

GETTY DEAI PLAN PROGRESS REPORT:

SENIOR LEADERSHIP STRATEGIES, ACTIVITIES, OUTCOMES,
METRICS, ACCOUNTABILITY

As of June 9, 2021

**GETTY DEAI PLAN PROGRESS REPORT:
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Goal 1

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A. Commit to hire, promote, and retain candidates from BIPOC and other diverse communities throughout the Getty organization, especially leadership, management, and professional positions	1. Assess current hiring & promotion practices 2. Work with search firms to assist with hiring 3. Enhance use of applicant tracking system	Increased hiring, promotion, and retention rates for BIPOC candidates and employees in key job classifications	Hiring, promotion, and retention rates for BIPOC candidates and employees in key job classifications	Trustees, senior leadership, HR Director	Ongoing	HR is actively engaging with every program/department before recruitment begins; training for all hiring managers is under development; materials and education regarding bias in recruiting is being shared/discussed with department heads
	4. Survey and collaborate with hiring managers on their hiring practices	Develop and launch an anonymous survey of all hiring managers to assess what experience/ tools they need to be more effective partners in the hiring process	Participation in the survey	DEAI Council, HR, Hiring Managers	Ongoing	DEAI Council recommendation approved by senior leadership; Councilmembers, in collaboration with HR, will draft survey questions internally and collaborate with outside partners (e.g. Mercer Sirota) to develop and refine further
	5. Create accountability for hiring managers in the recruitment process	Develop a recruitment and hiring process checklist that builds accountability for diversity	Development and implementation of the checklist	DEAI Council, HR, Hiring Managers	Ongoing	DEAI Council recommendation approved by senior leadership; Council to work alongside HR to provide input, collaborate on the checklist, and engage hiring managers
B. Identify and eliminate compensation inequities	1. Pay equity study conducted by EY	Elimination of pay disparities that are attributable to race, ethnicity, or gender	Measurement of such disparities through statistical analysis	HR Director	Updated biannually, most recently in 2020	Completed in March 2021 with no material findings; a re-assessment will be concluded following finalized FY22 pay adjustments (June)
	2. Develop and implement policy governing hiring of limited-term employees (LTEs)	All LTE appointments will conform with policy	Percentage of LTE appointments conforming with policy	HR Director	Implemented March 2021, monitored annually	Implemented March 2021

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	3. Ensure appropriate career advancement through market based compensation	Pay reflects market rates for each job classification, and employees are advancing within their classifications	A. Comparison of classification ranges with market survey data B. For traditional pay, percentage of employees who have advanced to the middle of the their range	Senior leadership, HR Director	Surveys conducted annually. Pay ranges are adjusted annually. Market leveling adjustments are made as needed	Getty has approved necessary budget to support market adjustments for 150 staff (approximately 16%) in Getty's Traditional Pay structure; Getty has also approved budget to increase pay for all staff (approximately 475) in the Step Structure, ranging from an additional 1% to 12% pay increase, which ensures we are competitive and allowance is given for Getty's locations
C. Improve professional advancement opportunities within the Getty	1. Identify Staff Engagement Needs (DEAI Council Action 2.1)	Determine the needs and aspirations of staff across job classifications and levels for skill-building and professional development and engagement	Number of staff who are promoted as a result of new professional engagement opportunities	DEAI Council, HR	Ongoing	DEAI Council recommendation approved by senior leadership; next steps include an assessment of the current staff engagement, professional development, and skill-building practices, policies and allocated budgetary resources across Getty
	2. Create a Mentorship and Sponsorship Program (DEAI Council Action 2.2)	Develop and implement a mentorship and sponsorship pilot program that promotes and supports DEAI across the Getty	Creation and implementation of the program; Number of staff who participate	DEAI Council, HR, senior leadership	Ongoing	DEAI Council recommendation approved by senior leadership; next steps include the formation of an ad hoc working group comprised of Council members and staff from across the Getty, with the support of a Senior Leader (TBD)
	3. Reexamine job descriptions to ensure alignment between actual duties and stated requirements; ensure language reflects DEAI and offer recommended changes (DEAI Council Action 1.3)	Thorough review of job descriptions with specific attention to requirements for educational degrees, physical work, experience, and language; recommend changes to position descriptions	Number of position descriptions that are examined; number of recommended changes to position descriptions that are proposed; number of changes that are adopted	DEAI Council, HR, Hiring Managers	Ongoing	DEAI Council recommendation approved by senior leadership; Council to work alongside HR to provide input and collaborate on this checklist and engage hiring managers in this process

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Goal 2

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A. Adopt strong and effective anti-discrimination and anti-racism policies	1. Review anti-discrimination policies update as needed	Ensure adherence to anti-discrimination policies	Number of policies reviewed and/or updated	HR Director, General Counsel, COO	Ongoing	Ongoing
	2. Research best practices for anti-racism policies, then develop and adopt such policies	Ensure adoption of best practices and anti-racism policies	Number of peer institutions researched; number of new policies adopted or changed	HR Director, General Counsel, COO	Ongoing	Ongoing
B. Adopt strong and effective reporting, conflict resolution, and disciplinary procedures	1. Review current use of Ethics Point anonymous reporting system	Ensure that Ethics Point is functioning effectively	Number of ways that Ethics Point is assessed	HR Director, General Counsel, COO	Ongoing	Ongoing
	2. Develop better communication with staff regarding the use of Ethics Point in reporting discriminatory or other inappropriate conduct	Ensure that staff understand the process and protocol regarding the use of Ethics Point	Number of changes to staff communication regarding Ethics Point	HR Director, General Counsel, COO, VP for Communications	Ongoing	Ongoing
C. Strengthen and expand anti-racism and unconscious bias training	1. Create mandatory anti-racism and unconscious bias training (DEAI Council Action 5.1)	Design and implementation of training programs; work with JONES to expand training to additional members of the Getty community	Number of employees completing training	Getty Human Resources, DEAI Council, JONES consultants	Ongoing	Training is currently underway
		Revise new staff onboarding to include unconscious bias training	Number of employees completing training	Getty Human Resources, DEAI Council, JONES consultants	Ongoing	Ongoing

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	2. Revision of Getty Style Guide to incorporate more contemporary DEAI nomenclature	Proper inclusive language and definitions will inform all Getty communications, internal and external, going forward	Completion of revisions and training of Getty editors on its use; Number of editors trained	Communications and Getty wide working group (convened by Asst Director, Communications and Editor); DEAI Council	Completed May 2021	Cross-Getty editorial group convened and outside consultant hired to guide process; Shared with DEAI Council for feedback May 2021
	3. Create a DEAI Anti-Racism Speaker Series	Creation of a dynamic program with guest speakers from a range of disciplines to engage staff in meaningful educational opportunities at the intersection of arts and culture and racial justice	Number of events scheduled, number of staff who attend	DEAI Council, with input from Events, Public Programming, GRI, and others	In development	The Communication and Integration Subcommittee has compiled a list of proposed speakers and workshops; additional research needed; budget to be developed
	4. Encourage organically formed, open, informal groups for discussion around these topics and common learning goals	Open and honest conversation among staff regarding racism to encourage learning	Number of groups formed, number of staff who participate	DEAI Council	In development	Council to develop and implement this proposed action, with the intention of keeping it a grassroots effort and allowing participation to be organic; i.e. anti-racist book club

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Goal 3

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A. Reduce organizational barriers to foster more access, interaction, and communication between senior leadership, staff, and trustees	1. Determine optimal means of engagement between trustees and staff; work toward institutionalizing opportunities for engagement	Establish channels for communication between staff and Trustees	Number of opportunities provided for staff to engage with trustees, and number of staff who are invited to participate	Ad Hoc DEAI Committee, trustees, senior leadership	Ongoing	Research to be conducted with regard to best practices at peer institutions; trustees have attended DEAI Council meetings and town halls with staff; conversations are ongoing with the Board about additional opportunities for trustees to engage with staff
	2. Create mechanisms for ongoing interaction between the DEAI Council, senior leadership, and trustees	Establish channels for communication between DEAI Council, senior leadership, and trustees	Number of opportunities provided for council members to engage with senior leaders and trustees and number of individuals from each group who participate	DEAI Council, Ad Hoc DEAI Committee, trustees, senior leadership	Ongoing	Senior leadership team has met with the DEAI Council to discuss Council priorities and action items, and will continue to do so as the Council continues its work; trustees receive regular updates on all DEAI work and have also met with the Council, and will look for future opportunities to do so
B. Be more transparent about decision-making and seek more input from staff on Getty-wide issues and initiatives	1. Adopt a new Vision Statement for Getty; Create opportunities to discuss with staff Getty's mission, vision, and the context for major organizational decisions, particularly those that directly impact employees	Getty values clearly articulated for the entire community, as well as prospective employees and community members	New statement adopted	DEAI Council; VP, Communications	Summer 2021; statement to trustees September 2021	DEAI Council has formed a small working group, and will consult all Getty staff, to develop a recommended new values statement for all of Getty
	2. Assure we are meeting the needs of all employees, visitors and other members of our community, with multi-language content	Convene a cross-Getty translation working group to make recommendations to senior leaders	All internal communications and many external communications available in Spanish, and possibly other languages	Cross-Getty working group (convened by VP, Communications)	Recommendations to senior staff Spring 2021	Bilingual/translation working group has met to several times and provided input on a needs assessment, and has determined top priorities for translation support; next step is to finalize and forward its recommendations to senior leadership
C. Create more channels and opportunities for staff to gather, communicate, and collaborate across departments and programs	1. Create more opportunities for senior staff to meet with employees, both formally and informally	Staff have opportunity to have conversation, share their work with senior leaders and ask questions of senior leadership	Number of staff who participated from various departments and programs	President/CEO, COO/CFO	Began fall 2020 and ongoing	New opportunities offered for staff to meet 1:1 with senior leaders, Jim Cuno and Steve Olsen, as well as in small groups.
	2. Create inclusive, informal forum(s) for all staff to interact and learn about one another's work (DEAI Council Action 3.1)	Design a pilot program that fosters community, inclusivity, and belonging	Number of groups created, number of staff participating, and number of engagement opportunities offered	DEAI Council	Ongoing	DEAI Council recommendation approved by senior leadership; next step to inventory current and past similar sharing activities across Getty

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Goal 4

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A: Further diversify collections within the Museum and Getty Research Institute (GRI) to reflect our diverse communities	Acquisitions	1. Increase diversity of makers and subjects to our art holdings within our current collecting areas.	Number of works acquired by artists from diverse backgrounds and or representing diverse themes and inclusive subjects	Director, Museum; Director, GRI; Associate Director, Collections; Curators	Ongoing	Ongoing (see Goal 4 Addendum for additional detail)
		2. Display recent acquisitions of BIPOC and women artists	Number of recent acquisitions of BIPOC and women artists on display	Director, Museum; Associate Director, Collections; Curators	Ongoing	Ongoing (see Goal 4 Addendum for additional detail)
B: Broaden the stories we tell and the audiences we seek to reach by engaging diverse voices and outside partners	Exhibitions	Inclusive program incorporating multiple dimensions of diversity (sex, gender identity and expression, ethnicity, culture and faith)	Museum: Realize a program that supports at least two exhibitions each year that focus on a dimension of diversity GRI: Have every exhibition program produced by the GRI highlight one or more dimensions of diversity, both in terms of content and creators represented within exhibition	Director, Museum; Director, GRI; Assoc. Director, Exhibitions, Museum; Assoc. Director, Collections, Museum; Deputy Head, Exhibitions, GRI; Museum and GRI Curators	2021-2024	Ongoing (see Goal 4 Addendum for additional detail)
	Education and Public Programs (Museum)	Develop public program series that engages speakers and performers of diverse backgrounds and explore contemporary issues	Number of programs featuring speakers from diverse backgrounds and/or DEAI-driven content	Director, Museum; Associate Director, Exhibitions; Associate Director, Collections; Curators	Ongoing	In development
	Education and Public Programs (GRI)	1. Continue FY21 public programming on new and diverse areas of art history to address questions of inclusion and exclusion, celebrate, multilingualism and encourage voices and perspectives, reaching new and more diverse audiences	Number of programs featuring speakers from diverse backgrounds and/or DEAI-driven content	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Programming	Ongoing	21 programs offered in FY2021, with 91% of the programs featuring DEAI-driven content; public program speakers nominated by GRI staff

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		2. Continue building AAAHI oral histories	Number of oral histories conducted and made available	Head, Research Projects and Academic Outreach	2021-2022 and ongoing	Oral histories with Ulysses Jenkins, Senga Nengudi, and Dale and Alonzo Davis are complete (recordings with the Oral History Center for editing, processing, etc); Total of 10 individual oral histories conducted with OHC; 2 group oral histories conducted independently
		3. Program Season 2 of Recording Artists	Number of episodes completed and made available	Deputy Director	2021-2022 and ongoing	Recording Artists Season 2 rough footage compiled; Pilot episode is currently in process
	Library and Archives (GRI)	1. Promote and be a more active steward of the GRI's diverse archives through program and digital curation	See Goal 4 Addendum for additional detail	Head, Research Services; Manager of Reference and User Engagement	Ongoing	Ongoing (see Goal 4 Addendum for additional detail)
		2. Library will promote efforts in anti-racist cataloguing	See Goal 4 Addendum for additional detail	Head, Research Services; Manager of Reference and User Engagement	Ongoing	Ongoing (see Goal 4 Addendum for additional detail)
D: Deepen Museum Education engagement with BIPOC and other diverse communities, onsite and online	Launch <i>Getty Virtual Student Guides</i> program through collaboration w/East LA College (ELAC)	Continue to offer virtual K-12 classroom engagement with an emphasis on Title I school communities and provide paid opportunity for diverse community college students	Maintain virtual engagement attendance levels w/K-12 students; expand program nationally; introduce community college students to career opportunities and evaluate pre and post program awareness levels	Museum Education (Gallery Educators); Visitor Services (School Schedulers); Curatorial (training sessions)	Launch R&D in FY22; implement in FY23; expand in FY24 based on evaluation	Program will launch with ELAC and expand to other community college campuses once demand is ascertained and partnerships established with each college campus
	Continue to diversify docent corps	Increase level of applications from BIPOC and Latinx prospects; develop a reputation for providing a welcoming, exciting, and fun place to be a docent; offer the most high quality DEAI training to all docents	Demographic make-up of applicant pool; annual program satisfaction surveys	Museum Education; Trust Communications; Curatorial; DEAI trainers	FY22 and ongoing	The department has made progress with diversifying the corps and has more work to do; currently researching options for DEAI training options for docents before a full return to site
E: Contextualize collections by developing diverse and inclusive narratives	Bilingual didactic materials project	Launch bilingual didactic materials project; develop long-term implementation plan and identify pilot projects in the Museum and GRI	Number of bilingual materials produced, number of exhibitions and programs impacted	Director, Museum; Director, GRI, Associate Director, Exhibitions; Associate Director, Collections; Curators	FY21-22	In development and ongoing (see Goal 4 Addendum for additional detail)
	Collection Display and Interpretation (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	Dependent on specific action/outcome, (see Goal 4 Addendum for additional detail)	Director, Museum; Associate Director, Collections; Associate Director, Exhibitions; Head of Interpretive Content; Head of Design	FY21-22 and Ongoing	Ongoing (see Goal 4 Addendum for additional detail)

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Goal 5

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A. Ensure our campuses are safe and welcoming environments for all visitors, including and especially BIPOC, other diverse communities and individuals of all physical abilities	1. Working through its committee: a) Inventory ways in which the Getty interfaces (either through words, experiences, or in person) with the public b) Prioritize areas where the Getty can improve interactions with its publics c) Implement priorities to improve visitor and staff experience	Being recognized by the public and the Getty staff as a safe and welcoming environment	Affirmation by public via visitor survey instruments and staff polls	GCI Director and the Safe and Welcoming Environments Committee	Ongoing; top three priorities identified by end of FY21; priorities to be addressed in FY22	Committee formed and announced; recommendations to be developed in the coming months
B. Expand and develop relationships with local leaders and organizations from BIPOC and other diverse communities	1. Develop guidelines for Getty staff for land acknowledgement statements in meetings and events; work with Indigenous leaders to develop land acknowledgment for large public gatherings and public-facing materials	Acknowledge and respect history of Indigenous people on lands where Getty sites now stand	Status of projects developed in partnership with indigenous communities	CFO/COO Key contributors: Getty-wide committee	Ongoing	Committee formed and announced; recommendations to be developed in the coming months
	2. Make connections with key City and County officials representing BIPOC communities	Greater understanding by Getty leadership of community needs and greater understanding by civic leaders of Getty's work	More frequent contact and coordination between Getty and civic leaders to facilitate community relationships	Senior leadership	Ongoing	Ongoing
	3. Working through a Getty-wide committee, create set of recommendations for Getty senior leadership	More sustained and meaningful relationships with local BIPOC communities and organizations	Implementation of key recommendations from committee	Foundation Director and Community Engagement Committee	Recommendations by Fall 2022, with updates during the process	Committee formed and to be announced by June 15; recommendations to be developed in the coming months
Strategy D: Promote research that advances the understanding of the art and material culture of BIPOC and other diverse communities	1. Support access to archives nationally through the Foundation's African American art archives initiative	Resources available to researchers and greater recognition of contributions of African American art and artists	Grant initiative launched and grants awarded	Foundation, working with GRI AAAHI	Launch in FY22	Advisory committee meeting held; initiative in development

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	2. Document African American heritage places in Los Angeles through the GCI's work with the City of LA Planning Department	Advance the status and recognition of African American heritage place in Los Angeles	Places identified for inclusion within the Historic Places LA database, or inscribed as Cultural Monuments	GCI, City of Los Angeles Planning Department's Office of Historic Resources, Community Groups	Launched in FY21; three to four year duration	Project is before City Council for Approval; search for project director underway
F. Increase Getty's engagement with business enterprises owned by BIPOC and other diverse communities	1. Conduct supplier survey to measure extent of BIPOC-ownership of Getty suppliers	Short-run: establishment of baseline. Long-run: increased participation by BIPOC-owned businesses	Numbers of BIPOC-owned suppliers under contract with Getty programs and departments	Procurement department, Controller, CFO	Ongoing	Survey is being prepared for release
	2. Conduct manager survey of existing investment manager universe to measure extent of BIPOC ownership and leadership	Short-run: Establish baseline of BIPOC managers Long-run: Increased participation of BIPOC ownership and leadership	Number of BIPOC-owned and led investment managers	Investment Office, CIO	Ongoing	Coordinating survey with peer institutions
	3. Expand BIPOC network to help identify and hire new BIPOC investment managers	Short-run: Establish baseline of BIPOC managers Long-run: Increased participation of BIPOC ownership and leadership	Number of BIPOC-owned and led investment managers	Investment Office, CIO	Ongoing	Hiring new BIPOC managers already underway

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Goal 4 Addendum: Museum and GRI Detailed Activity Report

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

Strategy	Activity	Desired Outcome	Key Metrics	Key Contributors	Timeframe	Status
A: Further diversify collections within the Museum and Getty Research Institute (GRI) to reflect our diverse communities	1. Acquisitions (Museum)	Increase diversity of makers and subjects to our art holdings within our current collecting areas; each curatorial department has written a “diversity acquisition plan”	Focus our acquisitions of Photographs on works by women, LGBTQ+ and BIPOC makers, providing additional resources whenever possible	Director, Museum; Associate Director, Collections; Curators	FY21 and Ongoing	In FY21: Acquired several dozen photograph by Black, Latinx, Asian, LGBTQ+, and women photographers, including work by members of the Kamoinge Workshop (Anthony Barboza, Louis Draper, Herb Robinson, Adger Cowans, and Jimmie Mannas), John Edmonds, Lorna Simpson, George Platt Lynes, Deana Lawson, Jo Spence, PaJaMa, and a large group of Japanese American photographers
			Acquire works by women artists in each of the following collecting areas: Paintings, Drawings, Manuscripts, and Sculpture & Decorative Arts	Director, Museum; Associate Director, Collections; Curators	FY21 and Ongoing	In FY21: Acquired a painting by Artemisia Gentileschi (c. 1627) and drawings by Sarah Stone (1788) and Emilie Mediz-Pelikan (1896)
			Acquire works representing diverse and inclusive subjects or themes in all collecting areas	Director, Museum; Associate Director, Collections; Curators	FY21 and Ongoing	In FY21: Acquired an important manuscript made for Queen Anne of Brittany of France with illuminations depicting wronged women from ancient history and mythology
			Acquire multiple works of art in the category of “Non-European Art in a European Context” as described above	Director, Museum; Associate Director, Collections; Curators	FY21 and Ongoing	In FY21: Acquired an 18th Dynasty Egyptian faience stirrup jar; we are in the process of acquiring a Qu’ran manuscript page made in Islamic Spain
	2. Acquisitions (GRI Special Collections)	Continue to increase diversity of creators and subjects in GRI Special Collections, focusing on identification of gaps in the current holdings and ways of broadening the representation of creators and content in areas of collecting strength	Commit to a minimum of 50% of SC acquisitions being either works created by makers who identify as BIPOC, LGBTQ, and/or women or representing diverse and inclusive subjects or themes in all collecting areas outside of specific initiatives	Director, GRI	FY21 and Ongoing	In FY21: 44 acquisitions and donations of archives and work by artists of diverse backgrounds or expressive of DEAI-driven content comprised 86.5% of the total value of the GRI’s acquisitions and donations. Notable acquisitions include works by and archives of Alfredo Boulton, Paul Revere Williams, Gunther Gerzo, the Thomas Ireland collection, Paolo Gasparini, and Alice Rahon

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	3. Acquisitions (Getty Library)	Expand Library holdings to enhance diversity of collections by acquiring currently published and antiquarian material through collections and individual works by women and BIPOC individuals	Measurement of increased collection development in targeted areas through statistical and system reporting analysis; Conspectus reporting tool used to inventory existing collection strengths, current collecting intensity, and priority level collecting areas under discussion	Associate Director/Chief Librarian; Manager of Library Collection Development and Acquisitions	Ongoing	Several major libraries added in last three years that expanded the Library's diversity of materials in terms of subject matter, language, and authors, including the Lothar von Falkenhausen library (Chinese archaeology); the Robert Farris Thompson library (African and Black Atlantic art and culture); the Michael Coe library (Latin American archaeology); and the Arcana library (African American art); Ongoing additions of single items, electronic resources, and journals in diverse fields, particularly African American Art and Chinese, Japanese Korean, Latin American, Indian, and Southeast Asian publications
B. Broaden the stories we tell and the audiences we seek to reach by engaging diverse voices and outside partners (Museum)	1. Exhibitions (Museum)	Inclusive program incorporating multiple dimensions of diversity, such as sex, gender identity and expression, ethnicity, culture and faith	Realize a program that supports at least two exhibitions each year that focus on a dimension of diversity	Director, Museum; Associate Director, Exhibitions; Associate Director, Collections; Curators	3 years, 2022-2024	Includes Kamoinge Workshop (2022); Faces of Poverty (2023); Camille Claudel (2024)
		Reoccurring programing strand that represents non-European artists and artistic cultures	Deliver at least one exhibition each year that represents non-European artists and artistic cultures	Director, Museum; Associate Director, Exhibitions; Associate Director, Collections; Curators	3 years, 2022-2024	Includes Nubian Jewelry (2022); The Mayan Codex (2022); Ancient Vase Painting (2023)
		Connecting the exhibitions program to contemporary artistic practice	Enhance the presentation of one exhibition a year by embedding in the installation experience (interpretation, design etc) the work of present-day diverse artists and creative practitioners	Director, Museum; Associate Director, Exhibitions; Associate Director, Collections; Curators	3 years, 2022-2024	Includes Poussin and the Dance (2022); Uta Barth (2022); Tim Walker (2023)
		Utilize the Museum's exhibitions program as an outreach tool to engage with diverse communities throughout Los Angeles	Deepen our engagement with a variety of diverse communities throughout Los Angeles; develop valuable connections to new audiences for the Getty; Create a community organization database that we can work with on collaborative projects and identify one to two upcoming projects for collaborations	Museum Public Affairs	Calendar year 2021/2022 and beyond	Currently updating the Museum's database to be more community focused (outreach for exhibitions and public programs; invitation list for exhibition openings); collaboration in process with various LA organizations for Kamoinge Workshop exhibition (Summer 2022)

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	2. Outside Voices, Program Development (Museum)	Regularly integrate outside voices representing a diversity of approaches and perspectives into our program development (including exhibitions, collections displays, and interpretation)	Develop an audience research and engagement program to understand better our audiences, their needs and expectations, delivering an implementation plan	Assistant Director, Education & Public Programs; Assistant Director, Comm. & Public Affairs; Associate Director, Exhibitions; Associate Director, Collections	2023	Ongoing
			Engage guest curators and other specialists to collaborate on our gallery intervention projects	Curators	2021-2023	In 2020/2021, we engaged independent curator jill moniz to develop the exhibition <i>Photo Flux: Unshuttering LA</i> (opened May 2021); in 2022, we will engage other outside specialists to develop the "Connections" project and other programs
			Develop 3 projects (exhibition, installation, or display) that will be co-curated with a local artists	Curators	2022-2023	Ongoing
	3. Outside Voices, Education (Museum)	Focus on youth-focused photography-based program, Unshuttered; Reach diverse students with national call for submissions; establish partnerships with mission-aligned organizations	Increase photo submissions by BIPOC and Latinx youth; add new cities to the projection program; double the number of teacher webinars; increase level of activity by Los Angeles youth; substantially increase use of <i>Unshuttered</i> app	Museum Education; Interpretive Content; Dept of Photographs; Development	FY22 and FY23	Funding has not yet been re-committed by initial funder, Genesis; depending on safety recommendations related to Covid-19, a public event may be staged at the Getty Center and potentially in other cities across the country in conjunction with the projections
	4. Outside Partners, Online (Museum)	Utilize the Museum's collection and exhibitions to highlight themes of diversity and inclusion across various digital channels (i.e., social media, Google Arts & Culture presentations, Getty's blog). Highlight the diversity that exists within our collection and how we are able to utilize objects (both contemporary and non-contemporary) to speak to diverse subject matter	Commitment to a percentage of social media posts and Google Arts & Culture presentations that address topics of diversity; participation in major national initiatives such as Black History Month, Women's History Month, and LGBTQ+ Pride on social media, Google, and the Getty's blog; collaborations with BIPOC social media influencers and artists to develop social media content that provides a new perspective on our collection	Museum Public Affairs in collaboration with Curatorial and Trust Communications, as well as the GRI	Ongoing	Ongoing with regard to social media for several years; Since March 2020, expanded efforts with Google Arts & Culture and created a number of presentations that focus on themes of diversity and/or BIPOC artists; now exploring working with BIPOC social media influencers and artists to create content for our social media channels and the Getty's blog

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	5. Collections, Online (Museum)	Review of Collection Online object descriptions to capture and enhance diverse narratives about each object if warranted. Object descriptions that tell a more rich and diverse narrative	Measured by the number of objects displayed online via Collection Online - 107,842 as of 5/5/21	Curatorial departments; Interpretive Content; Collection Information & Access	Ongoing	Some work has commenced on this activity as curatorial staff are working in object records and research has revealed information
B: Broaden the stories we tell and the audiences we seek to reach by engaging diverse voices and outside partners (GRI)	1. Exhibitions (GRI)	Host inclusive exhibition programming, incorporating multiple dimensions of diversity (sex, gender identity and expression, ethnicity, culture, faith)	Have every exhibition program produced by the GRI highlight one or more dimensions of diversity, both in terms of content and creators represented within exhibition	Director, GRI; Deputy Director, GRI; Head, Exhibitions; Curators	4 years, 2021-2024	Includes Fluxus Means Change: Jean Brown's Archive (2021); Blondell Cummings: Dance as Moving Pictures (2021, at Art + Practice); Flesh and Bones: The Art of Anatomy (2022); and (Re)Imagining the Americas (2022)
		Reach more diverse audiences by adopting wall text and exhibition labels that use inclusive language and offer an alternative to English	Implement bilingual wall text and educational materials in every on-site GRI exhibition	Director, GRI; Deputy Director, GRI; Head, Exhibitions; Curators.	Ongoing	Includes all forthcoming GRI on-site exhibitions
		Celebrate outside voices and alternative forms of knowledge that have traditionally been left out of institutionally curated exhibitions	Incorporate work of at least 1 artist or other creative practitioner in the exhibition; engage consulting experts on exhibition content and educational materials	Director, GRI; Deputy Director, GRI; Head, Exhibitions; Curators.	3 years, 2022-2024	Includes Blondell Cummings: Dance as Moving Pictures (2021, at Art +Practice); Flesh and Bones: The Art of Anatomy (2022) and (Re)Imagining the Americas
		Reach audiences traditionally underserved by Getty, reboot the Palmyra online exhibition in Arabic	Number of visitors to online exhibition, number of website engagements, number of social media content generated, and number of countries where we generated engagement	Director, Museum; Director, GRI; Associate Director, Dissemination and External Affairs; Head, Programming	Complete	Launch of Return of Palmyra in Arabic with promotion in Arabic, with 1 million unique visitors and 75 million impressions; collaborations with three social media influencers in the Middle East region produced over 30 pieces of content, generating over 30,000 engagements with the website and on social media; top-three countries of viewers included Algeria, Egypt, and Afghanistan
	2. Library Outreach and education programs (GRI)	Increased readership, classes, and virtual users of the collections by more diverse audiences	Develop plans for virtual library and in-person open houses and classes other related activities to reach wider and more diverse audiences	Head, Research Services; Manager of Reference and User Engagement	Ongoing	In planning phases.

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		More inclusive and accessible Library orientations for scholars, interns, and readers, and more diverse groups overall	Increase in number of orientations; increased positivity response rate to surveys distributed to attendees	Head, Research Services; Manager of Reference and User Engagement	Ongoing	Such orientations are planned for this summer's Marrow undergraduate interns, which were developed last year with excellent feedback
		More diverse Library virtual programming for internal and external audiences	Annual growth in attendees; anecdotal and increased contacts with colleagues on these topics	Associate Director/ Chief Librarian; Project Manager for Getty Research Portal	Ongoing	Current FY21 activities include presentations at the Art Libraries Society of North America (ARLIS/NA) conference on a) the work of the AAAHI bibliographer, b) a collaboration of the the Getty Research Portal and a Japanese library, c) a presentation on our virtual orientation for Marrow interns last year
	3. Public Programs (GRI)	A rich programming agenda that celebrates a multitude of voices along different dimensions of diversity and showcases content relevant both to the GRI and a broader social context	A minimum of 60% of programs featuring speakers from diverse backgrounds, DEAI-driven content, or both	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Programming	Ongoing	In FY21: 21 programs offered with 91% of the programs featuring DEAI-driven content
		Inclusive programming that celebrates multilingualism and global diversity	Either use of simultaneous translation or addition of bilingual subtitles in post-production for all relevant programs	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Programming	Ongoing	GRI had first-ever bilingual virtual programs in FY21 with "Hostile Terrain 94: Reflections on Immigration and Public-Facing Anthropology" (English/Spanish) and "Human Heritage: Preserving Palmyra, Petra, and Hatra" (English/Arabic)
		Reach new and more diverse audiences through both in-person and virtual programming content	Annual growth in the number of attendees, number of countries of attendees	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Programming	Ongoing	In FY21: For virtual programs, nearly 5,000 live attendees from more than 40 countries worldwide, on every continent except Antarctica
	4. Accessibility to Collections (GRI)	Use of more inclusive and accurate object and archive descriptions in the Library catalogue, finding aids, and metadata	Continue to systematically revise finding aid catalog, other descriptions, and metadata to remove and update outdated language and implement anti-racist descriptive best practices	Associate Director & Chief Librarian, GRI; Head, Institutional Archives; Head, Library Technical Services; Head, Special Collections Management	Ongoing	Anti-racist description working groups instituted at the GRI in the Library, Institutional Archives, and Special Collections Management; GRI Conservation department participating in an initiative led by the Preservation Department at the Stanford University Libraries to review conservation terminology in an effort to use more inclusive, anti-racist and accurate language; PhotoTech team completed an assessment and recommendations report of problematic terminology describing people and cultures represented in legacy metadata for the Photo Archive Paintings & Drawings section

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		Prioritize cataloguing of diverse collections, with particular emphasis on the foundational literature of African American Art History	Completion of the cataloguing of the Arcana library	Associate Director/Chief Librarian; Head, Library Technical Services	3 years, 2022-2024	Staff plan for cataloguing the Arcana library is currently in progress; once initiated, work will take 2.5 years to complete
		Broader use of diverse and inclusive Research Guides (Libguides) and other bibliographical tools	Increase in number of guides available online; increase in number of users of resources	Head, Research Services; Manager of Reference and User Engagement; Bibliographer for African American Art	Ongoing	Current project in progress is on Blondell Cummings, a collaboration between Library and Curatorial staff, and a digital bibliography on African American Art
	5. Academic Outreach (GRI)	Engage faculty and students through deliberate outreach and curriculum-based programs designed to connect more diverse audiences with DEAI collections	At least three outreach programs per year targeting specific academic groups (teachers, faculty, or students)	Director, GRI; Deputy Director, GRI; Head, Research Projects & Academic Outreach	Ongoing	In FY21, GRI held a weeklong workshop focused on integrating indigenous perspective of Spanish conquest into the K-12 curriculum via the Florentine Codex; one workshop focused on university and college faculty in connection with the Blondell Cummings exhibition and GRI collections; and a symposium for graduate students.
	6. Publications (GRI)	Diversify the authors and content represented by the GRI imprint	Growth in titles and authors representative of women or identifying as BIPOC or LGBTQ	Director, GRI; Associate Director, Publications	Ongoing	Revision of book proposal form; diversification of pool of peer reviewers. Recent new titles reflective of DEAI-driven topics include: Visualizing Empire: Africa, Europe, and the Politics of Representation (2020); LA Graffiti Black Book (2021); and The Metropolis in Latin America, 1830–1930: Cityscapes, Photographs, Debates (2021)
	7. Digital Content (GRI)	Use the GRI's collections and stories discovered within them to highlight themes of diversity and inclusion via various digital social channels	Commitment to a percentage of social media posts and news stories that address topics of diversity; participation in major national initiatives such as Black History Month, Women's History Month, and LGBTQ+ Pride on social media, Google, and the Getty's blog; collaborations with BIPOC social media influencers and artists to develop social media content that provides a new perspective on our collection	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Digital Media & Content Strategy	Ongoing	In FY21, GRI developed 18 Iris stories with DEAI goals, focusing on BIPOC subjects and stories, including an interview with Latinx artist Sandy Rodriguez; a profile on Black curator, historian, and artist David Driskell; the story of a little known performance in The Kitchen archive of the first female rapper MC Sha-Rock; a history of the Mother Art archive and the invisibility of women's labor; and a spotlight on the restoration of a piece of feminist history, affectionately known as the "breast dress." "What is the Breast Dress" garnered over 4,600 views on the Getty Iris in March

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		Highlight diversity of art and culture through digital experiences, websites, and other forms of media that can be accessed by broad range of audiences worldwide	Increased number of international pageviews for selected websites or pages produced; increased duration of individual sessions	Director, GRI; Associate Director, Dissemination and External Affairs; Head, Digital Media & Content Strategy	Ongoing	Launch of Return of Palmyra in Arabic with promotion in Arabic, with 1 million unique visitors and 75 million impressions. Collaborations with three social media influencers in the Middle East region produced over 30 pieces of content, generating over 30,000 engagements with the website and on social media. Top-three countries of viewers included Algeria, Egypt, and Afghanistan
	8. Digital Initiatives (GRI)	Address historical patterns of racism and biased representation of diverse peoples in photo archives and digitized resources	Interim progress reports on changes made to GRI Photo Archive and usability studies	Deputy Director, GRI; Principal Research Specialist, Digital Art History, GRI	2 years, 2021-2022	Usability testing of Pharos demo site by members of the Pharos Pilot Project Scholar Advisory Group, convened specifically to address issues of DEAI as they relate to the Pharos project; this information and feedback yielded from this effort is also being applied to the Getty's PhotoTech project
	9. Scholars Program (GRI)	Prioritization of themes that open opportunities for DEAI-driven research and scholarship	Increase in number of applications; increase in Scholar projects that feature DEAI-related content	Director, GRI; Deputy Director, GRI; Head, Scholars Program	3 years, 2022-2024	Selected theme for 2020-2021 and 2021-2022 is "The Fragment." Selected theme for 2022-2023 is "Art and Migration"
		Continue to diversify cohort of Scholars and Fellows in residence, and to prioritize diversity in the selection of the Artist-in-Residence	Increased advertisement of application; increase in BIPOC applicants and recipients; continue to commit to 75% of the Artists-in-Residence being women or BIPOC	Director, GRI; Deputy Director, GRI; Head, Scholars Program	Ongoing	Initiation of two Scholar fellowships reserved for AAAHI-related scholarship. 2020-2022 Artist-in-Residence is Gala Porras-Kim
		Engage global audience of Scholar alumni in current Scholar presentations and research	Increase in virtual attendance numbers and growth in number of countries represented by attendees	Director, GRI; Deputy Director, GRI; Head, Scholars Program	3 years, 2022-2024	Between April 2020-June 2021, the Scholars Program hosted 35 targeted-public events which included live Q&A between the scholar cohort and invited guests; Building a broader audience for the program has resulted in regular engagement with international scholarship in over 35 countries, including Bulgaria, Columbia, Denmark, Hong Kong, India, Israel, Mexico, Nepal, Slovenia, South Korea, and Taiwan
	10. Internal Communications and Programming (GRI)	Increased engagement of GRI staff with DEAI and awareness of how work in the museum and library sector intersects with broader cultural and social issues	Number of staff who feel informed and engaged in the ongoing DEAI related efforts within the GRI	Associate Director, Dissemination and External Affairs; Sr. Communications Specialist, Dvlpt & Communications	Ongoing	Launch of an internal "Share and Connect" series that allows staff to present on diversity of topics, including DEAI-related work. FY21 presentations include, for example, presentation by Conservation Post-Bacc Intern on her work on the preservation of the George Floyd memorial

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E: Contextualize collections by developing diverse and inclusive narratives	1. Interpretation (Museum)	Plan and implement bilingual English and Spanish labeling and didactics to enhance access to all Getty collections and exhibitions	Deliver exhibitions program that is entirely bilingual (English-Spanish) in its interpretation; launch planning for the integration of bilingual interpretation in the permanent collection galleries, learning through evaluation and feedback	Director, Museum; Associate Director, Collections; Associate Director, Exhibitions; Head of Design	By FY24	Year 1 , FY22: Pilot and Prototyping (Holbein; 19th C Painting; Fantasy in the Middle Ages; In Focus: Sound)
			Organize three interpretation/writing workshops for curators, interpreters, educators, and editors, engaging a diversity of outside professionals	Associate Director, Collections; Head of Interpretive Content	2021-23	Organize first workshop for Fall 2021
			Review and update our interpretation content and style guide	Associate Director, Collections; Associate Director, Exhibitions; Head of Interpretive Content; Head of Design	2022	Several enabling steps are ongoing (e.g., design evaluation of gallery labels, reviewing content, etc.); full review and update will begin once Head of Interpretation has been hired
	2. Collections Displays (Museum)	Implement a series of displays and installations in the galleries and public spaces of the Museum that will contextualize our collections and bring diverse narratives to interpretation	Initiate an ongoing series of “interventions” of contemporary photographs into the gallery displays of paintings, sculpture, and decorative arts	Director, Museum; Associate Director, Collections; Associate Director, Exhibitions; Curators; Head of Design	3 years, 2022-24	The first round will take place in Fall 2021 with several interventions in the North, East, and South Pavilions; the program will expand into the West Pavilion in early 2022
			Develop a program that will introduce works from beyond Europe into our permanent collection displays; See Goal 4 Addendum for additional detail	Director, Museum; Associate Director, Collections; Associate Director, Exhibitions; Curators; Head of Design	3 years, 2022-24	A concept plan will be developed in 2022; the program will begin implementation in 2023
			Identify and commission a contemporary art installation by an LA-based artist in the Museum’s entrance hall as a pilot for a potential series across our public spaces	Director, Museum; Associate Director, Collections; Associate Director, Exhibitions; Curators; Head of Design	By 2023	Identify and commission artist for an installation in the Museum entrance hall in 2022; implement in 2023