City of Miami Beach (TCD) - Cultural Anchors FY 23/24 - FULL APP

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Phone:

Email:

THIS DOCUMENT HAS BEEN EDITED FROM ITS ORIGINAL FORMAT TO EXCLUDE PERSONAL ORGANIZATION INFORMATION.

THIS DOCUMENT MAY BE USED AS A ROUGH GUIDE TOWARDS FUTURE APPLICATIONS. QUESTIONS ARE SUBJECT TO CHANGE.

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2. Background

Mission: Please state the mission of your organization.

The mission of the XXX is to prepare graduates of music programs for leadership roles in orchestras and ensembles throughout the world.

Brief History: Provide a brief history of your organization's services and programs.

The XXX, offers a three-year postgraduate ARTIST program focused on three experiential pillars: performance and musicianship, audience and community engagement, and leadership and entrepreneurship. Three elements integral to the mission of XXX inform these pillars: distance learning; equity, diversity, inclusion, and belonging (EDIB); and wellness. Co-founded in 1987 by STAFF - and now under the artistic leadership of STAFF; seeks to expand its 87 ARTISTS musical and professional horizons beyond traditional conservatory training. Visiting faculty offer masterclasses, coaching, and seminars in audition training, performance psychology, communications, and community engagement. XXX ARTISTS perform weekly concerts, playing a diverse repertoire in an array of performance formats.

XXX has launched the careers of more than 1,200 musicians. Alumni are members of orchestras around the country, and in symphonies and chamber orchestras around the world. In addition, many alumni have chosen careers in chamber music, arts management, and music education.

Recognition of Organization: Please upload reviews & editorial content by acknowledged critics, professional evaluations by recognized experts in your field, and any other press-related documents that prove your organization's artistic excellence.

(Please combine all recognition-related items into one document, and upload it here.) Concert Reviews 2021-22.pdf

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3. Board Structure

How many members are on your board?

36

How often is your board required to meet?

Quarterly

What is the required financial contribution of each board member and how much does the board contribute annually to the organization?

\$25,000; \$2M total

How many board members financially contribute to your organization?

100%

What percentage of your budget is raised by your board?

11%

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4. Funding Request

Grant Amount Requested

\$35,000

How do you ensure that your programming is accessbile to the public?

XXX consistently plans for its annual programming to include at least 30% of its concerts to be presented at no cost, with an additional 20% presented at less than \$20 per ticket. XXX PROGRAM concerts in LOCATION are presented free to the public, as are XXX's mobile PROGRAM events, and all XXX community engagement activities are also provided for free. Additionally, XXX offers a limited number of reduced-price tickets, including student tickets, rush and standby tickets, and group discounts.

Is your organization currently involved in litigation with the City of Miami Beach?

Does your organization currently have an outstanding balance with any City of Miami Beach facility, department, or agency?

No

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5. Budgeting and Accounting

Please describe how your organization secures the funding required to deliver it's programs annually. XXX takes a proactive approach to fundraising, regularly pursuing funding opportunities from government agencies, individuals, corporations, and foundations. In fiscal year 2021-22, such funding accounted for 60% of XXX's operating budget. The remainder of the budget came from earned income (17%) and endowment earnings (23%).

XXX's endowment fund, established in 1991, is included within the net assets of the XXX, Inc. As of June 30, 2022, the total value of the endowment was \$111,420,345. The spending rate for fiscal year 2022-23 was 5%; spending is based on a rolling 28-quarter average.

XXX is governed by a Board of Trustees, comprising local and national civic and business leaders with an interest in the success of the organization. They reside in Miami-Dade County and across the United States. There are 36 trustees; additionally, XXX's artistic director and president serve as ex officio members. Board members are required to donate \$25,000 each season to the annual fund and contribute to XXX's annual gala, though many give in excess beyond their obligation. In addition to their financial commitments, they demonstrate a commitment to the organization in terms of their time and active participation, including concert attendance. As XXX advocates within their communities, board members identify potential donors and review reports from management to ensure that activities meet the objectives of XXX's strategic plan.

Within the Board of Trustees, XXX has an 10-member Development Committee that leads the organization in its efforts to secure funding for the annual operation of XXX and for special projects. The responsibilities of the Development Committee include educating XXX constituencies about the need for philanthropy to support XXX programming excellence; supporting and facilitating all XXX fundraising activities; increasing annual giving to ensure maximum donor and constituency participation; ensuring that effective fundraising plans are formulated and implemented for every constituency and coordinated by appropriate staff; and encouraging trustee participation in all fundraising efforts and providing specific assignments for trustees in development activities.

How does your organization document its multi-year fiscal responsibility and accuracy?

XXX undergoes a complete financial audit at the conclusion of each fiscal year, conducted in accordance with standards generally accepted in the United States of America. All XXX audits to date have concluded with an unqualified opinion issued by an independent auditing firm. The most recent audit was of the 2021-22 fiscal year by Marcum Accountants and Advisors.

Within the Board of Trustees, a 17-member Finance Committee bears responsibility for reviewing all aspects of the current and projected operating budgets and authority for proposing them to the Executive Committee and

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Full Board. The Finance Committee also works with XXX's Executive Vice President and Chief Financial Officer to ensure the annual budget reflects the relevant priorities as outlined in the organizational strategic plan; regularly reviews XXX finances, general financial policies, and the administration of the annual budget and to report periodically on such administration to the Executive Committee and the Board of Trustees; periodically reviews the status of contingency funds and restricted accounts; and reviews and makes recommendations on proposals for banking and finance operations of the corporation. Additionally, XXXs 11-person Investment Committee oversees management and investment of all endowment funds; approves investment guidelines; evaluates the performance of investment managers, consultants, and custodians; and monitors investment objective progress.

Please describe how your organization maximizes the impact of your financial resources in order to sustain and expand current programs, as well as develop new ones.

XXX takes pride in maintaining a healthy financial position despite the challenges of the last few years. Despite the global pandemic and economic downturn, XXX continues to grow in a healthy sustainable way. Our budget has grown to just over \$20M, which allows us to offer a combination of in-person concerts and digitally available content to satisfy the evolving ways in which classical music is enjoyed.

To address long-term institutional sustainability, a steadily growing reserve fund addresses institutional opportunities, needs, and vulnerabilities that are not reflected in the regular operating budget. At the end of the 2022 calendar year, the reserve account stood at \$7.3 million.

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6. Organizational Budget Income

Revenue FY21/22 FY22/23 FY23/24

Admissions/Ticket Sales Membership & Subscriptions

Contracted Services

Concessions

Investment Income

Space Rental

Program Revenue
Other: Alton Pointe

Other: Application Fees and other miscellaneous

income

SubTotals: \$\$\$ \$\$\$ \$\$\$

Private Support FY21/22 FY22/23 FY23/24

Corporate Foundations Individuals Board Members

Other: Special Events

In-Kind

SubTotals: \$\$\$ \$\$\$ \$\$\$

Government Support FY21/22 FY22/23 FY23/24

Federal Local - City Local - County State/Regional

SubTotals: \$\$\$ \$\$\$

Other Support FY21/22 FY22/23 FY23/24

SubTotals:

Income Totals:

Applicant Cash

Funds Released from Restriction

\$\$\$

\$\$\$

\$\$\$

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7. Organizational Budget Expense

Personnel FY21/22 FY22/23 FY23/24

Administration

Artistic

Education

Technical/Production

Support

Fringe Benefits

Outside Artistic Fees/Service

Outside Other Fees/Services

Facilities: BUILDING and Alton Pointe

Audience Engagement, Research and Design

Musician Advancement

SubTotals: \$\$\$ \$\$\$

Contracted Services FY21/22 FY22/23 FY23/24

Administration

Artistic

Education

Technical/Production

Support

Arts Management Consultant

Videographer/Photographer (Documentation)

Security Services

Parking Services

Audience Engagement, Research and Design

and Institutional Advancement

Community Engagement and Technology and

Information Systems

Business Development

SubTotals: \$\$\$ \$\$\$ \$\$\$

Production Expenses FY21/22 FY22/23 FY23/24

Transportation/Shipping

Printing

Travel

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Phone:

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Equipment rental for Performances

Box Office

i2, Technology and Information Systems

Concert Production and Media

SubTotals: \$\$\$ \$\$\$ \$\$\$

Marketing/Publicity FY21/22 FY22/23 FY23/24

Advertising

Design

Printing

Mailing/Postage

Audience Engagement, Research and Design

Public Relations

Guest Services

SubTotals: \$\$\$ \$\$\$ \$\$\$

Accessibility FY21/22 FY22/23 FY23/24

Equipment Rental and/or Personnel for Program

Accessibility

SubTotals: \$\$\$ \$\$\$

Space and Facility Rental FY21/22 FY22/23 FY23/24

Office

Theatre, Hall, Gallery, etc

Alton Pointe

Business Development

SubTotals: \$\$\$ \$\$\$ \$\$\$

Remaining Operating Expenses FY21/22 FY22/23 FY23/24

Office Supplies

Sales/Concessions

Fundraising

Interest

Utilities

Phone

Postage

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Primary Contact:

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Insurance
Additional Operating Expenses
Miscellaneous + Move & Storage Expenses
Repairs and Maintenance
Bank & Financial Fees
Other Materials & Supplies
Concert Production, Box Office, and Community
Engagement
Audience Engagement, Research and Design,
Institutional Advancement, and General
Administration

SubTotals: \$\$\$ \$\$\$

Expense Totals: \$\$\$ \$\$\$

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8. In-kind Budget

Percentage of In-Kind Contributions cannot exceed 25% per year.

In-Kind Contributions FY21/22 FY22/23 FY23/24 WWW, LLC **MMM LLC** SWMWA, PA **S Production TIC Culinary & Event Design** SubTotals: \$\$\$ \$\$\$ \$\$\$ **Secured Cash Funding Sources** FY21/22 FY22/23 FY23/24 SubTotals:

\$\$\$

\$\$\$

\$\$\$

Totals:

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9. Proposed Grant Award Budget

Proposed Grant Award Budget Expenses

Personal - Artistic

Personal - Technical

Personal - Administration

Outside Artistic Fees

Marketing/ Publicity

Printing

Postage

Equipment Rental

Space Rental (Performance Related Only)

SubTotals: \$\$\$

Expense Totals: \$\$\$

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11. Current Programming Impact (FY 22/23)

Cultural Impact: How does your approved program for FY 22/23 contribute to Miami Beach's portfolio of cultural and artistic excellence?

XXX's 2022-23 season continues the tradition of innovative programming and artistic excellence for which the organization has been recognized since its founding in 1987. Adopting a hybrid mixture of in-person performances and virtual offerings, this season features sixty-five classical music presentations, with all but four of them taking place at the BUILDING in Miami Beach. These concerts present a diverse repertoire of classical music through formats including traditional, contemporary, family-friendly, and educational.

In addition to new XXX Artistic Director STAFF and Co-Founder and Artistic Director STAFF, more than 45 guest artists are performing with XXX ARTISTS for South Florida audiences. Guest conductors include GUESTS DOING SPECIAL PERFORMANCES LISTED HERE - ABOUT 20+ LISTED.

Several of these artists will be making their XXX debut.

From February 3 to 15, 2023, XXX presented PROGRAM in Europe, the second year of an annual multi-disciplinary, multi-tiered festival that celebrated the history and influence of the Harlem Renaissance movement in Europe. This festival was comprised of seven distinct events, including several free presentations and featured orchestral music, talks, recitals, chamber music and a film screening. It was conceived by STAFF in collaboration with musicologist STAFF AND WORKPLACE who curated and led the festival. Collaborators included soprano ARTIST AND QUALIFICATIONS, conductor ARTIST AND QUALIFICATIONS, bandleader, saxophonist, and arranger ARTIST AND QUALIFICATIONS, and pianist ARTIST AND QUALIFICATIONS. The festival also featured the exhibition WORKS curated by ARTIST, a children's concert celebrating early 20th century Black composers, and a free screening of the film The Harlem Hellfighters Great War presented in LOCATION.

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Social and Community Impact: How does your approved program for FY 22/23 enhance the quality of life for residents, visitors and Miami Beach's diverse community? Also detail any collaborative efforts your current programming has with other Miami Beach Cultural Anchors or Presenters for FY 22/23.

XXX is providing 8 free PROGRAM concerts to Miami Beach audiences during the 2022-23 season. Since the BUILDING opened in 2011, XXX has provided more than 100 free PROGRAM concerts to a cumulative audience in excess of 180,000 people. These events make classical music accessible and affordable to Miami Beach residents and visitors.

Community engagement is a vital part of XXXS's ARTIST program. ARTISTS receive specialized training and practice their skills in the concert hall and in sites across Miami-Dade County. Through training and application of skills in practice, ARTISTS develop engagement techniques to interact with community members of all ages from diverse backgrounds. Besides offering an important service to the community, these programs prepare ARTISTS to be effective educators, communicators, and role models.

XXX is collaborating with fellow Miami Beach Cultural Anchor ZZZ on an interdisciplinary program conducted by ARTIST that will be performed at the BUILDING on May 6th and 7th, 2023. The performance will also be available to view for free as a PROJECT concert in LOCATION on May 7th.

Economic Impact: How does your approved program for FY 22/23 enhance Miami Beach's cultural tourism or its image as an international cultural destination?

Spending in 2015 by Miami-Dade County nonprofit arts & culture organizations and audiences totaled more than \$1.4 billion (Arts & Economic Prosperity V; Americans for the Arts). The same report finds that nonprofit arts & culture event attendees spend an average of \$35 per person excluding the cost of admission (e.g., meals, ground transportation, lodging). With an operating budget of \$20 million and a robust population of Miami Beach residents and visitors of all ages served throughout the year, XXX's 2022-23 season is a significant contributor to the economic health of the local community.

XXX regularly attracts out-of-town visitors; approximately 10% of XXX's annual ticket holders reported a primary residence outside Florida, including 1% from outside the United States. Additionally, XXX engages roughly 150 visiting faculty and guest artists per season, almost all of whom are out-of-state residents or touring foreign nationals. XXX also engages more than 200 supplemental and substitute musicians every season, many of whom are from out of town. These visitors and artist residencies generate revenue for local hotels, restaurants, and businesses.

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13. Proposed Programming Impact (FY 23/24)

Please further describe your proposed program/project to be presented in Miami Beach between October 1, 2023 - September 30, 2024.

During the 2023-24 season, XXX is scheduled to present approximately 55 concert performances in the BUILDING in Miami Beach. Programming for the season will include an orchestra subscription series; a chamber music series; a family series; a contemporary music series; and several additional full orchestra concerts.

Cultural Impact: How does your proposed program for FY 23/24 contribute to Miami Beach's portfolio of cultural and artistic excellence?

XXXs 2023-24 season will include a wide-ranging mix of concert and other performance activities that will form the basis for the ARTIST's experiential curriculum. Underlying that curriculum is an abiding commitment to artistic excellence. That commitment stems from XXX's artistic leadership and extends through the fruitful relationships XXX has forged and maintains with many of today's most distinguished musical artists, who are—relative to XXX's educational mission—selected and engaged not only for their superb performance abilities and for the specialty disciplines in which they excel, but also to serve as teachers, mentors, and role models to the ARTISTS.

GUESTS DOING SPECIAL PERFORMANCES LISTED HERE - ABOUT 20+ LISTED

Out of the 55 performances currently planned at BUILDING next season, 31% will be presented at no charge, and an additional 20% will have all tickets priced at \$20 or less. Additionally, XXX PROGRAM concerts are free to the public.

XXX's free concerts include the following four program types:

- -Pre-Season Concerts: Designed as ensemble-building exercises intended to integrate the first-year ARTISTS, these concerts take place in September. (3 presentations)
- -Forums: Curated and produced by the ARTISTS, Forums come alive through musical spontaneity and unique artistic partnerships. (5 presentations)
- -PROGRAM Music: These behind-the-scenes presentations offer an intimate glimpse into a musician's craft, covering topics from music appreciation to the historical context of composers and more. Audience members are encouraged to participate by asking questions and taking part in post-presentation discussions. (4 presentations)
- -SSS PROGRAM Series: Presented in the LOCATION at BUILDING, SSS PROGRAM feature one or two ARTISTS in recital programs they design. (5 presentations)

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Social and Community Impact: How does your proposed program for FY 23/24 enhance the quality of life for residents, visitors and Miami Beach's diverse community? Also detail any collaborative efforts your current programming has with other Cultural Anchors or Cultural Presenters in Miami Beach for FY 23/24.

XXX's community engagement programs provide families, students, teachers, and adults opportunities to learn about and experience classical music. Community engagement activities during the 2023-24 season will include the following free annual programs:

Education Concerts: These thematic daytime concerts introduce students (grades 4 –12) to the concert-going experience, major orchestral works, and famous composers. XXX provides free transportation for all attendees, and teachers receive a study guide to heighten the educational impact of the performance. (Estimated participation: 2,500 students; 30 schools)

Community Collaborations: Throughout the season, XXX ARTISTS will provide 30- to 60-minute interactive and thematic class presentations to schools and partner organizations that allow students opportunities to develop their listening skills, gain knowledge of cultural history and make a personal connection to the art of music. (Estimated participation: 500 students; 5 schools and partner organizations)

Rehearsal Observations: Local schoolchildren attend XXX rehearsals with internationally renowned conductors and soloists. Prior to rehearsals, students meet with ARTISTS to learn about both the musical pieces and the instruments. (Estimated participation: 120 students; 4 schools)

PROGRAM Concert: Advanced young instrumentalists (grades 7 through 12) audition for the chance to perform alongside XXX ARTISTS in a PROGRAM concert at the XXX BUILDING. Participating students develop a musical working relationship with ARTISTS as they together prepare and perform orchestral works. The auditions are open to string, woodwind, brass, and percussion students. (Estimated participation: 30 students; 15 schools)

PROGRAM: This season-long music mentorship program is an investment in the music education of Miami-Dade County students. PROGRAM brings XXX ARTISTS into the youth music programs of four partner organizations to give students hands-on experience in the field of music performance. The program serves the music students of five local public schools and programs including Miami Beach Senior High School. (Estimated participation: 200 students; 5 partners)

At this time, XXX does not have collaborations planned with any other Miami Beach Cultural Anchors or Presenters for the 2023-24 season.

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Economic Impact: How does your proposed program for FY 23/24 enhance Miami Beach's cultural tourism or its image as an international cultural destination?

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XXX regularly attracts out-of-town visitors; approximately 10% of XXX's annual ticket holders reported a primary residence outside Florida, including 1% from outside the United States. Additionally, XXX engages roughly 150 visiting faculty and guest artists per season, almost all of whom are out-of-state residents or touring foreign nationals. XXX also engages more than 200 supplemental and substitute musicians every season, many of whom are from out of town. These visitors and artist residencies generate revenue for local hotels, restaurants, and businesses.

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14. Additional Uploads











Title: XXX Concert 2023 Download: 260627. View File

Title: XXX Concert 2023 Download: 260628. View File

Title: XXX Download: 260626. View File

Title: XXX [excerpt] Download: 162369.mp3 View File

Title: XXX 2022-23 Season Promo Download: 260636.mp4 View File



Title: XXX Promo Download: 260639.mp4 View File



Title: XXX 2022 Download: 260634.mp4 View File



Title:XXX Community **Engagement Brochure**

Download: 260621.pdf View File

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15. Audience Reach

How does your organization engage audiences, reach target audiences and assess feedback? XXX's programmatic philosophy is that the preparation of its ARTISTS is best achieved by devoting a significant portion of the curriculum to artistic experiences comparable in musical content to ones ARTISTS will later encounter under professional circumstances. Thus, many of XXX's 2023-24 concert activities will be, relatively speaking, "traditional" in content, combining music for orchestra and ensembles that ranges in time from the early 18th century to the present (including works commissioned and premiered by the organization). To make this music accessible to and easily approachable by audiences today, XXX has become an industry leader in modernizing the presentation of its more traditional concerts through use of explanatory commentary during performances and by capitalizing on the technological possibilities enabled by the XXX BUILDING (e.g., projected program notes; explanatory videos by performers and living composers; video profiles of ARTISTS; videos designed to accompany and correlate to the music performed; theatrically-oriented projection and lighting effects).

To expand its appeal to newer, younger, and more diverse audiences, XXX strives to imagine and present alternative concert experiences that intentionally depart from traditional performance models, creating new points of entry into classical music. These experiences, philosophically speaking, are also intended to inspire ARTISTS to think expansively about different ways to reach modern audiences, both during their LEARNING and later in their professional careers.

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16. Audience and Programming Assessment

Please upload your most recently completed Audience Survey findings here. This document must include sample surveys, submitted surveys from audience members, and overall findings. *In-Person Audience Surveys.pdf*

Please describe in detail the most important conclusions that you and your team discovered while evaluating your Audience Surveys. (For example: What did the majority of audience members like/dislike? What are the main demographics of your overall audience? What demographics are missing from your audience? Are there any other significant findings that are important? If so, please describe them here.)

Based on ten years of survey data collection, XXX's most important audience research-based findings to date on buyer behavior are:

- -alternate format concerts are the largest driver for new audiences;
- -members of the audiences for alternate-format programs do make subsequent purchases;
- -purchasing behavior shows these newcomers are conservative with trying offerings outside the format or concert type that brought them in; and
- -long-term longitudinal studies reveal that it may take several more seasons for new audiences to return to XXX.

The most remarkable finding about impact (i.e., captivation, emotional resonance, satisfaction, and future appreciation) is that new audiences react to alternate format concerts as strongly as audiences at traditional concerts. This is a testament to the seamless integration of high-quality performance into the alternate format experience. By placing the highest priority on performance standards, XXX has been able to consistently deliver deep intrinsic impact to all our audiences.

XXX's PROGRAM concert research study provided a demographic profile of the audience, revealing that attendees are both younger and more ethnically diverse than those who attend traditional concerts. Furthermore, survey data revealed three themes in an analysis of attendees' motivations: social fulfillment and sense of belonging (sense of community); setting and casual atmosphere (outdoor environment; free); and music and affirmation (programming, performance).

Taking into consideration your data findings, how do you plan to incorporate these findings into your upcoming programming in Miami Beach in order to further develop, expand, and diversify your future audiences? (In your answer, please include your planned marketing techniques and any adjustments

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to your programming that can show active accommodations in direct response to your survey's findings).

XXX envisions a strong, secure future for classical music, seeking to redefine, reaffirm, and share its traditions with as many people as possible. As a laboratory for musical education, expression, and experimentation, XXX finds it important to maintain institutional flexibility that allows for change and growth in response to the challenges of the orchestral field. XXX continually solicits feedback from audiences, visiting faculty, and staff to gauge their experiences, gathering as much information as possible to make informed decisions about future program development.

What improvement can you make in the upcoming program cycle to reach your goal?

Constructive audience feedback will be used to make incremental adjustments to artistic, marketing, and educational program content as appropriate.

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17. Marketing and Communications

Please upload examples of your marketing materials from your previous season programming. (Please combine all marketing-related items into one document, and upload it here.)

Marketing Materials.pdf

Please describe (in detail) your proposed marketing plan for the upcoming season (FY 23/24).

Recognizing that patrons receive and process information at an ever-accelerating pace, XXX has adapted its marketing and audience development strategies accordingly. While XXX still buys print advertisements in certain instances, the primary emphasis is now digital. XXX uses a metrics-based approach to assess and adjust digital advertising campaigns' effectiveness.

A robust, segmented email strategy is at the core of XXX's marketing. Survey data and Google analytics have confirmed that email is XXX's most effective tool to engage patrons. XXX sends nearly 800 emails during the season, including 100 targeted newsletters, 150 reminders and customer service messages, and 55 satisfaction surveys. XXX cross-promotes events to patrons who have attended one type of XXX performance and might like something similar.

Direct mail (e.g., Single Ticket Brochures, postcards) are sent to 70,000+ households several times per season. XXX also trades direct mail lists with other local cultural organizations and places ads with WLRN Public Radio (91.3 FM).

XXX maintains a strong social media presence to optimize its external messaging for digital platforms. XXX's Facebook page (https://www.facebook.com/XXX), Twitter account

(https://twitter.com/XXX), and Instagram account (http://instagram.com/XXX) have a collective audience of nearly 77,000 followers. Paid advertisements on social media are used strategically to advertise select performances.

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18. Submission Form

First and Last Name of person completing this application

Title

Contact Phone Number

Email address

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Primary Contact:

Phone: Email:

19. Certification/Signature

(check)

Grantees must include the follow credit lines in all promotional and marketing materials related to this grant including news releases, public announcements, press releases, print and broadcast media: "With the support of the City of Miami Beach Department of Tourism and Culture, Cultural Arts Council, and the Miami Beach Mayor and City Commissioners." Grantees are also required to use the City of Miami Beach logo in marketing and publicity materials. Upon Request by the Grantee, the Communications Department will send you the proper logo to use on all of your marketing materials. Request the City's logo here: https://www.miamibeachfl.gov/city-hall/communications/logos/request-for-city-logo-form/. The City of Miami Beach provides equal access and equal opportunity in employment and services and does not discriminate on the basis of race or ethnicity, color, creed, national origin, or religion, age, gender, sexual preference, in accordance with Title VI and Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and Title IX of the Education Amendment of 1972 as amended (42 U.S.C. 2000d et seq.). The City of Miami Beach Department of Tourism and Culture, Cultural Arts Council, supports and advocates compliance with the requirements of the Americans with Disabilities Act (ADA) of 1990, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination on the basis of disability.

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