



INTERVIEW QUESTIONS

Organization History, Mission & Audience

1. Please give a brief history of the development of your organization.
 - When was your organization founded (this may be different from when your organization received tax-exempt status)?
 - Was its founding tied to any particular movement or philosophy?
 - What was the original mission of your organization?
 - Has your mission changed since your organization's founding? If so, how?
 - [If applicable: Why did the original mission change?]
 - Please state the primary mission of your organization today.
2. Who were the people most involved in your organization's founding (e.g., artists, educators, community organizers, other community members, combination of these, other)?
3. Have your organization's volunteers/staff changed in terms of their professions and/or demographics? If so, how?
4. In your survey response, you selected _____ as the racial/ethnic composition of your organization's current audience. Please describe any other demographic information you may have on your current audience (i.e., age, gender, socioeconomic situation, native language).
5. Have any of these demographics changed since your organization was founded? If yes, how?
6. Have you seen any change in the needs and/or interests of your organization's current audience? If so, how?
7. Is your current audience also your target audience? If not, please describe your target audience.
8. Do you see your current mission as responding to the needs and/or interests of this target audience? If so, how?
9. Does your organization experience any challenges with respect to connecting with its current and/or target audience (e.g., audience's knowledge of your art form(s), communicating the value of your artistic practice, finding your audience)? If yes, please discuss.
10. [If applicable: What, if anything, are you doing to address these challenges?]
11. Does your organization have any particular position or approach with respect to language (e.g., English only, predominately English, bi/tri etc lingual, (ethnic group's mother language(s)))?

Needs & Supports

12. Please describe where your organization currently is in its life cycle. (Start-up; Growth (manageable/unmanageable?); Maturity/Sustainability; Stagnation/Renewal (expanding into new areas? New opportunities?); Decline)
13. In your survey response, you selected _____ as your organization's most critical challenges and needs. Have there been any changes in your organizational challenges and needs since your organization's founding?



- Have the types of challenges/needs shifted? If yes, how?
 - What are any external (i.e., not specific to your organization's internal operations) causes or reasons that you would attribute to this shift?
14. [To the extent not already answered] With respect to your current challenges and needs, why are the items you selected your organization's most critical challenges and needs?
15. [To the extent not already answered] How are you currently addressing these challenges and needs?
16. [Only if they did not answer the tools/services question at the end of Part III of the survey; if they did, ask them to elaborate on their survey answer: What specific tools/services/resources would assist you in meeting these challenges and needs? Why?]
17. Are you aware of any organizations currently providing any of these specific tools/services/resources? If yes, please name these organizations. What do you think of their provision of these tools/services/resources (good/bad/does the model work)?
18. [Only if the organization marked 'Other' in the survey questions as a critical challenge or need: You also selected "Other" as a critical organizational challenge or need/capacity building/financial need. If you had a particular challenge or need in mind, please describe this other challenge or need.]
19. To the extent not already discussed, are there any other specific tools/services/resources that would assist you in fulfilling your organizational mission?
20. Are there any other [(as appropriate) Aboriginal/culturally diverse/other ethno-cultural/culturally specific] arts organizations and/or arts service organizations that you believe are offering innovative/important programming, or otherwise doing great work, and think that we should be speaking with?
21. As you know, your organization's survey and interview responses will become part of our project report. Do you have any final comments or observations about [(as appropriate) Aboriginal/culturally diverse/other ethno-cultural/culturally specific] arts organizations that you want known about this segment of the arts community?