

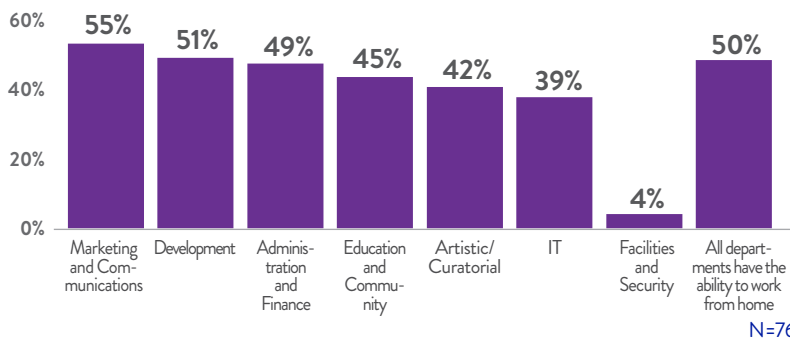
MAY 24, 2022

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 12–20, 2022**. This is the fiftieth survey of the series and was designed to help arts leaders understand how peers are handling their remote/flex work policies and ensuring equity across departments — particularly with regards to production staff.

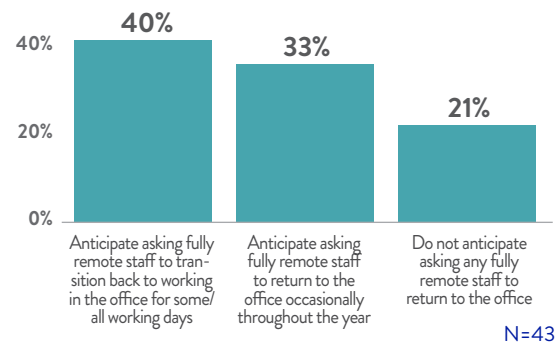
FLEX WORK POLICIES

Generally, Departments Have Similar Opportunities for Remote Work

Staff Departments That Are Offered the Ability to Work From Home

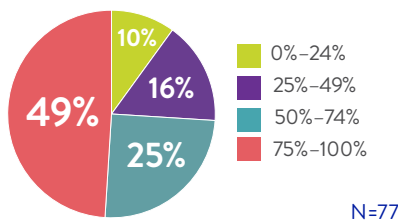


Majority Plan to Ask Fully Remote Staff to Return to the Office to Some Extent in Near Future



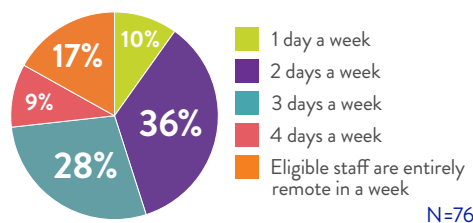
Almost All Staff Have Remote Work Days

Percentage of Staff Currently Working from Home 1+ Day a Week



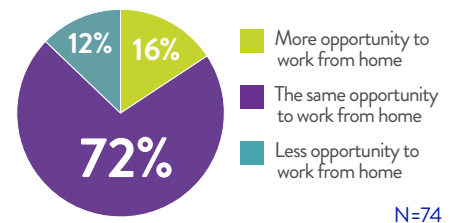
A Range in the Number of Days Staff Can Work Remotely in a Week

Average Number of Days Eligible Staff Can Work Remotely in a Week



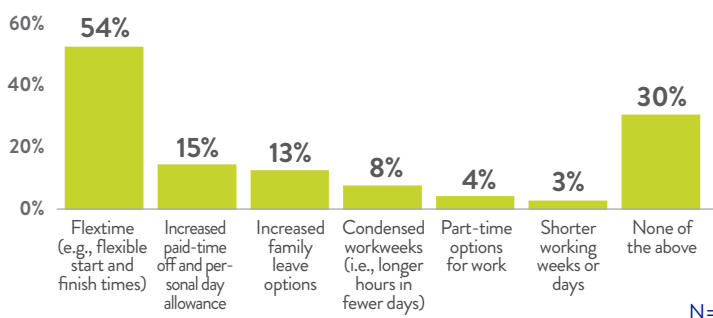
Majority Do Not Expect Changing Remote Work Policies

Changes to Work From Home Policies in the Near Future

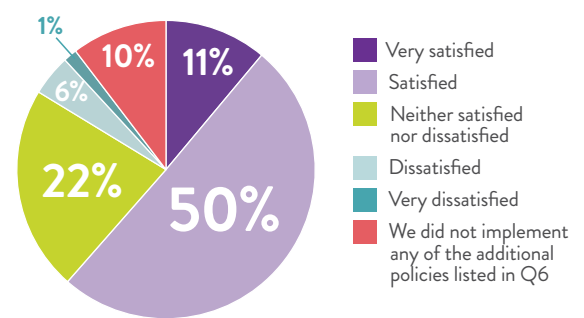


Flextime Options for Staff Are a Popular Addition to Work From Home Policies

Additional Workplace Policies Besides Work From Home Policies



Over Half Report Staff Satisfaction to Policies to Increase Workplace Flexibility

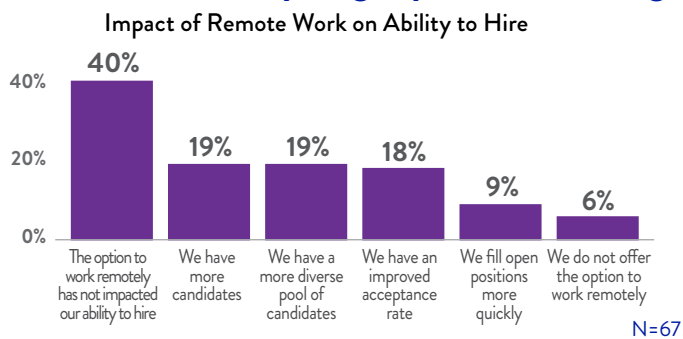


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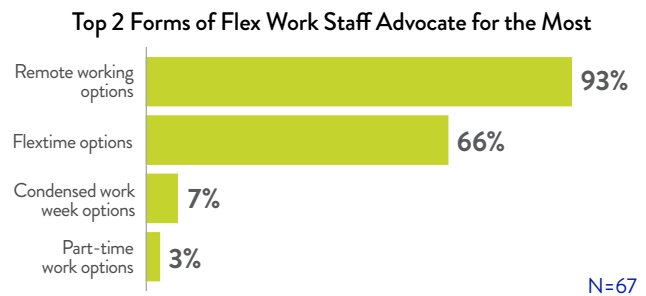
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FLEX WORK POLICIES

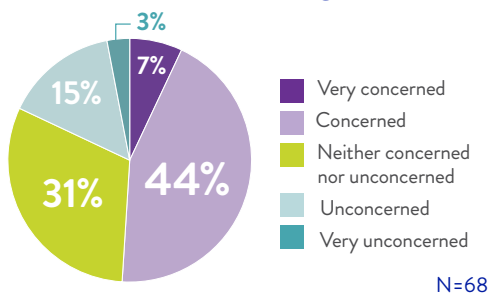
Remote Work Only Slightly Affects Hiring



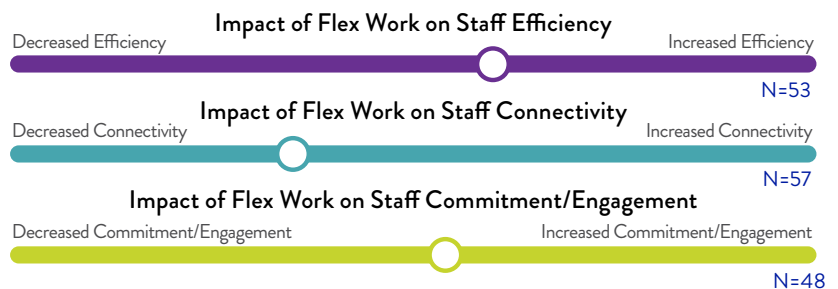
Remote Working and Flextime Options Are Most Important to Staff



Slight Concern About the Equity of Flex Work Arrangements



In Past Year, Flex Work Slightly Increased Staff Efficiency and Commitment, but Decreased Connectivity



PRODUCTION TEAM FLEX WORK

Variety of Additional Policies in Place for Production Staff in an Effort to Increase Equity

Flex Work Accommodations Implemented Specifically for Production Staff

Sample advice for helping production staff not feel negatively impacted by the rise in remote work amongst non-production staff colleagues:

- Set realistic hours and enough production personnel to ensure work/life balance
- Increase production staff compensation
- Allow remote work periodically for any tasks that can be accomplished while at home
- Listen to what production staff have to say and adjust their schedules accordingly
- Encourage the use of flex time options and make available time off options without the use of PTO

