

January 11, 2021

Report to Getty Staff: DEAI Plan Status Update

DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION PLAN STATUS UPDATE

I. Top Two Priorities for Plan's Five Goals

GOAL #1: Develop Getty's workforce so that it reflects the diversity of Southern California and the nation

1. Commit to hire, promote, and retain candidates from BIPOC and other diverse communities (Note: specific guidelines to be shared across Getty, including open hiring process and diverse search committee)
2. Identify and eliminate compensation inequities

GOAL #2: Confront and eliminate racism and discrimination in the workplace

1. Adopt strong and effective reporting, conflict resolution, and disciplinary procedures
2. Strengthen and expand anti-racism and unconscious bias training

GOAL #3: Improve communication within the Getty community to help contribute to a culture of trust

1. Establish regular channels for communication between staff and Trustees and for communication between DEI Council, Senior Leadership, and Trustees
2. Create opportunities to discuss with staff Getty's mission, vision, and the context for major organizational decisions, particularly those that directly impact employees

GOAL #4: Enhance diversity and accessibility of collections, interpretations, exhibitions, digital content, education, and public programs

1. Further diversify collections within the Museum and GRI to reflect our diverse communities
2. Broaden the stories we tell and the audiences we seek to reach by engaging diverse voices and outside partners

GOAL #5: Deepen engagement between all areas of Getty and BIPOC and other diverse communities locally and nationally

1. Expand and develop relationships with local leaders and organizations from BIPOC and other diverse communities
2. Ensure our campuses are safe and welcoming environments for all visitors

II. Executive Team Activities since June 2020

GOAL #1: Develop Getty's workforce so that it reflects the diversity of Southern California and the nation

- ✓ HR department is assessing consultants and seeking input from a variety of resources to assist with a best-practices review of hiring and promotion processes
- ✓ HR department is working with programs and departments to develop processes and selection requirements that will result in more diverse applicant pools and hiring decisions
- ✓ The status of all existing Limited Term employees is being evaluated by HR in consultation with Programs and departments
 - Where appropriate, LTE positions and individuals will be converted to regular FTE status
 - The full review, resulting changes, and communication with staff is targeted to be completed by the end of March 2021
- ✓ A plan to make market leveling compensation adjustments is in place for FY22

GOAL #2: Confront and eliminate racism and discrimination in the workplace

- ✓ Review of anti-discrimination policies and exploration of anti-racism policies is underway
- ✓ Project to revise Getty style guide to include DEAI nomenclature has begun; training will be developed for Getty editors

GOAL #3: Improve communication within the Getty community to help contribute to a culture of trust

- ✓ Jim Cuno and Steve Olsen launched group staff coffees and 1:1 meetings with staff
- ✓ The Ad Hoc DEAI Committee of the Board of Trustees met with the DEI Council
- ✓ All employees received Getty email addresses and individualized training in the use of technology
- ✓ Internal-communication staff survey conducted
- ✓ All staff meeting content revised to consider staff feedback, incorporate more staff voices, and feature topics of greatest interest to staff

GOAL #4: Enhance diversity and accessibility of collections, interpretations, exhibitions, digital content, education, and public programs

- ✓ Museum and GRI made strategic acquisitions to enhance representation of BIPOC artists and makers of photographs and archives
 - Museum recently acquired a large group of photographs by Black artists associated with the Kamoinge Workshop, as well as photographs by Japanese and Japanese American artists
- ✓ GRI acquired the library of Doran Ross, with strengths in Anglophone Africa and Francophone Caribbean
- ✓ GRI acquired (jointly with USC) the archive of Paul Revere Williams, the most significant African American architect of the 20th century
- ✓ Museum and GRI collaboratively established a bilingual working group to develop implementation plan and pilot projects for exhibitions and permanent collection galleries
- ✓ Site-wide bilingual English and Spanish COVID directional signage ready for launch upon reopening to the public
- ✓ Museum scheduled *Photo Flux: Unshuttering LA*—an exhibition of LA-based BIPOC photographers curated by jill moniz (will be on view in West Pavilion upon reopening of Getty Museum)
- ✓ Museum reframed content and interpretation for three upcoming exhibitions—*In Focus: Protest, Power, Justice and Tyranny*, and *Poussin and the Dance*—to connect more directly with the current moment and reflect BIPOC issues

- ✓ Museum developed a partnership with Center Theatre Group for a trilogy of plays by Luis Alfaro being presented online (premiered November 13, 20, and 22, 2020), including a conversation with the playwright entitled “Greeks in the Barrio”; Museum also developed collaborations with local universities and colleges for *Ancient Rome @Home* (college night programming at the Villa)
- ✓ GRI focused FY21 public programming on new and diverse areas of art history, led by speakers nominated by GRI staff, to address questions of inclusion and exclusion
 - Niños Detenidos, a screening of the 2018 film on detained children separated from families, with three SoCal artists in dialogue Dancers on Film: Okwui Okpokwasili & devynn emory
- ✓ GRI launched new guidance for publications to encourage diversity of content and contributors
- ✓ Museum appointed new Assistant Director of Education, Elizabeth Escamilla, to bring increased diversity to education and public programming
- ✓ Launched K-12 Virtual Classroom Partnership with LAUSD, K-12 Virtual Art Explorations, and K-12 Teacher Webinars; all three programs have reached a wide variety of underserved communities throughout Southern California and beyond (both within the US and outside the US)

GOAL #5: Deepen engagement between all areas of Getty and BIPOC and other diverse communities locally and nationally

- ✓ Conversations with executive directors of key LA BIPOC cultural organizations
- ✓ Guidelines created for Ford Foundation challenge grant to support BIPOC cultural organizations and reach 1:1 match
- ✓ Getty Foundation published impact report on Getty Marrow Undergraduate Internship program
- ✓ Outreach begun to attract more candidates from underrepresented groups for Getty graduate internship program
- ✓ Worked with ACLS on outreach to postdoctoral fellowship applicants from underrepresented groups, including internationally, to add a DEAI lens to application review process
- ✓ Scheduled first meeting with national African American preservation and planning thought leaders about the LA African American Heritage Initiative

III. Focus for First Quarter 2021

GOAL #1: Develop Getty’s workforce so that it reflects the diversity of Southern California and the nation

- Retain consultant to assist with best practices review for hiring and promotion
- Work with search firms to assist with hiring candidates from BIPOC and other diverse communities, and other-abled persons
- Enhance use of applicant tracking system
- Contract with external firm to update pay equity study from FY18
- Include market leveling compensation adjustments in development of FY22 budget

GOAL #2: Confront and eliminate racism and discrimination in the workplace

- Review current use of Ethics Point anonymous reporting system; develop better communication with staff regarding its use in reporting discriminatory or other inappropriate conduct
- Work with JONES to expand anti-racism and unconscious bias training to additional members of the Getty community
- Revise new staff onboarding to include unconscious bias training

GOAL #3: Improve communication within the Getty community to help contribute to a culture of trust

- Work with the Ad Hoc DEAI Committee of the Board of Trustees to determine optimal means of engagement between trustees and Getty staff; work toward institutionalizing opportunities for engagement
- Work with the DEI Council to create mechanisms for ongoing interaction between the Council, Senior Leadership, and Trustees. Work with the DEI Council to create staff affinity and resource groups

GOAL #4: Enhance diversity and accessibility of collections, interpretations, exhibitions, digital content, education, and public programs

- Launch bilingual didactic materials project; develop long-term implementation plan and identify pilot projects in the Museum and GRI by late FY21 or FY22 (depending on reopening)
- Museum
- Continue review of interpretative strategies for Museum collections, developing a plan to adjust labeling, Getty Guide, and other platforms to tell more diverse and inclusive narratives and to introduce new voices and perspectives; implement pilot program by end of FY21
- Find opportunities to display recent acquisitions of BIPOC and women artists
- Develop series of talks and other public programs that engage speakers and performers of diverse backgrounds and explore contemporary issues
- GRI
- Continue FY21 public programming on new and diverse areas of art history, led by speakers nominated by GRI staff, to address questions of inclusion and exclusion
- Relaunch AAHI oral histories with Senga Nengudi and Ulysses Jenkins ○ Program Season 2 of Recording Artists
- Promote and be a more active steward of the GRI's diverse archives through program and digital curation
- Library will promote efforts in anti-racist cataloguing
- To reach audiences traditionally underserved by Getty, reboot the Palmyra online exhibition in Arabic

GOAL #5: Deepen engagement between all areas of Getty and BIPOC and other diverse communities locally and nationally

- Establish a Getty-wide committee to develop a plan for community engagement ○ Expand database of BIPOC, LGBTQ+, and other-abled persons in arts and community organizations for Museum openings, programs, and other Getty activities
- Establish staff task force to conduct an audit of Getty's training protocols, practices, and interdepartmental coordination to ensure that campuses are safe and welcoming for all

visitors; research external best practices; and make recommendations for changes based on audit and research findings