

Getty DEI Council Membership 2020 Nomination Process

Getty DEI Council Purpose Statement

As Getty advances and shares the world's visual art and cultural heritage for the benefit of all, the DEI Council's purpose is to listen to, value, and embrace all members of our community, including their many backgrounds, experiences, needs, and challenges. As advocates, we, the DEI Council, will collaborate with everyone within the organization to champion the benefits of diversity. We will develop strategic initiatives that result in meaningful change. We will hold ourselves, our leaders, and our Getty community accountable for the ongoing process of creating a more accessible, healthy, equitable, and inclusive environment.

The DEI Council invites Getty employees to consider serving in collaboration with other staff as members of the Council, focused on achieving this purpose. **Self-nominations should be sent via email to DEIworkshops@getty.edu.** If you know of someone other than yourself that you feel would be an asset to the Council and this work, please encourage them to nominate themselves.

All responses will be reviewed by the Selection Team of: Dr. Jones, Lori Nelson and another member of the JONES team, Anne Helmreich and Petrus Williams (co-chairs of the DEI Council), and Steve Olsen, Lisa Lapin, Joan Weinstein, Cathy Pericone and Nancy Gibson (DEI Council senior staff resources).

This is critical work that can be time consuming. Please consider this as you contemplate your ability to participate and make the necessary time commitment.

As part of your self-nomination, we appreciate you responding to the following:

- 1) Why are you interested in serving and are you able to make this time commitment?
- 2) Please describe what you see as the value and benefit of the DEI Council to Getty and how you see yourself contributing.
- 3) What experiences have you had working effectively in a diverse group?

Please provide your responses to the above **by close of business on Friday, October 23rd**. No submissions after that time will be accepted.

For your information, below is a general outline of the criteria that the selection team will use to select Council members.

Thank you for your interest and commitment to the Getty and look for more information soon.

The Getty's DEI Council will be made up of individuals who have demonstrated that they:

- value diversity, equity and inclusion, including a commitment to understanding and valuing the importance of diverse perspectives and the positive impact diversity can make to the Getty;

- are able to represent multiple and varied perspectives, whether from their co-workers, guests, community, other professionals, etc.;
- are able to work collaboratively, seeking and using input from others, are respected by their peers, and look for opportunities to grow;
- lead by example, skilled at managing time effectively, able to meet multiple deadlines, take initiative and have solid performance; and
- have a willingness to practice a growth mindset in order to increase their cultural competence and model inclusive behaviors in the workplace.

The Council will consist of members that represent different dimensions of diversity such as, but not limited to, programs/departments, positions/levels, race/ethnicity, gender identity, generational differences, tenure, etc.