

2022

HIGH- LIGHTS OF CONSEIL DES ARTS DE MONTRÉAL

2022 IN NUMBERS

Agglomeration of Montréal's total contribution

\$20,835,700

Indexation of the Agglomeration
of Montréal's contribution

\$408,500

(+ 2% vs. 2021)

Total amount invested
in support programs

\$18,718,995

(+ 4% vs. 2021)

724

supported organizations
and collectives



+ 2%

relative to 2021

27,000

hours of funded
internships

172

partners and
donors

379

Individual artists supported

1,727

Number of applications
filed at the Conseil



1,072

Number of applications
accepted



62%

Acceptance rate

1.1 EQUITY AND REPRESENTATIVENESS



In its 2022–2025 Strategic Plan, the Conseil reaffirmed its commitment to strengthen equity and diversity leadership. It is relying in particular on a renewed equity policy in order to do so. Development and consultation were revived in 2022 and will continue until the launch of the new equity policy in fall 2023.

Better represent Montréal's artistic reality and diversity

The Conseil has set a major target of granting 25% of its financial support to priority clientele from underrepresented groups by 2025.

In 2022, the Commission paid \$3,654,945 to priority clients, representing 20% of its total support.

INDIGENOUS ARTISTS, COLLECTIVES AND ORGANIZATIONS

- › **\$586,114 invested in Indigenous arts**, representing close to 3% of the Conseil support
- › \$361,600 specifically awarded to Indigenous artists, collectives and organizations through five tailored programs
- › \$133,640 awarded to non-Indigenous organizations for Indigenous arts residency programs in Indigenous communities

CULTURALLY DIVERSE ARTISTS, COLLECTIVES, AND ORGANIZATIONS

\$2,248,030 supported artistic projects from culturally diverse communities, representing 12% of the total funding provided by the Conseil.

- › Support given to 85 artists, collectives, and organizations from culturally diverse communities, representing 14% of the total artists, collectives and organizations supported
- › 7 awards for equity and representativeness
- › **\$271,641** awarded to the démART-Mtl Internship Program
- › \$490,240 shared in 10 residency programs dedicated exclusively to artists, collectives, and organizations from culturally diverse communities

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

An amount of **\$401,386** supported Conseil initiatives and artistic projects stemming from ability diversity, representing 2% of the total support provided.

NEW

› Support Fund for Accessibility Costs for all programs

In 2022, this Support Fund was extended to all Conseil programs. It helps to hire a qualified person to assist with grant writing, to include D/deaf artists or artists living with a disability in teams and projects, and to present shows to an audience living with various disabilities.

- 71% increase in payments for 2021, for a total of \$51,324, which supported 22 artists, collectives, and organizations

NEW

› Partnership with the Canada Research Chair on the Cultural Citizenship of D/deaf People and Cultural Equity Practices

The agreement, in the amount of **\$5,750**, contributes to the steering committee's work and to funding the first-ever communication campaign on *Cultural equity and ability diversity*. This campaign will be rolled out in 2023 and aims to raise awareness among people working in cultural circles in order to promote full social and cultural participation of D/deaf people and ability diversity.

› Support for D/deaf Artists or Artists with Disabilities (individuals, collectives, and organizations)

- 17 projects supported out of 34 applications received, for a total of **\$247,030**

The Conseil also invested \$4,689 in support and interpretation fees to host artists in meetings and on evaluation committees, and in consulting and reviewing resources and content to update its tools and practices for accessibility and the participation of people with diverse abilities.

WOMEN IN THEATRE

NEW

Les Sentinelles

At the end of the Chantier féministe sur la place des femmes en théâtre (feminist working group on women's place in theatre) in 2019, ESPACE GO committed to organizing Les Sentinelles to follow up on the prior recommendations and specifically address some of the issues affecting women in this sector. ESPACE GO was able to count on **\$12,000** in financial support from the Conseil.

Diversity every day

For the Conseil, diversity is at the core of the organization itself, which makes sure its board of directors, various evaluation committees, and team are representative of the population of Montréal.

- › Board of Directors: 43% of members are from culturally diverse communities and 10% are Indigenous
- › Indigenous Arts Committee: 11 Indigenous people play an important advisory role, including evaluating applications for Indigenous arts programs
- › Evaluation Committees: 53% of the members are from culturally diverse communities and 3% are Indigenous
- › Team: 30% of the Conseil team is made up from people from culturally diverse communities and one person is Indigenous

1.2 CONSOLIDATE MONTRÉAL'S CREATIVE CORE

2025 Target:

60%

of financial support
dedicated to the operation
of organizations

To support Montréal's creative core and pursue its main mission, the Conseil is committed to empowering organizations to carry out their mandate while ensuring decent living conditions for artists, artisans and cultural workers. To this end, it continues to run long-term support programs while focusing on innovation and increasing the capacity of Montréal's arts communities.

General Funding Program

The 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

- › **\$12,547,603** awarded to 579 organizations and artists' collectives
- › 55% of financial support dedicated to the operation of organizations

Artist studios

- › **\$494,280** invested to ensure artistic presence in Montréal

PILOT PROJECT FOR SUPPORTING COLLECTIVE CULTURAL REAL ESTATE PROJECTS – 2nd YEAR

- › This innovative initiative has now been extended to all artistic disciplines and creative spaces.
- › Publication of the *Cultural real estate support program: results of the second edition*
- › **NEW** Publication of the guide *Financer un projet immobilier culturel: guide à l'intention de la communauté artistique montréalaise* (French only)
 - This practical guide is aimed at equipping and supporting artists and arts organizations facing precariousness and preserving artist studios in our metropolis.

- › **NEW** Panel on cultural real estate financing on May 18, 2022

- At the event, people were able to share their experiences in setting up such projects, the pitfalls and possibilities, with the participation of cultural capital funders.

Dealing with issues

The Conseil continues to take action to address the challenges of keeping qualified artistic workers employed, fighting precariousness, and supporting the next generation.

- › **\$267,500** invested in continuing to support two major succession programs, in association with the Carrefour jeunesse emploi Montréal Centre-Ville and financial support from the RBC Foundation: **Noublood** and **Nouvelle Garde**



Panel on cultural real estate financing
Mélanie Courtois, Madly Fuss,
Charles Grenier, Marianne
Breton, Geneviève Pichet and
Julien Valmary
Photo credit : Hugues Bouchard

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 the team's relationships with artists and organizations. This work was carried out with more than 70 local and regional partners to ensure that artists were able to create, produce or disseminate their work close to their homes.

Dissemination

CONSEIL EN TOURNÉE

This year marked the return of the CAM Touring Program, in collaboration with the Maisons de la culture de Montréal, the Association des diffuseurs culturels de l'Île de Montréal, and 19 boroughs and 10 participating cities. The 2022-2023 season of this improved flagship program was welcomed as a breath of fresh air, with a sense of urgency to finally see the works presented in the territory.



270 applications received



76 projects supported



422 performances



\$1,846,566 (total investment)

NEW

ICEBREAKER SUPPORT PROGRAM

This program is intended for initial touring experiences and is offered in collaboration with the Maisons de la culture de Montréal.

- › \$52,033 for five arts projects at five Maisons de la culture

Residencies

63 artists, collectives or organizations were supported through 29 residencies created with the collaboration of 41 community partners

NEW

ART AND SCIENCE RESIDENCY AT THE RIO TINTO ALCAN PLANETARIUM

This residency is geared toward professional artists and artists' collectives from all disciplines who want to carry out an artistic project aimed at supporting humans living with nature.

NEW

THE ROAD TO ART INTERNATIONAL RESIDENCY PROGRAM

Through this program, the Conseil hopes to nurture the extraordinary talents of Montréal artists whose artistic process requires them to explore cultural and artistic realities only available internationally. This program aims to:

- › Strengthen intercultural dialogue in other territories
- › Encourage closer ties with countries associated with Montréal's various diaspora communities
- › Foster research and creation in Montréal's arts communities

Field presence

BOROUGH TOUR

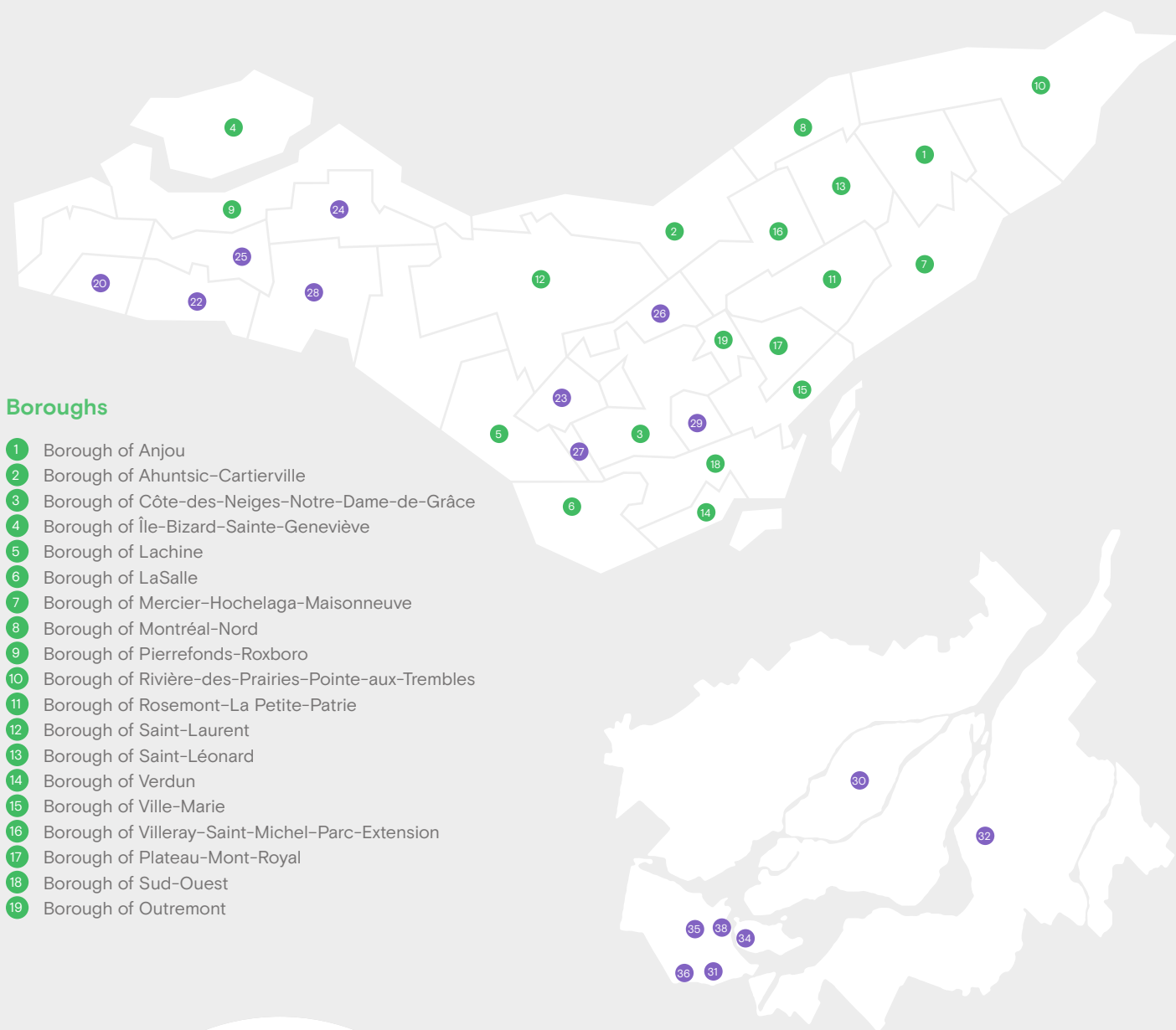
A tour of five boroughs and participating cities began in 2022. These meetings help to identify the main cultural and artistic issues in the borough or city, and to understand how the Conseil can be a partner of choice.

Program Information Sessions

These sessions are primarily intended for those who are applying for Conseil assistance for the first time.

- › 67 information sessions were offered to over 500 artists and cultural workers

MAP OF INITIATIVES



Boroughs

- 1 Borough of Anjou
- 2 Borough of Ahuntsic-Cartierville
- 3 Borough of Côte-des-Neiges-Notre-Dame-de-Grâce
- 4 Borough of Île-Bizard-Sainte-Geneviève
- 5 Borough of Lachine
- 6 Borough of LaSalle
- 7 Borough of Mercier-Hochelaga-Maisonneuve
- 8 Borough of Montréal-Nord
- 9 Borough of Pierrefonds-Roxboro
- 10 Borough of Rivière-des-Prairies-Pointe-aux-Trembles
- 11 Borough of Rosemont-La Petite-Patrie
- 12 Borough of Saint-Laurent
- 13 Borough of Saint-Léonard
- 14 Borough of Verdun
- 15 Borough of Ville-Marie
- 16 Borough of Villeray-Saint-Michel-Parc-Extension
- 17 Borough of Plateau-Mont-Royal
- 18 Borough of Sud-Ouest
- 19 Borough of Outremont

Municipalities

- | | |
|--------------------------------|---------------------|
| 20 Baie-d'Urfé | 30 Laval |
| 21 City of Dorval | 31 Les Cèdres |
| 22 City of Beaconsfield | 32 Longueuil |
| 23 City of Côte Saint-Luc | 33 Matapédia |
| 24 City of Dollard-des-Ormeaux | 34 Pincourt |
| 25 City of Kirkland | 35 Saint-Lazare |
| 26 City of Mont-Royal | 36 Saint-Zotique |
| 27 City of Montréal-Ouest | 37 Sutton |
| 28 City of Pointe-Claire | 38 Vaudreuil-Dorion |
| 29 City of Westmount | |

MAP OF INITIATIVES



1.4 PHILANTHROPY

2025 Target:

\$1.5M

accumulated in donations

In 2022, the Conseil changed and intensified its actions aimed at developing and strengthening a philanthropic culture within Montréal's arts communities, always staying as close as possible to the needs on the ground.

Tax sponsorship program



\$533,442 invested in funding, for a total of 407 donations and 37 organizations supported



A 31% increase relative to 2021

The Groupe d'entraide en philanthropie – théâtre cohort became *Un acte pour le théâtre* and now includes eight theatrical institutions in Montréal and Quebec City. The co-development group, with \$15,000 in funding, aims to share the philanthropy practices of members who offer programming that is 100% theatrical.

NEW

Seven Philanthropy Tools with La Machinerie des arts

The Conseil commissioned La Machinerie des arts to fill its toolbox with seven tools targeting philanthropic needs for the cultural community.

› **\$11,500 invested**

NEW

Cultural philanthropy: what are our ambitions for Quebec?

Financial support of \$20,000 to the Orchestre Métropolitain enabled the Colloque sur la philanthropie culturelle, organized by Culture Montréal in collaboration with the Orchestre Métropolitain and the Carmelle and Rémi-Marcoux Chair in Arts Management at HEC Montréal.

- › 200 people gathered on December 2
- › *État des lieux sur la philanthropie culturelle 2022* report produced by Jules Bonnet

Continued initiatives to develop the philanthropic capacity of the arts community, including:

- › 2 Lunch & Learn: Philanthropy sessions
- › 5 Parours internships in cultural philanthropy, in collaboration with the Caisse Desjardins de la culture, HEC Montréal, and the Faculty of Continuing Education at the Université de Montréal
- › New group enrolled in the Groupe des Vingt, with Concertation Montréal
- › Support for Conversations philanthropiques en culture, a professional co-development and exchange group on cultural philanthropy
- › Mécènes investie-s pour les arts grant, in partnership with the Brigade Arts Affaires de Montréal



Symposium on cultural philanthropy
Yvan Gauthier, Julien Valmary,
Karla Etienne, Cyrille Ekwalla and
Charles Milliard
Photo credit : David Ospina

1.5 ENVIRONMENTAL RESPONSIBILITY

2025 Target:

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

The Conseil is undertaking a major transition in 2022, toward eco-responsibility, in line with the *Montréal Climate Plan: Objective carbon-neutral by 2050*. The Conseil is changing its internal obligations and policies and putting in place concrete support measures to strengthen the capacity of organizations and artists to make this transition and to act together to decarbonize the arts sector.

NEW

ADOPTING THE FIRST PLAN D'ACTION ÉCORESPONSABLE 2022-2025

- › During development of the 2022-2025 strategic plan, the artists and cultural organizations consulted expressed the need to include ecological transition as a strategic priority. The Conseil intends to play a leading role in the collective effort to fight the climate crisis.
- › The Conseil has developed its eco-responsible transition plan with two main objectives:
 - Reduce the Conseil's carbon footprint through a review of its practices
 - Strengthen the capacity of all organizations to make the necessary transition
- › An eco-responsible transition committee was created and Josée Duplessis, CEO of the Maison du développement durable, was appointed to the Board and acts as chair of the committee

NEW

SIGNING THE ENTENTE DE PARTENARIAT TERRITORIAL BETWEEN THE CONSEIL DES ARTS ET DES LETTRES DU QUÉBEC (CALQ) AND CAM, IN COLLABORATION WITH CULTURE MONTRÉAL:



- › Launch of new joint program to support environmentally responsible projects. The aim is to encourage professional arts organizations on the island of Montréal to adopt practices that promote an eco-responsible approach.
 - **\$335,000** awarded to 17 artistic organizations to develop eco-responsible transition projects or carry out artistic projects incorporating eco-responsibility across artistic disciplines

NEW

ECO-RESPONSIBILITY TEAM TRAINING

- › 2 training workshops for the team and members of the board of directors and committees, led by the zero waste co-op Incita

NEW

REPRESENTATION AND SUPPORT FOR THE VOICE OF ARTISTS IN CLIMATE MATTERS

- › As an observing member, the Conseil joined Culture Montréal's Commission permanente culture et transition écologique and co-signed, on May 2, 2022, an open letter published in the newspaper *La Presse*, outside the Montréal Climate Summit, to "unequivocally confirm the crucial role of the cultural sector in the fight against climate change and in a just and humane ecological transition."
- 2022 Climate Summit, organized by the Montréal Climate Partnership, in collaboration with the City of Montréal

2.1 INFLUENCE AND PROFILE

2025 Target:

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

In our bustling and ever-changing society, the Conseil must ensure that its mission is well understood, that its role is clear and that the impact of its actions is better documented and shared. It needs to be better known, understood and recognized so that people and partner organizations can confidently engage with it.

NEW

Rolling out a new brand image

- › New website launched in February 2022 that is easier to navigate and makes learning about various Council programs and initiatives more accessible
- › Redesigned brand image in an integrated approach for all communication tools and across platforms to optimize the Board's impact and visibility

Launching the 2022-2025 Strategic Plan

- › Presentation of strategic directions and priorities at the annual hybrid meeting at the Maison du Conseil on September 15, 2022
- › Launch of the Vision 2025 strategic plan in December 2022, including a document summarizing key initiatives and projected targets



2.2 PROMOTE THE VALUE OF THE ARTS

2025 Target:

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

In 2022, the Conseil followed the arts community closely. We witnessed the beauty and power of art, as well as the courage, perseverance and innovation of artists and cultural workers. This is why it is so important to pay tribute to the entire arts community as it works passionately to rebuild the creative core that is so essential to Montréal's recovery.

IN-PERSON EVENTS ARE BACK ON TRACK

- › Grand Prix hosted by Marc Labrèche at the Palais des congrès de Montréal on April 14, 2022, with 700 guests:
 - **\$100,000** in grants awarded to the 10 finalists: The daphne art centre, Danse-Cité, Festival Accès Asie, La poésie partout, Le Monastère, Les Forges de Montréal, Productions Nuits d'Afrique, Réalisatrices Équitables, Sisyphe (Lemieux Pilon 4D Art), and Violette (Joe Jack et John).
 - 36th Grand Prix awarded for **Sisyphe by Lemieux Pilon 4D Art**
 - Jury Prize awarded to **Productions Nuits d'Afrique**
 - 3,046 votes counted for the **Réalisatrices équitables** Prix du public (Audience Award)
 - Major partners: Télé-Québec, Caisse Desjardins de la culture, and La Presse
- › Free exhibitions at the mezzanine of the Maison du Conseil to promote diversity in Montréal's visual arts:
 - *Mes territoires* by Marie-Josée Gustave
 - *La Spoliation du souk [The Plundering of the Souk]* by Berirouche Fedal
 - *Âmes séculaires: rencontre des générations*, a joint exhibition of the paintings of Martine Fourcand and Manuel Mathieu, organized by the Montréal Afro-Canadian Cultural Centre

15 AWARDS TO RECOGNIZE ARTISTIC VITALITY

- › **\$73,500** in grants given directly to artists and arts organizations in recognition of notable achievements
- › Six prizes awarded to promote inclusion and cultural diversity
- › Renewal of a three-year agreement with Théâtre ESPACE GO to present the Jovette-Marchessault Award from 2023 to 2025

COLLABORATIONS CELEBRATING THE CONTRIBUTIONS OF ARTISTS FROM COMMUNITIES THAT ENRICH THE MONTRÉAL LANDSCAPE

- › Partnership with the Dynasty Foundation to celebrate the achievements of Black collectives in support of the first Dynasty Summit
- › Partnership with METAs (Montréal English Theatre Awards) as a lead partner

Dynasty Summit
Photo credit : Courtesy of
Fondation Dynastie



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 response to changes in the labour market, the Conseil wants to guarantee a respectful work environment for its staff, where mental health is as important as physical health and where everyone can grow both professionally and personally. We want to stand out by putting people at the heart of the organization.

Evaluate and adjust work practices and working conditions

- › Market study of wages within the cultural community to better understand remuneration, be able to compare our salary offer and adjust it if necessary
- › Salary adjustment for some staff in order to stay competitive
- › Participation in the Compétence Culture workshops to develop the Plan d'action pour les ressources humaines en culture 2023-2028

Prevent mental health problems

- › Hire a Human Resources Advisor
- › Increase awareness about mental health with the Executive Committee
- › Train new staff members on the guiding principles of the “collective garden,” which is at the heart of our organizational culture and reinforces its coherence
- › Create a social committee that facilitated several informal meetings that were necessary following the isolation caused by the pandemic

3.2 CONTINUED IMPROVEMENT

2025 Target:

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

To encourage top-notch organizational performance and be more efficient, the Conseil wants to review, analyze and refine its processes while structuring its technological tools to provide the data and information needed for decision-making.

- › Prepare data for possible open data sharing and comparison with other arts councils
- › EDI (Equity, Diversity and Inclusion) Data Management and Impact Measures:
 - EDI Committee Formation
 - Identification of EDI data needs and issues
 - Development of a recommendation report to design tools, including self-identification questionnaires, in compliance with the law on the protection of personal data

The objectives of these recommendations are to gain a more efficient data structure for producing statistics, measuring our equity targets, addressing eligibility for certain priority group programs, and evaluating and improving our programs according to our strategic directions.

- › Implement a customer relationship management system (CRM) to promote increased philanthropic revenues
- › Create succession plan documentation by department
- › Increase efficiency by using more efficient digital tools
- › Optimize the Welcome Team's contribution to both internal stakeholders and external customers
- › Initiate the project on Conseil policy and practice compliance with Act 25 to modernize legislative provisions as regards the protection of personal information

Feedback process implementation

NEW A feedback process has been established to further trust relationships within our community, strengthening our collective knowledge and understanding of the needs and expectations of our programs, services and roles. www.artsmontreal.org/en/feedback-process/

3.3 FINANCIAL RESOURCES

2025 Target:

Revenue increased
by \$25M

The turmoil resulting from the pandemic has given way to global economic uncertainty. After a period of severe paralysis, the cultural community faces an uncertain future. The Conseil has a responsibility to guide and support Montréal artists to help meet their needs and is therefore obliged to explore all financial avenues at its disposal.



Total revenue: **\$22,183,612**



Partnership contributions: **\$207,790**



Revenue increase from fiscal sponsorship:
\$147,192



Revenue from renting studios and services
generated by the use of spaces at the Maison
du Conseil: **\$276,520**



Occupancy rate at the Maison's studios: **77%**
or 10,222 hours

Multidisciplinary studio
Maison du Conseil
Photo credit :
Hugues Bouchard

