational efficiencies.
- Have technological infrastructure to support building and programming operations.
- Organizational narrative and brand reflect an asset-based approach to talking about the young people we serve.
- Funding relationships allow for dynamic revenue streams that are responsive to the economic landscape.
- Have a financial reserve made of social impact investments that are generating annual operating income.
- A portfolio of donors that are aligned with Spy Hop's 10-year theory of change.
- Social enterprises, including the Rooftop and Phase 2 Productions are adding significant revenue to our budget.
- Year over year increase in the number of donors.

NOTES OF GRATITUDE

We are grateful to every student, parent, community member, and partner that participated in the design of our strategic plan. We recognize the commitment hundreds of folks made to make this plan possible by sharing their voice through our survey, strategy labs, and/or 1:1 interviews. We'd like to highlight a few folks to represent our gratitude to everyone. Thank you to our students for always pushing us to grow and being why we embarked on this strategic plan journey. Thank you to our co-conspirators in the youth media field, your light and impact inspire our continuous growth. Thank you to our consulting team, designEDengagement, for leading us through a participatory and human-centered design process. Thank you to our Core Team for guiding this process from idea to completion. And finally, thank you to the many stakeholders that made this plan possible and participated in a 1:1 interview; below is an abridged list.

Adia Waldburger, Educator

Alan Urie, Senior Vice President at Synchrony Bank Ian Shelby, Chief Operating Officer of the Community Foundation of Utah Annabel Sheinberg, Vice President External Affairs at Planned Parenthood Association Anapesi Ka'ili, Executive Director, Mana Academy Charter School Betsy Wallace, Managing Director, Sundance Institute Bryan Clifton, President, Redman Movies and Stories Caroline Moreno, Prevention Bureau Manager at Salt Lake County Health Department Carolyn Leone, Spy Hop Advisory Board Member Charlene Lu'i, Director of Education Equity, Granite School District Chris Harper, Realtor Dalouge Smith, Chief Executive Officer of Lewis Prize for Music Dan Reilly, Director of Innovation, RYSE Center Darlene McDonald, Senior Product Support Engineer - HCM Applications at Oracle Dylan Shepherd, Spy Hop Advisory Board Member Edward Lopez, Community Engagement Coordinator, Promise South Salt Lake Department Emily Mallory, Educator Gabriella Huggins, Executive Director at Art Access Ginette Diaz, Chief Operating Officer at Renaissance Youth Center Gretchen Dietrich, Executive Director, Utah Museum of Fine Arts Holly Yocom, Director of Community Services, Salt Lake County Jacob Brace, Government & Community Affairs Manager at Google Fiber Webpass James Jackson III, Founder and CEO of Utah Black Chamber Jami Duffy, Executive Director at Youth on Record

Jean Irwin, Spy Hop Advisory Board Member Jeff Poulin, Managing Director at Creative Generation Jen Humke, Senior Program Officer, Journalism and Media at John D. & Catherine T. MacArthur Foundation Jodi Graham, Executive Director of Utah Humanities Jodie Horgan, Educator, Youth Services Jon Hinojosa, President and Chief Innovation Officer at SAY Si Käthe Swabeck, Creative Youth Development Program Officer at Mass Cultural Council CRA Kathy Hale, Senior Credit Manager at Ally Bank Ken Verdoia, Spy Hop Advisory Board Member Kevin Gruneich, Spy Hop Advisory Board Member Kit Jenkins, Executive Director, Raw Art Works Larry Madden, Administrator, Educator Les Roka, Arts & Culture Journalist Leslie Peterson, Public Relations and Communications Consultant and Contractor VP for Development at Utah Symphony & Opera Lewis Francis, Spy Hop Advisory Board Member Lisiate "Richard" Wolfgramm Lorissa Jackson, Educator, San Juan School District Lulu Latu-Wolfgramm, Director, Director of Empowered Living Services Martha Black Zapata, On Air DJ, Night Estéreo Mary Smith, Prevention Case Manager at Salt Lake County Youth Services Meredith Lavitt, Spy Hop Advisory Board Member Mindi Holmdahl, Acting Principal at Horizonte Instruction and Training Center Natosha Washington, Dance Educator Dr. Oscar T. Moses, Lead Pastor, Calvary Baptist Church Rick Wray, Spy Hop Co-Founder/Advisory Board Member Shannalee Otanez, Social Worker Susan Malone, Executive Director at Wide Angle Youth Media Tarik Ward, Director of Strategic Operations and Music Programs at ELMA Philanthropies Inc. Tori Baker, CEO/ President of Salt Lake Film Society Travis Cook, Case Manager at Salt Lake County Youth Services Vicki Bourns, Salt Lake County Zoo, Arts & Parks Tier I Advisory Board Virginia Lund, Assistant Professor of Elementary Education at University of Rhode Island Virginia Pearce, Director, Utah Film Commission Wendy Levy, Executive Director at The Alliance for Media Arts + Culture

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Now is the time to start listening.

ARTISTRY AMPLIFIE

Connect with Us!

Kahlert Youth Media Arts Center 208 W. Harvey Milk Blvd. Salt Lake City, UT, 84101 801.532.7500 | spyhop.org



Spuhop Youth Media Matters