

Daring to Lead: Leadership for Diversity & Inclusion

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NASAA Leadership Institute

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Overview

Why?
(When?)

What?

How?



Why?

Why diversity & inclusion matter

Demographic shifts

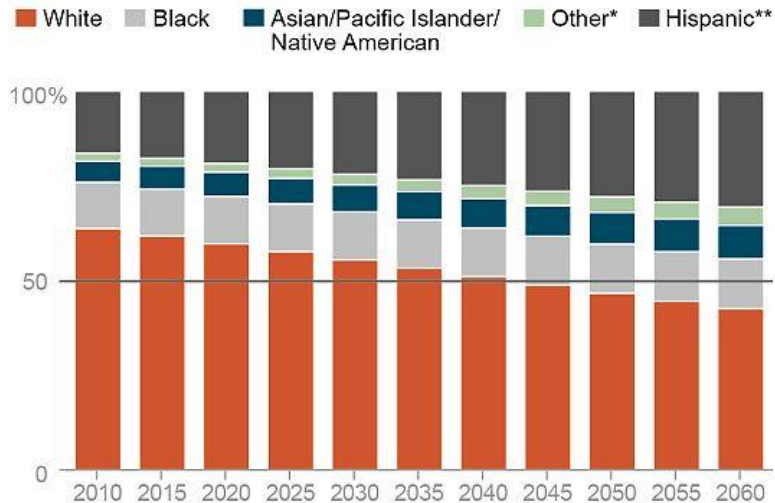
Sound business practice

Moral imperative

Why?: Demographic shifts

Tipping toward a white minority

Non-Hispanic whites will drop below 50 percent of the U.S. population sometime around the year 2043, according to census projections.



*Includes people of more than one race

**Considered an ethnicity; Hispanics may be any race

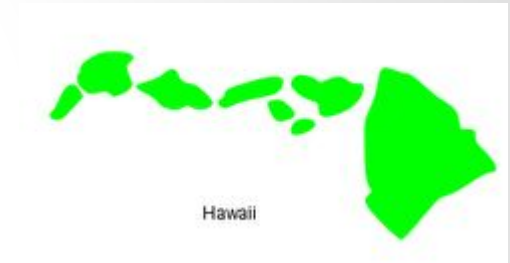
SOURCE: Census Bureau

AP

2043:
US is
Majority
Minority

Why?: Demographic shifts

Current majority minority states*



*Washington DC



Why?: Demographics & staffing

Americans for the Arts (AFTA) 2013 Local Arts Agencies Salary Survey

86% of respondents identified as white

92% of Executive Directors or CEOs are white

Non-white racial/ethnic minorities extremely
underrepresented at all levels

Why?: Demographics & staffing

Andrew W. Mellon Foundation 2015 Art Museum Staff Demographic Survey

28% from minority backgrounds

Among museum curators, conservators, educators and leaders:

6% Asian American

4% African American

3% percent Hispanic/Latino

Why?: Demographics & governance

BoardSource, Leading with Intent: A National Index of Nonprofit Board Practices, 2015

20% of board members are people of color

90% of board chairs &

89% of CEOs are white

25% of boards are all white

Why?: Sound business practice

Better understand changing markets

Improved communication

Tap new donor pools, potential partners

Less staff turnover

Higher job satisfaction, productivity

& morale → stronger teams

Promotes creative problem-solving

What we used to look like



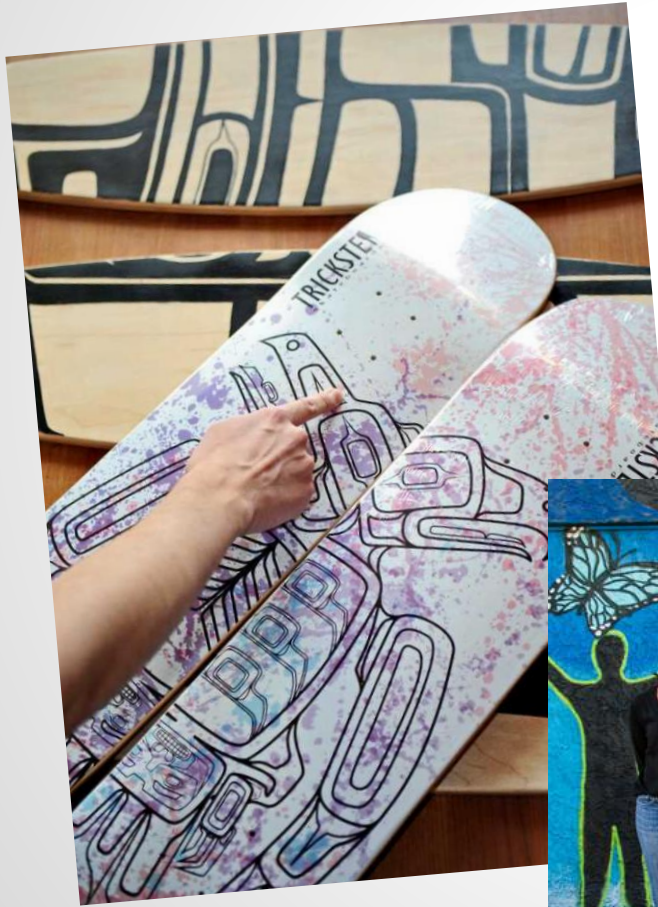
What we look like now



What we look like now



What we look like in the West



What

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WESTAF ?

A shared language



Diversity



Face of the
organization



Inclusion



Voice,
perspectives
valued, needs
understood

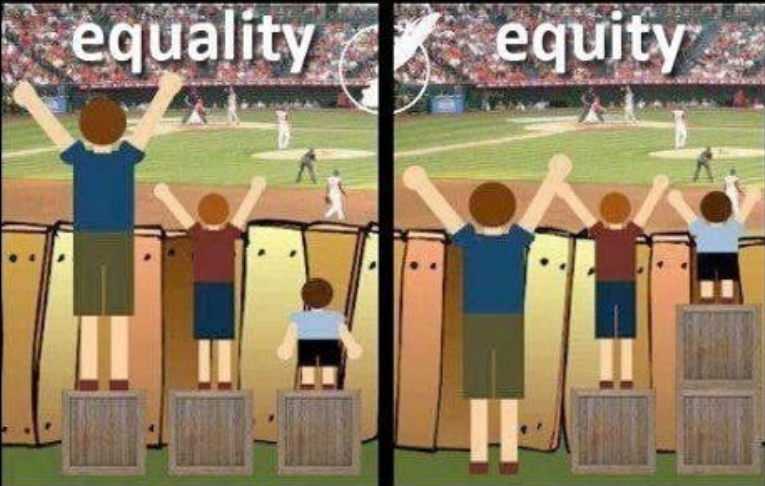


Equity



Practices &
policies that
address
disparities

A shared language



equality

equity

Equality = SAMENESS

Equity = FAIRNESS

Equality is about **SAMENESS**, it promotes fairness and justice by giving everyone the same thing.

EQUITY is about **FAIRNESS**, it's about making sure people get access to the same opportunities.

BUT it can **only work IF everyone starts from the SAME place**, in this example equality only works if everyone is the same height.

Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST ensure EQUITY** before we can enjoy equality.

Your language



What does this continuum look & sound like at your agency?

Multicultural Initiative

Longevity

Leadership

Future

Focus

Goal: Promote multicultural leadership in the arts

Leadership development

Expand & strengthen the network

Culturally responsive technology systems

Engagement of partners to advance diversity, inclusion and equity throughout the field

Emerging Leaders of Color Professional Development Program

Building a pipeline of
diverse cultural leaders

Strengthen
competencies



Emerging Leaders of Color Professional Development Program



Support for careers &
cultural interests of the
communities they
represent & serve

Deepen understanding of
public support for the arts



What efforts have you made
to promote inclusion & equity?

How do you move toward inclusion & strive for equity?

NASAA: Role of state art agencies

Increase public access to the arts and work to ensure that every community in America enjoys the cultural, civic, economic and educational benefits of a thriving arts sector.

NASAA: Role of state art agencies

Grantmaking

Training & information

Foster economic & civic development

Document & educate

Preserve & celebrate

Recognize & promote

Potential pathways: Organizational changes

Commitment to diversity, inclusion, equity as core value

Strategic resource allocation

Deep investment in relationship-building

Review hiring practices

Recruit people of color as commissioners

Where do you do business and with whom?

Hire consultants

Potential pathways: Grantmaking

Seek out and invite individuals from underrepresented communities for panels

Diversify channels used to communicate about funding opportunities

Craft inclusive grant guidelines

Highlight grantee successes in diversity/inclusion

Potential pathways: Training & information

Invest in anti-bias/anti-racism training for staff

Link constituents to opportunities

Actions communicate values,
reaffirms role as resource

Potential pathways: Foster economic & civic development

Convene and host community
conversations in diverse neighborhoods

Listen, learn & leverage

Communities of color possess talent & treasure

Potential pathways: Document & educate

Examples of how communities use
art to invest in themselves

Look to diverse communities & artists to
convey power of the arts

Potential pathways:
Preserve & celebrate, recognize & promote

Cultivate relationships with culture bearers

Artists as valued partners & ambassadors

Key points

Adaptability

With v. For

Openness

Community-centered

Resource allocation

Culturally competent

Relationships

Seek assistance

Intentionality

Journey v. destination

Thank you!

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