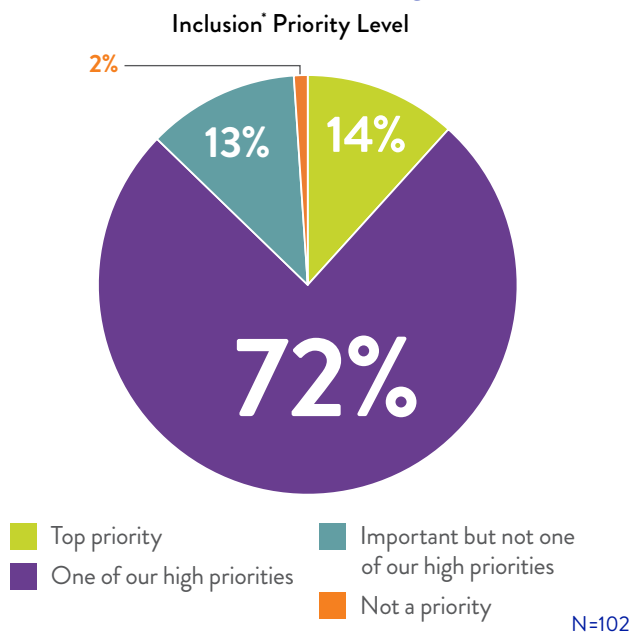


MAY 11, 2021

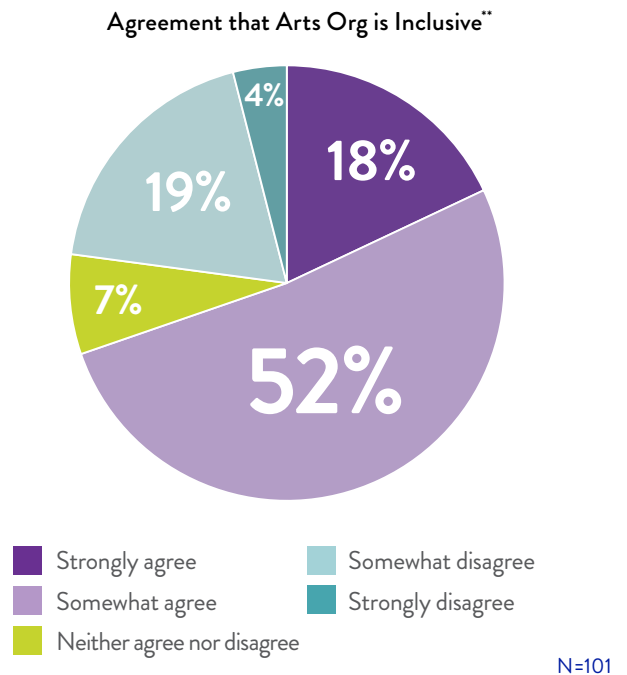
The Advisory Board for the Arts regularly surveys leaders at arts organizations — including operas, ballets, symphonies, festivals, theaters, venues, schools, advocacy organizations, and museums — about issues relevant to the arts world. This online survey was fielded **May 3–8, 2021**. This is the twenty-eighth survey of the series.

INCLUSION PRACTICES, SYSTEMS, & RESOURCES

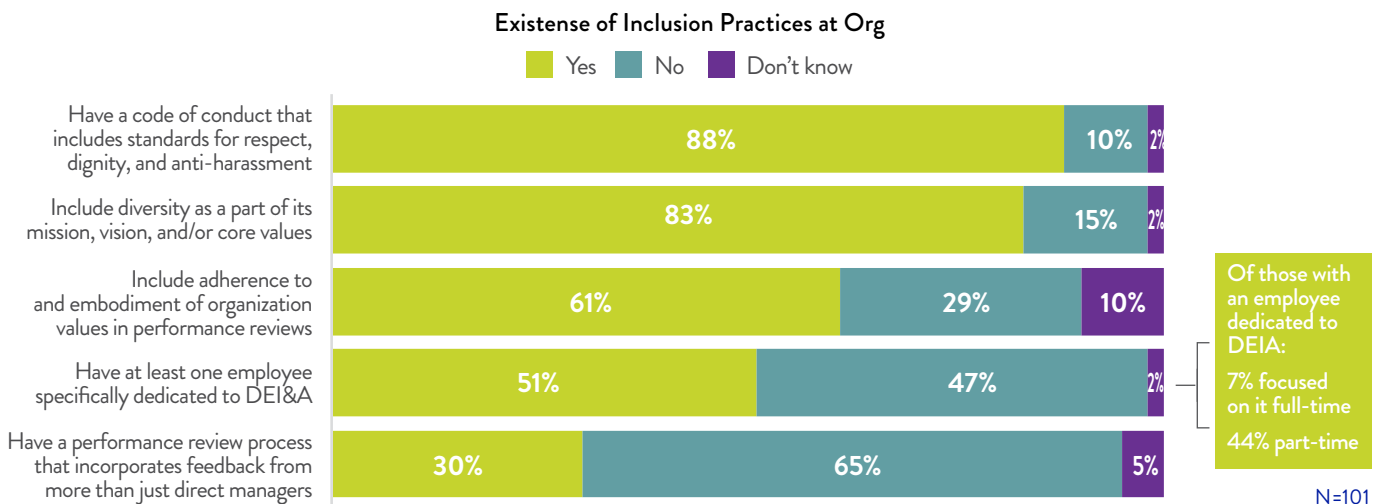
Improving Inclusion Key Focus for Most Arts Orgs



A Lot of Room for Growth in Inclusion



Most Arts Orgs Have Several Inclusion-Focused Practices Already in Place



*Inclusion: Welcoming, valuing, and providing opportunities to all people.

**Inclusive Organization: An org that values and welcomes diverse backgrounds, perspectives, and ideas, and aligns its opportunities, processes, and practices to ensure everyone feels like they belong.

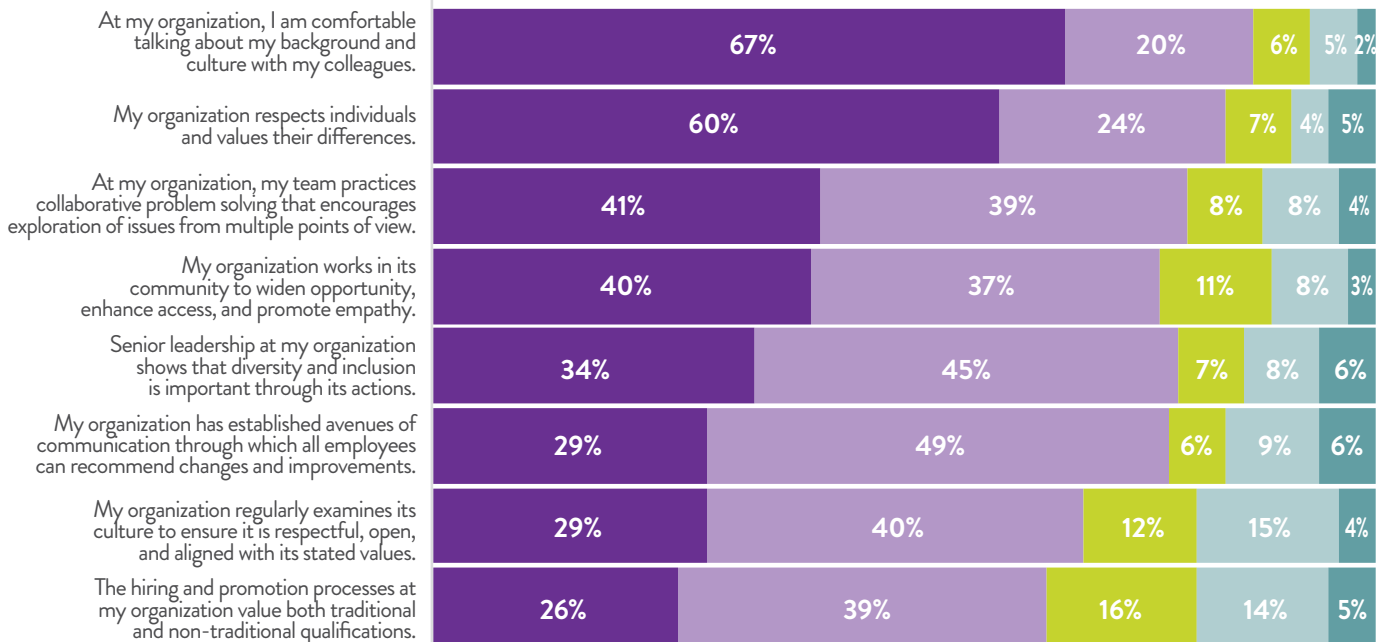
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PERCEPTIONS OF INCLUSION

Clear Opportunity to Improve on Most Elements of Inclusion; Few Statements Reach Majority “Strong” Agreement

Agreement with Statements About Inclusion at Arts Org



■ Strongly agree
 ■ Somewhat agree
 ■ Neither agree nor disagree
 ■ Somewhat disagree
 ■ Strongly disagree

N=97

Ways Arts Orgs Have Demonstrated Commitment to Inclusion

Partnering with the Indigenous communities to create art, provide opportunity, and create a safe place for sharing.

Added ASL translation to digital programs.

We have changed our hiring practices to not fill staff positions until we have interviewed people of color during the process.

Conducted an accessibility audit so that Visitor Experience team could optimize exhibits and the visitor experience for visitors of different ability levels.

Making a public pledge in the 2018/19 season that 50% of living composers programmed would be women.

A moderated listening session about culture/inclusivity with outside expert.