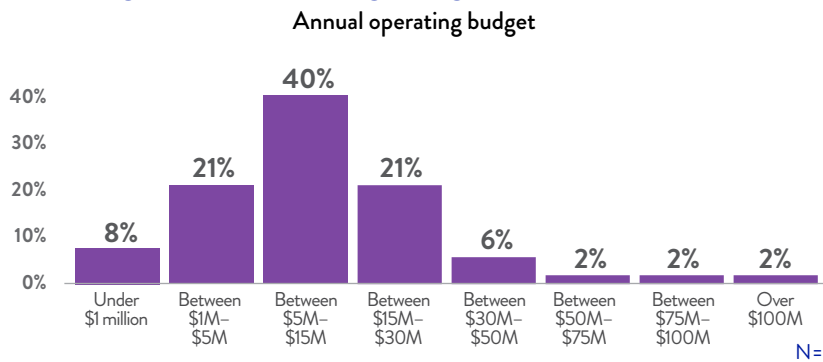


SEPTEMBER 21, 2023

The Advisory Board for the Arts regularly surveys leaders of cultural organizations — including operas, ballets, symphonies, festivals, theaters, venues, schools, advocacy organizations, and museums — about issues relevant to their industries. This online survey was fielded **September 6–13, 2023**. This is the eighty-first survey of the series and was designed to help leaders benchmark themselves on DEI practices.

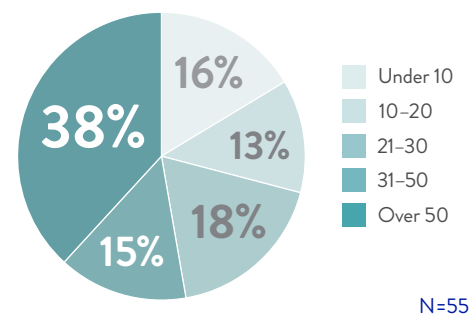
GENERAL ORGANIZATION BENCHMARKING

Most Orgs Have Operating Budgets Between \$5–15 Million



Most Have 50+ FTE Staff

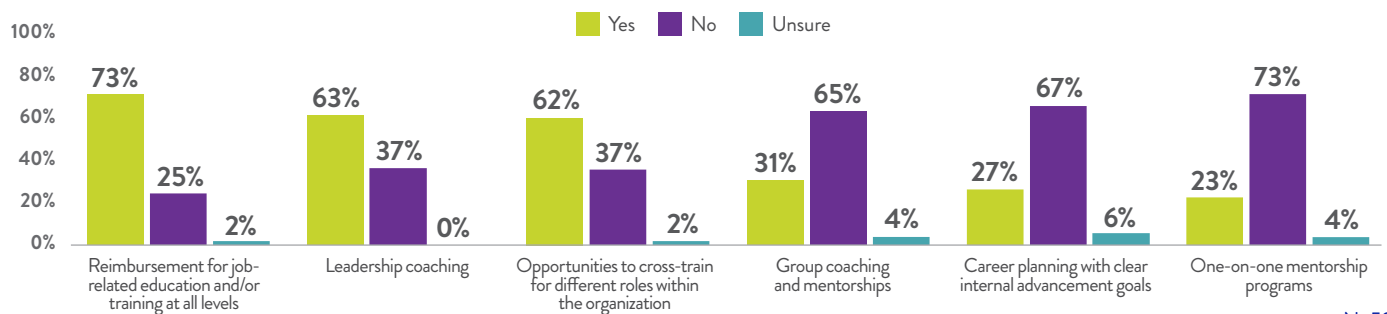
What is the size of your FTE administrative staff?



WORKPLACE CULTURE & PROFESSIONAL DEVELOPMENT

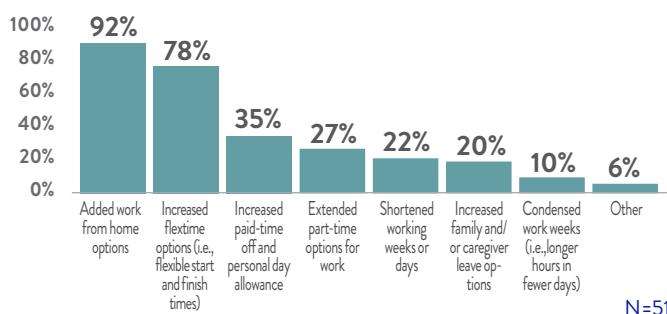
Orgs Reimburse for Training

Does your org provide the following to support staff development?



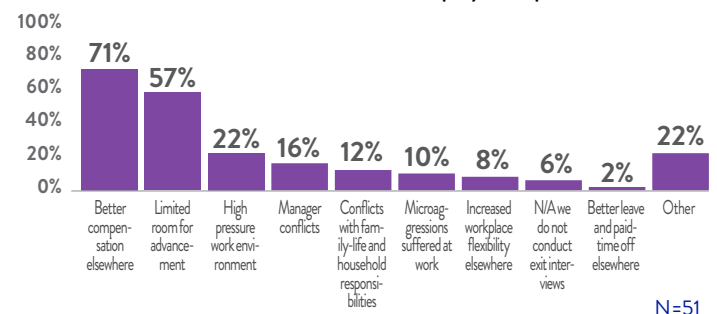
Orgs Added WFH Options

Has your org done any of the following to facilitate workplace flexibility?



Departing Employees Drawn to Better Compensation

What are the main causes for employee departures?



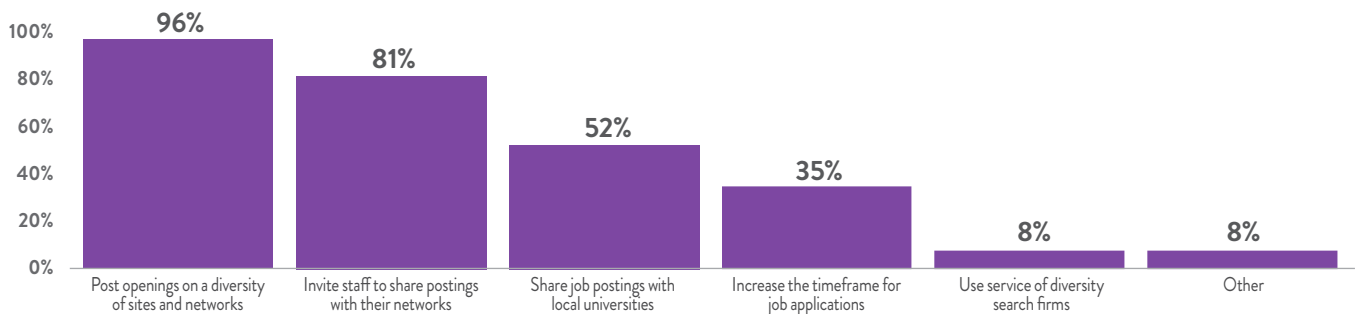
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HIRING PRACTICES & POLICIES

Orgs Post Openings on a Diversity of Sites & Networks

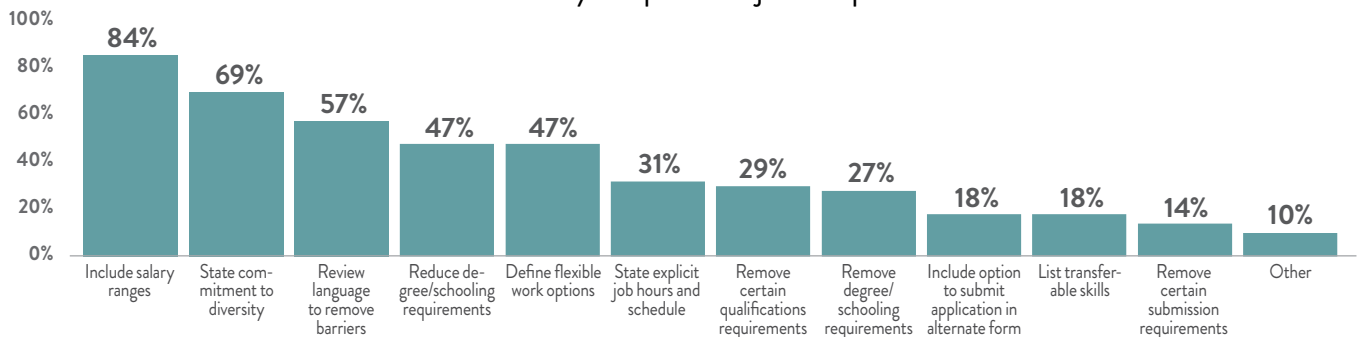
Which do you implement for posting open positions?



N=52

Orgs Include Salary Ranges in Job Descriptions

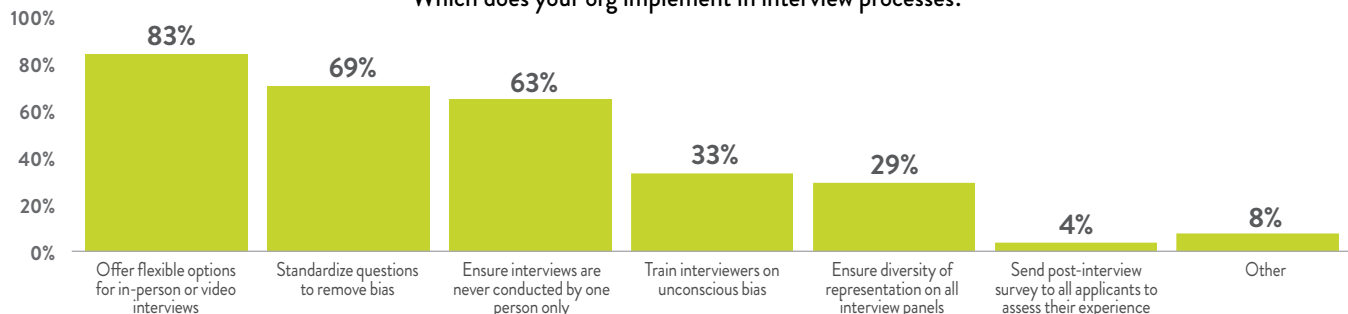
Which do you implement in job descriptions?



N=51

Orgs Offer Flexible Format Interviews

Which does your org implement in interview processes?



N=52

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COMPENSATION & FAMILY LEAVE POLICIES

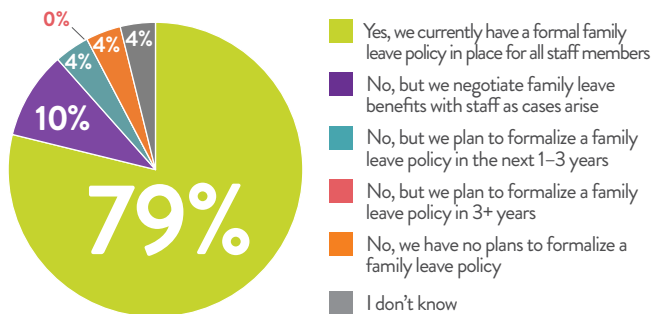
Orgs Disclose Clear Salary Ranges

Have you done the following for pay equity among different demographic groups?



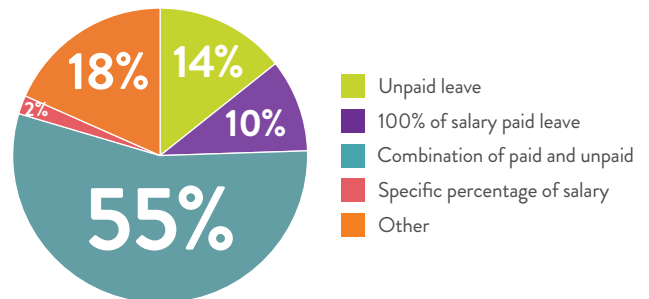
Orgs Have Formal Family Leave Policies

Do you have a formal policy for family leave?



Orgs Offer Combo of Paid & Unpaid Leave

What type of family leave do you offer?



Orgs Offer 10–12 Weeks Family Leave

What is the max length of your total paid/unpaid family leave?

