



**Stronger together!**  
**Create CA and California Alliance for Arts Education**  
**Join Together in a Strategic Merger**

Dear friend,

We know that arts education helps students heal from trauma and build resilience. This moment requires us to put student's mental health and well-being at the forefront. That's why when we saw an opportunity to become stronger in the fight for every student's right to receive an arts education, we had to take it.

Building on the longstanding partnership between the California Alliance for Arts Education (the Alliance) and Create CA and our shared mission to make sure that a quality arts education is part of every student's life, we are merging into a new, united organization.

By coming together, we will join the power of Create CA's [dynamic communications](#) and innovative [data project](#) with the Alliance's proven policy and advocacy track record and [statewide network](#) supporting districts and counties to provide a full arts education to all students. We recognize that students who are low income and of color face the greatest barriers to a full and relevant arts education. Collectively, we will continue to fight for students to get what they need and deserve because ultimately this is an equity issue.

With the stakes higher than ever, we're so excited about what we will do together. Our united organization will operate under the Create CA name. We now embark on merger implementation to bring the two organizations together, which will continue through the end of June 2021. Tom DeCaigny will lead the organization as executive director. Pat Wayne will move to a part-time consultant role after merger implementation to aid the transition and we will hire a new senior policy director to support the united organization. We will be governed by a 19-member merged board of directors that will consist of leadership that is 63% Black, Indigenous and People of Color (BIPOC).

As we navigate this challenging moment, we have the opportunity to reimagine our entire school system - centering our student's social and emotional needs, defeating systemic racism and making sure that arts education is part of every student's life. By coming together, we'll go farther faster in insisting that arts education is a student right. We hope you'll join us on that journey.

Sincerely,

Tom DeCaigny & Pat Wayne

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## Frequently Asked Questions

### Why did you merge? What spurred this decision? Why now?

- Recognizing the urgency of this moment, when we saw an opportunity to become stronger in the fight for every student's right to receive an arts education, we had to take it.
- The merger into a new, united organization builds on the longstanding partnership between the California Alliance for Arts Education and Create CA and our shared mission to make sure that arts education is part of every student's life.
- Together we will be stronger. We will join the power of Create CA's [dynamic communications](#) building support for arts education and innovative [data project](#) with the Alliance's proven policy and advocacy track record and [statewide network](#) supporting districts and counties to provide a full arts education to its students.
- We recognize that students who are low income and of color face the greatest barriers to a full and relevant arts education. Collectively, we will continue to fight for students to get what they need and deserve because ultimately this is an equity issue.

### How will the merger change the way you operate? Who will lead the organization?

- Our united organization will operate under the Create CA name.

- We now embark on merger implementation to bring the two organizations together, which will continue through the end of June 2021.
- Tom DeCaigny will lead the organization as executive director.
- Pat Wayne will move to a part-time consultant role after merger implementation to aid the transition and we will hire a new senior policy director to support the united organization.
- We will be governed by a 19-member merged board of directors that will consist of leadership that is 63% Black, Indigenous and People of Color (BIPOC).

### **When will changes take place? What will that process look like?**

- We are now engaging in merger implementation to bring the two organizations together, which will continue through the end of June 2021.
- The merger implementation will be supported by [The Seed Collaborative](#), our consulting partner that also led the merger exploration.

### **Is this a merger or an acquisition?**

- This is a true merger. Both organizations saw the opportunity to merge into a new, united organization [that honors the strengths of each](#).
- Our united organization will operate under the Create CA name and the Alliance's 501c3 status.
- The merger builds on the longstanding partnership between the California Alliance for Arts Education and Create CA and our shared mission to make sure that arts education is part of every student's life.
- Together we will be stronger. We will join the power of Create CA's [dynamic communications](#) building support for arts education and innovative [data project](#) with the Alliance's proven policy and advocacy track record and [statewide network](#) supporting districts and counties to provide a full arts education to all students.