# HIGH-2023 LIGHTS CONSEIL DES ARTS DE MONTREAL



# 2023 IN NUMBERS

Agglomeration of Montréal's total contribution

\$21,506,600

Indexation of the Agglomeration of Montréal's contribution

\$670,900

(+ 3% vs. 2022)

Total amount invested in support programs

\$ 19,416,504

(+4% vs. 2022)

731

organizations and collectives supported

46

internships

404

individual artists supported

172

partners and donors

22,000

hours of funded internships

41

funded artist residencies

1,904

applications submitted



1,094

applications accepted



57%

acceptance rate



40th anniversary of the CAM en tournée (Touring Program)



CONSEIL DES ARTS DE MONTRÉAL HIGHLIGHTS 2023

# 1.1 EQUITY AND REPRESENTATIVENESS

2025 Target:
25%
of financial support
to priority groups

The Conseil continues to stand as a leader in equity and diversity. In 2023, the Conseil paid \$3,481,908 to priority applicants, representing 19,5% of awarded grants<sup>1</sup>

It should be noted that this percentage does not take into account all the other Conseil-funded initiatives led by arts organizations in the city. These initiatives engage a diverse clientele, including some from priority groups, enabling the cultural community to be increasingly representative of Montrealers.

For over 15 years, the Conseil has advocated for inclusion and diversity. It is committed to supporting arts organizations and collectives whose equity practices play an essential role in achieving representativeness, reflecting Montréal's rich diversity. While more work remains to be done, the Conseil notes the positive influence that this discourse has had in the arts community and the significant gains made collectively. This qualitative and quantitative impact is not reflected in the statistics mentioned above.

#### A new equity policy

In September 2023, the Council launched its new equity policy as a result of a consultative process that involved more than a hundred people. Eight priority applicant groups were identified and several tools were launched, including a self-identification form.

A formal land acknowledgment was also drafted and finalized with the Indigenous Arts Committee.

#### INDIGENOUS ARTISTS, COLLECTIVES AND ORGANIZATIONS

- > \$783,766 invested in Indigenous arts, representing close to 4.4% of the Conseil's support budget
- \$429,377 specifically awarded to Indigenous artists, collectives and organizations through five tailored programs
- \$354,389 awarded to non-Indigenous organizations for residency programs and support related to Indigenous arts

This year, a new research and creation residency that combines arts and science was created for Indigenous artists.

With the new Law 25 on data privacy coming into force and the need to align with its new equity policy, the Conseil has refined its data collection and accounting methods. While the percentage of grants awarded appears to have fallen since last year (20% announced in 2022), this is not the case. Using a new and more accurate calculation method, the amount paid in 2022 was actually \$3,346,905, or 19.3% of grants awarded. In addition, a self-identification form is being phased in for all programs by the end of 2024. The data collected will provide an even more accurate picture of our impact in the coming years.

## CULTURALLY DIVERSE ARTISTS, COLLECTIVES, AND ORGANIZATIONS

In 2023, \$2,138,578 was awarded to support artistic projects from culturally diverse communities, representing 12% of the Conseil's support budget.

- Support was granted to 89 artists, collectives, and organizations from culturally diverse communities, representing 8% of the total artists, collectives and organizations supported
- Eight awards were presented to support equity and representativeness
- > \$280,000 was awarded to the démART-Mtl internship program
- > \$84,925 was awarded to six residency programs exclusively for artists, collectives and organizations from culturally diverse communities

### ARTISTS, COLLECTIVES AND ORGANIZATIONS OF ARTISTS WHO ARE D/DEAF OR LIVING WITH A DISABILITY

In 2023, \$484,298 was provided to support Conseil initiatives and artistic projects by people living with disabilities, representing 3% of the Conseil's support budget.

Sky Dancers A'nó:wara Dance Theatre Barbara Kaneratonni Diabo Photo Credit: Brian Medina



#### Support increase

# SUPPORT FUND FOR ACCESSIBILITY COSTS FOR ALL PROGRAMS

Accessible at any time, this funding can cover various costs, such as hiring a professional to write a grant application, integrating D/eaf artists or artists living with disabilities into teams and projects, and producing performances adapted to an audience living with different types of disabilities.



**\$73,188** invested



43% increase from 2022



31 supported artists, collectives and organizations

# SUPPORT FOR D/DEAF ARTISTS OR ARTISTS WITH DISABILITIES (INDIVIDUALS, COLLECTIVES AND ORGANIZATIONS)



**\$350,000** invested



42% increase from 2022



26 applications accepted

#### Highlighting ability diversity



Launch of UQAM's first-ever *Dis/abilities Diversity Makes Culture Thrive* awareness campaign at the initiative of the Canada Research Chair on Cultural Citizenship of Deaf People and Cultural Equity Practices

#### **Diversity within the Conseil**

Culturally diverse	Indigenous
25%	10%
38%	3%
22%	0%
	25% 38%

Note: The self-identification form is voluntary, and each question offers the option "I prefer not to answer".

### 1.2 CONSOLIDATE MONTRÉAL'S CREATIVE CORE

2025 Target:

60%

of financial support
dedicated to the operation
of organizations

The arts community needs the trust of institutions if it is to be daring and take risks. The General Funding Program and related strategic initiatives are a major pillar of the Conseil's activities, helping organizations increase visibility and better plan their activities in the long-term. In a sector where instability is a given, our approach fosters sustainable, equitable and safe working conditions for all members of affected communities.

#### The circle of grant recipients widens

The General Funding Program supports the creation, production, dissemination and visibility of professional arts events in Montréal. Through its financial support to arts organizations, the Conseil promotes artistic outreach in all its forms throughout Montréal.

#### **OPERATING GRANTS AND PROJECT GRANTS**



**\$12,728,700** invested in 580 organizations and artists' collectives bringing together 437 artists



New call opens for two-year operating grants: 46 new organizations are accessing two-year grants for the first time, with a total of \$560,000 invested

- 47% acceptance rate
- 26% awarded to organizations from priority groups, 4.5% of which are Indigenous arts organizations



**58%** of financial support dedicated to the operation of organizations, representing \$10,721,300 invested in 345 organizations



Increased accessibility of artists' studios

\$457,304 invested to maintain an artistic presence in Montréal as well as the accessibility and sustainability of artists' studioss



The General Funding Program also allows the Conseil to fulfill its scouting mission by supporting first-time applicant organizations and fostering emerging new talent.

- > 115 first-time applicant organizations and collectives for project grants
- 36 first-time applicants accepted for an acceptance rate of 31%

#### NEW

#### **INNOVATION LAB FOR CREATIVE SPACES**

This lab facilitates access to creative spaces through partnerships. It explores innovative solutions to overcome the challenges of real estate projects, specifically related to creative spaces. It is built around three pillars (financial support, locations and expertise) and carried out in collaboration with the City of Montréal's Service de la Culture, with financial support from the Canada Council for the Arts and philanthropic support from Power Corporation of Canada. This is an unprecedented partnership between the Canada Council for the Arts and four project leaders from cities across Canada (Conseil des arts de Montréal, the City of Toronto, Calgary Arts Development and the City of Vancouver).

# PİLOT PROJECT FOR SUPPORTING COLLECTIVE CULTURAL REAL ESTATE PROJECTS – 3<sup>rd</sup> YEAR

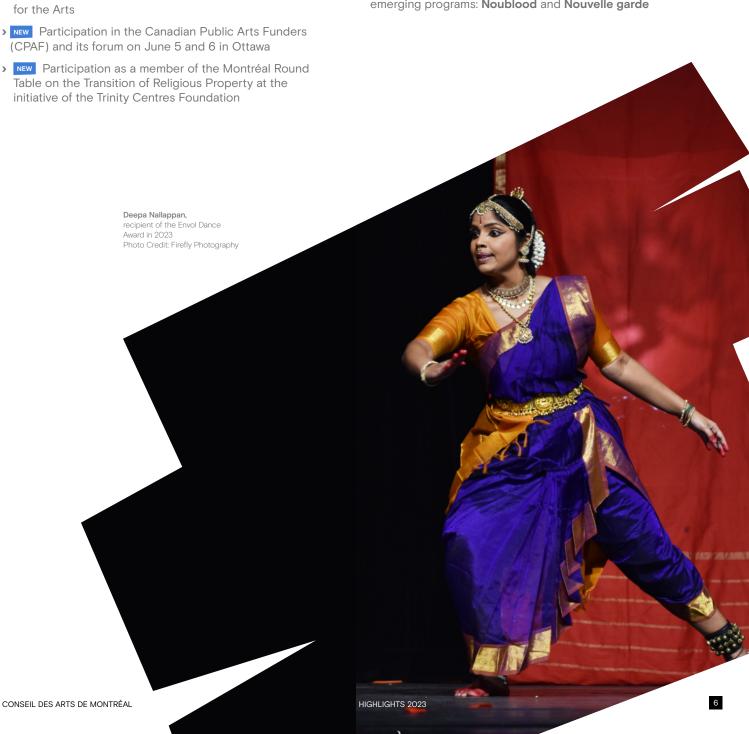
Seven organizations have been selected to receive the guidance of a technical resources group to jointly complete a phase of their cultural real estate project.

\$339,301 invested in direct rent support for artists' studios benefitting 420 artists, collectives and organizations in visual arts and craft arts as part of the funding program between the Conseil and the City of Montréal.

#### Collective support for the arts

The Conseil continues to interact and collaborate closely with all public, private and philanthropic partners involved in supporting the arts in order to better address the issues and needs of the arts community.

- > NEW Participation at the Arts Funding Forum from April 26 to 28 in Ottawa at the invitation of the Canada Council for the Arts
- > NEW Publication of the research study Concentration of Artists in Canada, which identifies the challenges faced by artists who live and work in Canada's four largest cities. This project is a collaboration between the Toronto Arts Council, the City of Vancouver, Calgary Arts Development, the Canada Council for the Arts and the Conseil des arts de Montréal
- > \$262,500 invested in continuing support for two major emerging programs: Noublood and Nouvelle garde



#### 1.3 PROXIMITY

#### 2025 Target:

Increased support for and presence of the arts in areas on the Island of Montréal currently underserved by the Conseil

Proximity is first and foremost about our team's relationships with artists, arts organizations and cultural organizations. We collaborated with many local and regional partners to help artists create, produce and disseminate their work close to home.

#### Dissemination

#### CAM EN TOURNÉE (TOURING PROGRAM): FOUR DECADES OF ARTISTIC EFFERVESCENCE

The 2023–2024 season kicked off with the 40th CAM Touring Program. Since 1983, this dissemination program has provided the public with free or low-cost access to works from various artistic disciplines. It helps artists connect directly with Montrealers in their own neighbourhoods.

The following initiatives were carried out to generate excitement about the **485 performances** that will take place this season:

> Publication of a special article in Le Devoir, "40 ans du CAM en tournée: un programme mythique pour démocratiser l'art"

- Social media competition to encourage the public participation in the activities; five people won a pair of VIP tickets to see the Orchestre symphonique de Montréal's Virée Classique
- Representation and speeches from the Conseil and elected officials at 14 shows throughout Montréal
- Key performances from recent years of the program were presented at the Conseil's 38th Grand Prix

#### **ICEBREAKER PILOT PROGRAM**

Launched in 2022, this pilot program gives organizations and collectives their first opportunity to disseminate their work through the Maisons de la culture network. The program selected five projects for dissemination from June to October 2023 in participating boroughs: Villeray–Saint–Michel–Parc–Extension, Côte–des–Neiges–Notre–Dame–de–Grâce, Sud–Ouest, Verdun and Mercier–Hochelaga–Maisonneuve.



Oktoecho, Transcestral Tanya Evanson - whirling dervish Also on the picture: Katia Makdissi-Warren, Nina Segalowitz, Norman Achneepineskum, Anouar Berrada, Moe Clark, Joséphine Bacon, Barbara Diabo, Bertil Schulrabe, Mohamed Raky, Firas Haddad, Eric Breton, Khalil Mogadem, Didem Basar, Marianne Trudel, David Ryshpan, Etienne Lafrance, Michel Dubeau, Ziad Chbat, Nuné Mélik, Valérie Belzile, Amina Tebini and Carla Antoun Photo Credit: Carlos Robio



## ADDITIONAL OPPORTUNITIES AND A VITAL PRESENCE IN MONTRÉAL

To better understand its partners' realities, the Conseil met representatives from three cities and five boroughs:

- > City of Dorval, City of Pointe-Claire, Beaconsfield
- > L'Île-Bizard-Sainte-Geneviève, LaSalle, Notre-Dame-de-Grâce, Côte-des-Neiges, Montréal-Nord

The Conseil team also took part in four support sessions organized by the City of Montréal's Service de la Culture for the artistic communities of Saint-Léonard, Notre-Damede-Grâce, Sud-Ouest and Villeray-Saint-Michel-Parc-Extension.

#### Résidences



41 residencies



52 artists, collectives and organizations supported



57 local and international partners

#### NEW

- The GRASSROOTS program has enabled 15 research, creation and production projects in more than 10 of Montréal's boroughs. All of these projects share the core aspect of being rooted in the artists' communities. They are the result of collaboration with key members of local communities, and the relationships they have with neighbourhoods is paramount.
- The One Planet, Countless Wor(I)ds program consists of two literary co-creation projects, each managed by a writer or literary artist
- > Circus Trajectory promotes creation in the east of the Island of Montréal

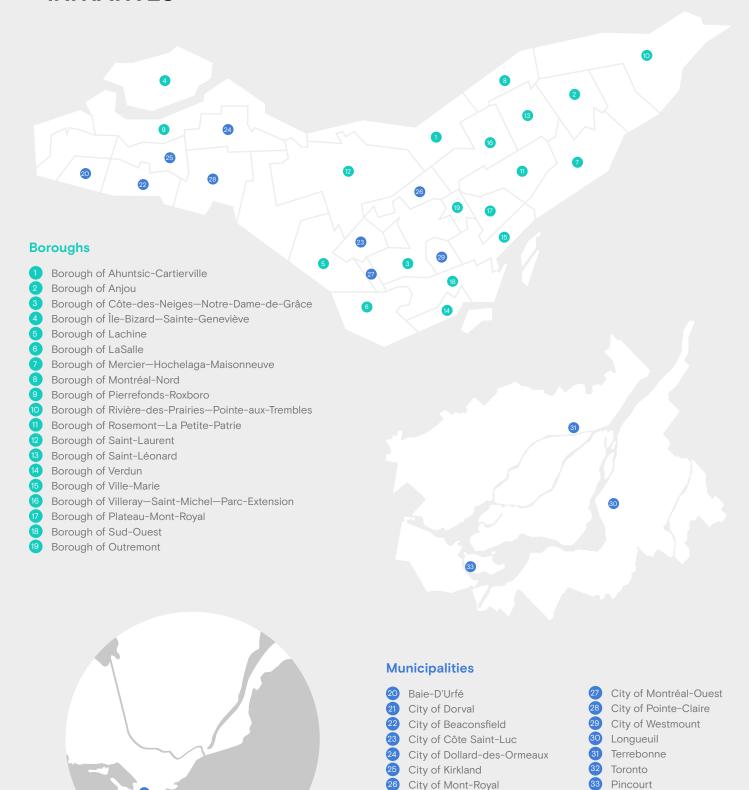
### THE ROAD TO ART INTERNATIONAL RESIDENCY PROGRAM

For a second year, the Conseil is supporting artists whose practice involves exploring cultural and artistic realities that are only accessible in other countries.

Eighteen new projects were supported in 15 countries to:

- > Strengthen intercultural dialogue with other countries
- Encourage closer ties with countries connected to Montréal's various diaspora communities
- Foster research and creation in Montréal's arts communities

# MAP OF INITIATIVES





#### 1.4 PHILANTHROPY



The Conseil has significantly boosted its initiatives to strengthen the philanthropic capabilities of Montréal's artistic communities and to make donating to the arts a cultural norm. In 2023, it unveiled its philanthropic development project, both to the general public and members of the philanthropic community.

#### Philanthropic vision and ambitions

The Conseil has been a registered charitable organization and public foundation since 1988. Through its philanthropic activities, the Conseil strives to provide sustainable initiatives and strengthen artistic communities.

#### NEW

At the annual meeting on September 21, the Conseil team and Philanthropic Development Committee unveiled their vision and ambitions for philanthropy. Their goal was to make Montréal's artistic ecosystem more inclusive, sustainable, and resilient by convincing more philanthropists to support the arts and increasing the Conseil's means to give back to communities.

The Conseil is focusing on three major philanthropic initiatives:

- > Equity and representativeness
- > Socio-ecological transition
- > Merit grants for artists

#### Record of fiscal sponsorship



A record \$762,277 was invested in grants, representing 336 donations received and 33 organizations supported



A 43% increase from 2022

#### Parcours: A Career in Philanthropy

To expand the scope of Parcours: Philanthropy Internship, the Conseil developed a pilot project for a professional residency in Toronto.

- 19 young philanthropy professionals from the Québec arts sector
- > Four days in Toronto
- > Eight professional meetings and two cultural outings with philanthropy experts from: The National Ballet of Canada, Soulpepper Theatre Company, Art Gallery of Ontario, Toronto Symphony Orchestra, Inspirit Foundation, Azrieli Foundation, Metcalf Foundation, Toronto Arts Foundation, Community Music Schools of Toronto and Crow's Theatre.

#### Strengthening philanthropic capacity

Six types of internships in cultural philanthropy

- A fourth cohort of 12 arts organizations participating in the Groupe des Vingt governance training offered by Concertation Montréal
- Support for Conversations philanthropiques en culture, a professional co-development and exchange group on cultural philanthropy
- Un acte pour le théâtre, a group initiative from 17 theatres (including 7 new theatres) with the common goal of sharing best practices and knowledge about individual donations

# 1.5 ENVIRONMENTAL RESPONSIBILITY

#### 2025 Target:

Eco-responsible criteria integrated into 100% of programs in line with the Montréal Climate Plan

The Conseil continues its transition toward environmental responsibility in line with the Montréal Climate Plan: Objective carbon-neutral by 2050. The Conseil will implement its Plan d'action écoresponsable 2022-2025 and take concrete steps to help organizations and artists to make this transition. Together, we will decarbonize the arts sector.

#### Supporting a socio-ecological transition

#### NEW

#### **CREATIVE GREEN CANADA TOOLS SUPPORT PROGRAM**

- Developed specifically for the arts and adapted to a Québec context, Creative Green Tools are carbon calculation and reporting tools that help organizations understand their environmental footprint over time
- > \$10.350 invested
- > 30 arts organizations supported

#### NEW

### SUPPORTING THE ARTS COMMUNITY THROUGH THE ECOLOGICAL TRANSITION

\$5,000 invested to support *La série qui outille – Mettre en place un plan d'action en transition écologique; les clés pour réussir* by Culture Montréal, in collaboration with the Carmelle and Rémi-Marcoux Chair in Arts Management at HEC Montréal. A morning discussion has been proposed to demystify implementing an ecological transition policy.

# SUPPORTING ENVIRONMENTALLY RESPONSIBLE PROJECTS – SECOND YEAR OF TERRITORIAL PARTNERSHIP AGREEMENT

Continuation of the Environmentally responsible production, dissemination, promotion and consolidation joint program between the Conseil des arts et des lettres du Québec (CALQ) and the Conseil des arts de Montréal, in collaboration with Culture Montréal. The goal is to encourage professional arts organizations on the island of Montréal to adopt environmentally responsible practices.

\$338,000 awarded to 16 arts organizations by the Conseil and the CALQ to develop projects to transition to environmental responsibility or carry out artistic projects incorporating environmental responsibility

#### LISTEN AND SPEAK UP

The Conseil is increasing its presence and participation in spaces for exchange and concertation on the subject of an environmentally responsible transition. It intends to bring the voice of the arts community to conferences and the following committees:

- As a participant in Understanding, debunking, dreaming, and taking action, an event about Montréal's socioecological transition by Transition en Commun
- As an observer member of Culture Montréal's Commission permanente culture et transition écologique

### 2.1 INFLUENCE AND PROFILE

2025 Target:

Improved understanding of the Conseil's mission and roles among key stakeholders

In 2023, the Conseil's priority was to communicate and promote our role to build trust. We always strive for greater transparency about our decisions and impact because we have a genuine and committed relationship with the arts communities and our partners.

#### **Evolution of content strategies**

- Collaboration with Canidé to launch a new content dissemination strategy on our social networks and in our newsletters to better meet the needs of our audiences and express our personality and priorities
- Organization of a dissemination schedule for around 50 calls for projects to better reach arts clienteles

#### **Communications transparency**

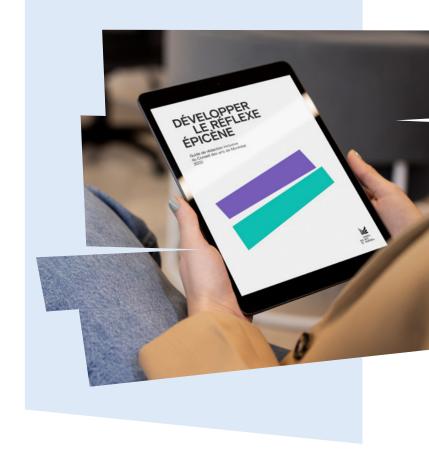
- Dissemination of project results on our website upon approval by the Board of Directors
- Redesign of the Annual Report to better reflect progress toward targets in the 2022–2025 Strategic Plan

#### NEW

#### Publishing an inclusivity style guide

Production and distribution of *Développer le réflexe épicène*, a French-language style guide and aide-mémoire to open doors to communication and improve access to the Conseil's services, which reflect its core values of equity and agility.

This guide is available on the website for both the Conseil and the artistic community.



# 2.2 PROMOTE THE VALUE OF THE ARTS

2025 Target:

To launch a barometer
of various vital signs
regarding arts and culture

A part of valuing the arts is understanding its impacts and benefits within a community, so the Conseil conducted a comprehensive review of recent studies in the arts sector to share important knowledge and data.

Another part of valuing the arts is showcasing the talent of the remarkable artists who make Montréal a city where art comes to life.

In 2023, the Conseil collaborated with organizations to launch new awards in the visual arts, circus and environmentally responsible sectors.

#### THE GRAND PRIX: THRIVING TOGETHER

- On April 6, 2023, Édith Cochrane hosted the 37th Grand Prix at the Palais des congrès de Montréal for nearly 800 guests from the artistic, business and municipal communities:
  - Grand Prix awarded to **Duceppe**
  - Jury Prize awarded to JOAT Festival international de street dance
  - Audience Award awarded to Cinéma Beaubien after receiving 7,068 votes, a 132% increase from 2022
  - \$90,000 in grants awarded to the 8 finalists:
     Cinéma Beaubien, Duceppe, the Festival de
     littérature jeunesse de Montréal, JOAT Festival
     international de street dance, Les Érotisseries
     (Productions Carmagnoles), Onishka, Salle Bourgie
     and Sight+Sound 2022 (Eastern Bloc)
  - Major partners: Télé-Québec, Desjardins Caisse de la Culture and La Presse

#### AWARDS TO RECOGNIZE ARTISTIC VITALITY

- \$86,000 in grants awarded directly to artists and arts organizations to reward their outstanding achievements, as recognized by their peers
- Eight awards to promote equity and diversity, including a new partnership with MUZ, the Rendez-vous des musiques métissées produced by Vision Diversité
- NEW First collaboration with En Piste to recognize three personalities whose achievements and commitment helped position Montréal as the international capital of circus arts

#### **VISUAL ARTS ON DISPLAY**

Free exhibitions at the mezzanine of the Maison du Conseil, located at the Gaston-Miron Building, to promote diversity in Montréal's visual arts:

- Spirit of the gods. Spirit of a place, exhibition by Oski Awoyo (February 22 to April 22)
- > Bijin 美人: Japanese Beauty with the Artasiam art gallery for Accès Asie (May 2 to 27)
- DAART Discovering the diversity of autism through art by WECAN (September 14 to October 31)
- > S.L.A.P: Standing Loud and Proud, designed by the youth of Educonnexion (December 1 to 20)



Presentation of the 37th Grand Prix to Duceppe From left to right: Ben Marc Diendéré (CAM), Amélie Duceppe, David Laurin and Jean-Simon Traversy (Duceppe), and Nathalie Maillé (CAM) Photo Credit: Normand Huberdeau

# 3.1 ORGANIZATIONAL CULTURE

#### 2025 Target:

Certification with BNQ Healthy
Enterprise - Prevention, Promotion
and Organizational Practices
Contributing to Health and Wellness
in the Workplace

In 2023, the labour market continued to change and pose challenges to arts organizations, including staff turnover and labour shortages.

At the Conseil, we put people at the heart of our organization. Our workplace prioritizes mental and physical health so that everyone can develop professionally and personally.

#### Improved working practices and conditions

- We conducted a market study on wages in the cultural sector to create a new salary scale that ensures internal pay equity. We also evaluated all positions based on specific work-related criteria at the Conseil. This study helped us make a fair and equitable assessment of our staff's salaries and adjust accordingly.
- > We implemented a pilot project in the summer schedule.
- > We revised the organizational structure of several sectors and modified work positions for agility and efficiency.

#### A strong foundation

We believe that a strong organizational culture fosters engagement and mobilization. This is why we're implementing our Collective Garden, which includes processes and strategies with continuous feedback intended to improve consistency and alignment.

- A survey will be conducted on the vitality of organizational culture and the results will be shared with the whole team
- > Training will be offered to help adapt to changes
- Continued training will be provided for new employees to promote the principles of the Collective Garden
- A unique onboarding plan will be developed for each new employee



Photo Credit: Normand Huberdeau

### 3.2 CONTINUED **IMPROVEMENT**

#### 2025 Target:

To measure the Conseil's impact in real time with reliable indicators, data and tools

The Administration, Finance and IT teams were restructured in 2023, while management and other teams were consolidated in the fall of 2023.

- > The Head of Physical Resources position was removed
- > Two resources were hired to solidify the IT team and one position was created for one of the hires (Customer Relationship Management [CRM] Application Pilot)
- > Implementation of IT tools for project monitoring (Asana, Miro, Confluence)
- > A privacy policy was adopted in September 2023 in accordance with the Act respecting Access to documents held by public bodies and the Protection of personal information (CQLR, chapter A-2.1)
- > Continued implementation, development and first tests of the customer relationship management (CRM) system
- > Implementation of measures from the IT team to support the Conseil as the City of Montréal migrates to Microsoft 365
- > Updated operating grant application forms for the early 2024 call Forms have been aligned with CALQ forms to make it easier for organizations to apply



Maison du Conseil des arts de Montréal

### 3.3 FINANCIAL **RESOURCES**

2025 Target:

Revenue increased by \$25M

In ongoing economic uncertainty, the Conseil is maintaining its own-source revenue development strategy and pursuing rigorous budget management. This resulted in a surplus in 2023, so \$500,000 will be allocated to grant programs in years to come.



Overall budget increase of 7% from 2022 for a total of **\$23,687,818** 



Indexation of the Agglomeration of Montréal's contribution: 3.2% for an amount of \$21,506,600 compared to the \$24 million target for 2025



Exceptional interest income increase of 286%; based on guaranteed investment rates, this revenue amounted to \$581,804 in 2023 compared to \$150,835 in 2022



Revenue increase of 12% at the Maison du Conseil

- Development of a new studio reservation platform
- Development and inauguration of a new laboratory studio

#### Philanthropic development and partnerships

The Conseil is firmly pursuing its initiatives and advocacy to encourage more philanthropists to donate to the arts. The Conseil strives to foster the efforts of Montréal arts organizations, ensure it has more resources to support them and help them in their philanthropic development. In 2023, the Conseil created philanthropic development projects to generate donations for:

- > Equity and representativeness
- > The socio-ecological transition
- Grants for artists
- > Endowment funds
- > The mission of the Conseil des arts de Montréal



There was a 97% increase in donations and partnership revenues thanks to the contributions of many partners and other people interested in getting involved in the arts in Montréal

Of the total amount of \$409,047 (compared to \$207,790 in 2022), donations represent \$249,047 (Power Corporation of Canada, J. Armand Bombardier Foundation, Trottier Family Foundation, RBC Foundation and anonymous donors) and partnership income represents \$160,000 (Canada Council for the Arts, Caisse Desjardins de la Culture, SODEC, Télé-Québec).



43% revenue increase from fiscal sponsorship

