

Monday, Oct. 12, 2020

Dear Colleagues,

I write with an update on our progress and future steps related to diversity, equity, and inclusion.

Thank you to all Getty staff – more than 250 of you – who took part in our virtual feedback sessions and who provided anonymous feedback on our DEI Plan. Your insights and suggestions were very helpful.

Inspired by your feedback, Getty leadership has started work to further refine the DEI Plan and prepare for its implementation. In close collaboration with the DEI Council, this work will include establishing priorities, timelines, and benchmarks, and assessing financial implications. Our intent is to share an updated DEI Plan with Getty staff and the Board of Trustees in January. The DEI Plan will continue to be a “living” document, steadily guiding our work but adapting to new needs and circumstances.

While the plan is being refined, some recommendations can be put in place right away. For example, we heard staff ask for more direct engagement with senior leaders and with other staff across Getty’s programs and departments. In the coming weeks, Jim Cuno and I will launch a series of small-group virtual staff coffees, allowing you to share your work with colleagues. Jim and I will also begin scheduling office hours, where staff can make brief one-on-one appointments with us to discuss issues of your choosing. And later this month, Getty communications will issue a survey about internal communication, so we can better understand how you want to be informed and connected.

Last week, Board of Trustees Chair David Lee announced that the Trustees have formed an ad hoc committee for DEI. Committee members include Mary Schmidt Campbell, Pamela Joyner, David Lee, Rob Lovelace, and Thelma Melendez. The committee met last week with the DEI Council to hear about its work and priorities.

Our DEI Task Forces also continue their important work within the programs and departments, with some new Task Forces just having their first meetings. All told, more than 140 Getty employees are engaged in DEI efforts.

On behalf of Getty senior leadership, we thank you all for your engagement on these important issues. Getty will be a better place for everyone thanks to your interest and dedication.

Steve Olsen  
Chief Operating Officer and Chief Financial Officer