



WE WELCOME

- ALL RACES AND ETHNICITIES
- ALL RELIGIONS
- ALL COUNTRIES OF ORIGIN
- ALL GENDER IDENTITIES
- ALL SEXUAL ORIENTATIONS
- ALL ABILITIES AND DISABILITIES
- ALL SPOKEN LANGUAGES
- ALL AGES
- EVERYONE.

WE STAND HERE WITH YOU
YOU ARE SAFE HERE

* Content adapted from the original "We Welcome" sign created by IPBC members Lisa Morgan and Jason Levitz.



ADVISORY
BOARD
for the **ARTS**

Transforming Arts Organizations Worldwide

Organizational Inclusion Assessment for the Arts

Why Assess Inclusion?

Most arts organizations are committed to improving **diversity** – in their workforces, their audiences, their boards, their artists, and their art. While most also embrace the idea of **inclusion**, fewer know how to measure or foster it, particularly among their employees. But, according to the NeuroLeadership Institute, *“Diversity without inclusion is a revolving door of talent.”*

Diversity

The spectrum of human similarities and differences.

Inclusion

The way an organization configures opportunity, interaction, communication, information, and decision-making to utilize the potential of diversity.

Fostering a culture of inclusion – where people from diverse backgrounds all feel welcome and valued – is not only the right thing to do, it has also been shown to produce real results.

- A 2019 survey by BetterUp found that employees who feel a strong sense of inclusion and belonging demonstrate a **50% reduction in turnover risk, a 56% increase in performance, and a 75% decrease in employee sick days** compared to employees with a low sense of inclusion and belonging.
- According to a study by Linkage, top quartile inclusiveness companies are also **50% more creative, collaborative, and innovative** than bottom quartile companies.

Inclusion → Organization Performance

Definitions of “diversity” and “inclusion” from [The Netter Principles](#) (a framework for building organizational inclusion developed at the 1998 Alice and Richard Netter Labor-Management Public Interest Seminar at Cornell University).

Organizational Inclusion Assessment Overview

<p>What is it?</p>	<p>An internal assessment for arts organizations deploy on a regular cadence to understand their strengths and weaknesses relative to creating an inclusive environment and culture.</p>
<p>What does it cover?</p>	<ul style="list-style-type: none"> • Employee engagement and satisfaction • Awareness of organization’s current diversity and inclusion systems, procedures, and resources • Perceptions of inclusion in four key areas (based on ABA’s Inclusion Framework – see page 4): <ul style="list-style-type: none"> ○ Commitment & Culture ○ Action & Accountability ○ Access & Accommodation ○ Communication & Collaboration • Professional and personal demographics
<p>Who should take it?</p>	<p>Ultimately, the decision on who should take the assessment is entirely at the discretion of the arts organization. However, it is designed to assess the experiences and opinions of full- and part-time administrative and artistic/curatorial employees at all levels, as well as contract/seasonal artists/performers/production staff.</p>
<p>How do I deploy it?</p>	<p>ABA will provide a unique, anonymous link to the online assessment along with recommended invitation language which arts organizations can then distribute to employees.</p> <p>The assessment is designed to take no more than 12 minutes to complete. Responses are fully confidential and will not be linked back to individual employees. We recommend organizations deploy it every 6-12 months to measure progress.</p>
<p>What do I get?</p>	<p>Org leadership will receive a custom report with their results (including any relevant subgroup analyses) along with strategic recommendations. Over time, ABA will also be able to provide benchmarks to allow arts organizations to compare themselves to their peers.</p> <p>In addition to helping organizations understand their strengths and weaknesses related to inclusion and prioritize action, the report may also help demonstrate a commitment to improving inclusion to employees, board, community, and funders.</p>

ABA's Inclusion Framework

The Advisory Board for the Arts reviewed and synthesized multiple existing inclusion frameworks developed by experts in business, advocacy organizations, and academia including McKinsey, Linkage, The Center for Global Inclusion, and The Netter Principles. From these many frameworks, we identified four key areas of inclusion:

Commitment & Culture

An arts organization's promises related to diversity and inclusion and the environment it fosters

Action & Accountability

How an arts organization delivers on its DEI&A commitments and holds its leadership, employees, and partners accountable

Access & Accommodation

The ways an arts organization provides access and opportunity to a diverse set of people and needs

Communication & Collaboration

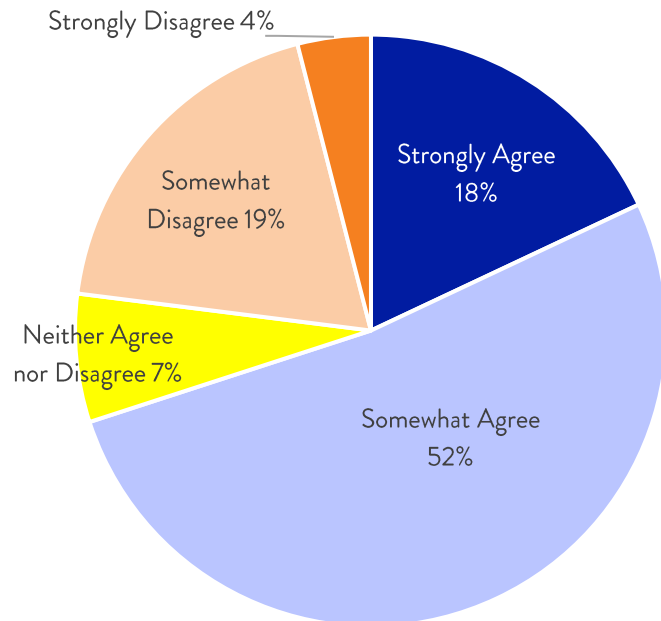
How an arts organization spreads information, gathers feedback, and enables innovation and problem-solving

The most significant inspiration for ABA's framework comes from [The Netter Principles](#) – a framework for building organizational inclusion developed at the 1998 Alice and Richard Netter Labor-Management Public Interest Seminar at Cornell University that is widely cited in organizations' DEI&A commitments and action plans. The full, original academic paper is no longer published on the web, but ABA would be pleased to provide you with a PDF if you are interested in learning more.

Early Data on Inclusion in the Arts Shows Room for Improvement

As part of its regular Arts Executive Poll series, ABA surveyed 100 arts organization leaders on the culture of inclusion at their organizations May 3-8, 2021. Several questions were pulled directly from the Organizational Inclusion Assessment for the Arts.

Do you agree or disagree that your arts organization is currently an **inclusive organization***?



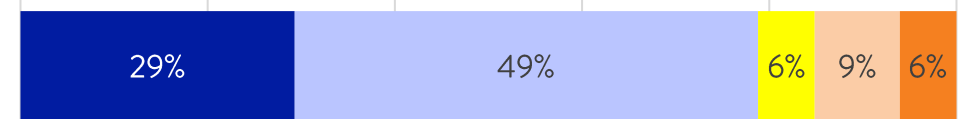
* Definition Provided: "An organization that values and welcomes diverse backgrounds, perspectives, and ideas, and aligns its opportunities, processes, and practices to ensure everyone feels like they belong."

Do you agree or disagree with the following statements:

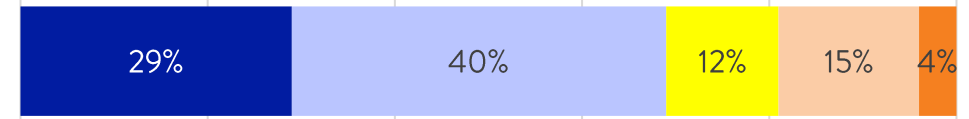
My organization respects individuals and values their differences.



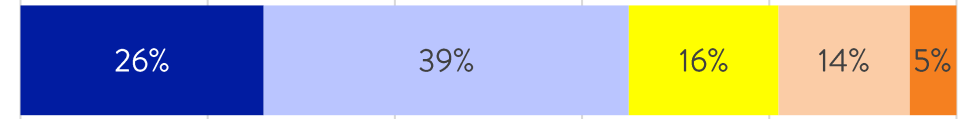
My organization has established avenues of communication through which all employees can recommend changes and improvements.



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.

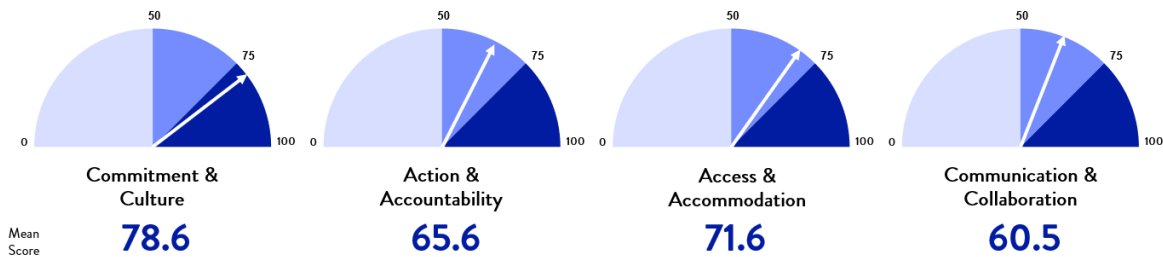


■ Strongly Agree ■ Somewhat Agree ■ Neither Agree nor Disagree ■ Somewhat Disagree ■ Strongly Disagree

Sample Assessment Report

Organizations who deploy the assessment will receive a custom report highlighting strengths and areas for improvement.

Inclusion Dashboard



0 - 49.9 Critically Low Org working against inclusion and actively harming employee engagement	50.0 - 74.9 Needs Improvement Org not actively fostering inclusion which could harm employee engagement	75.0 - 100 Strong Effort Org actively driving inclusion which will enhance employee engagement
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Action & Accountability – Needs Improvement



SUBCOMPONENTS

	Mean
My manager recognizes and amplifies the unique strengths of the people on their team.	77.5
I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace.	72.1
This organization regularly examines its culture to ensure it is respectful, open, and aligned with its stated values.	70.2
This organization only works with vendors, partners, and community groups that share its values.	63.5
Employees who achieve professional objectives while upholding our values are rewarded.	60.4
This organization takes disciplinary action against those who harass, discriminate against, or make inappropriate jokes or comments towards others.	58.6
Senior leadership shows that diversity and inclusion is important through its actions.	57.1