Daring to Lead: Leadership for Diversity & Inclusion

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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.

2043: US is Majority Minority

*Includes people of more than one race
**Considered an ethnicity; Hispanics may be any race

SOURCE: Census Bureau
Why?: Demographic shifts

Current majority minority states*

- California
- New Mexico
- Texas
- Washington DC
- Hawaii
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


20% of board members are people of color

90% of board chairs &
89% of CEOs are white

25% of boards are all white
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

Why?: Sound business practice
What we used to look like
What we look like now
What we look like now
What we look like in the West
What @ 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 = SAMENESS
Equality is about SAMENESS, it promotes fairness and justice by giving everyone the same thing.

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

Equity = FAIRNESS
EQUITY is about FAIRNESS, it’s about making sure people get access to the same opportunities.

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
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.
Grantmaking
Training & information
Foster economic & civic development
Document & educate
Preserve & celebrate
Recognize & promote

NASAA: Role of state art agencies
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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