

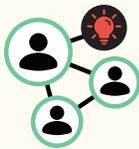
# STRATEGIC PLAN 2023 - 2027

## GOALS AND OBJECTIVES



### **Increase, leverage and diversify public investment**

- We have a clear, data-driven plan to diversify funding for BAO and Brampton's creative community.
- We have a roadmap for increasing arts and culture funding in Brampton.



### **Present programs and resources that empower, celebrate and connect the creative community.**

- Artists and arts organizations recognize the value of our programs, services and resources in supporting their work.
- Our programs, participants, partners, services and resources truly reflect Brampton's diverse communities.



### **Be the trusted voice and impactful advocate for arts, culture and creative industries.**

- Brampton creatives and our partners recognize BAO as the leading voice representing the sector.
- We have a clear plan for developing and enriching partnerships to support our work and to advance arts and culture in Brampton.
- We have developed tools to measure and articulate our impact on Brampton's cultural ecology.



### **Set standards for a progressive, inclusive working environment in Brampton.**

- Our staff and volunteers feel valued, supported and empowered.
- We have a Diversity, Equity and Inclusion Policy and the systems and training to ensure and monitor its implementation.



### **Be an accountable, transparent and financially sustainable organization.**

- We have established an independent NPO under an agreement with City of Brampton that secures a sustainable independent future for BAO.
- We have established the systems and policies necessary to realize our values, vision, and mission.

## KEY FOCUS AREAS



### **1 Funding, Finance and Investment**



### **2 Leadership, Advocacy and Innovation**



### **3 Sector Development and Growth**