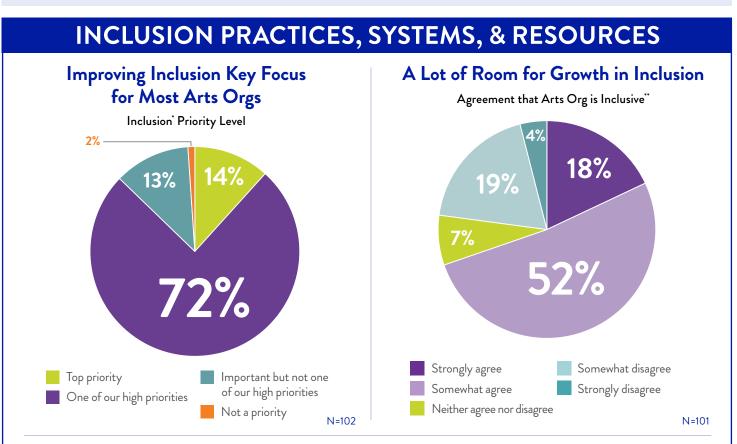


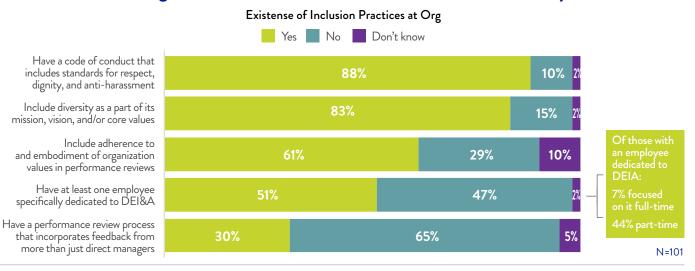
# **Arts Organization Leader Benchmarking**

#### 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.



### 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

60%

41%

40%

34%

29%

29%

26%

67%

At my organization, I am comfortable talking about my background and culture with my colleagues.

My organization respects individuals and values their differences.

At my organization, my team practices collaborative problem solving that encourages exploration of issues from multiple points of view.

My organization works in its community to widen opportunity, enhance access, and promote empathy.

Senior leadership at my organization shows that diversity and inclusion is important through its actions.

My organization has established avenues of communication through which all employees can recommend changes and improvements.

My organization regularly examines its culture to ensure it is respectful, open, and aligned with its stated values.

The hiring and promotion processes at my organization value both traditional and non-traditional qualifications.

📕 Strongly agree 📕 Somewhat agree 📒 Neither agree nor disagree 📃 Somewhat disagree 📕 Strongly disagree

N=97

5% 2%

5%

3%

6%

6%

4%

5%

8%

## 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.

20%

7%

12%

24%

39%

37%

49%

40%

39%

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.