

Painting a Picture of a More Diverse & Inclusive Arts and Cultural Workforce

Greater Philadelphia Cultural Alliance

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Welcome & Introductions



Maud Lyon

President

Greater Philadelphia Cultural Alliance



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Host

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Patricia Wilson Aden

President & CEO

African American Museum in Philadelphia



Program Overview



Shawn M. Mott

**Program Facilitator & DEI Consultant
Greater Philadelphia Cultural Alliance**

Workforce Presentations

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Meredith Sellers

Arts & Accessibility Programs Coordinator

Sarah Lumbo

Teen Health Programs Coordinator



Meredith Sellers & Sarah Lumbo

Mütter Museum

Accessibility Initiatives at the Mütter Museum



Meredith Sellers & Sarah Lumbo

Mütter Museum

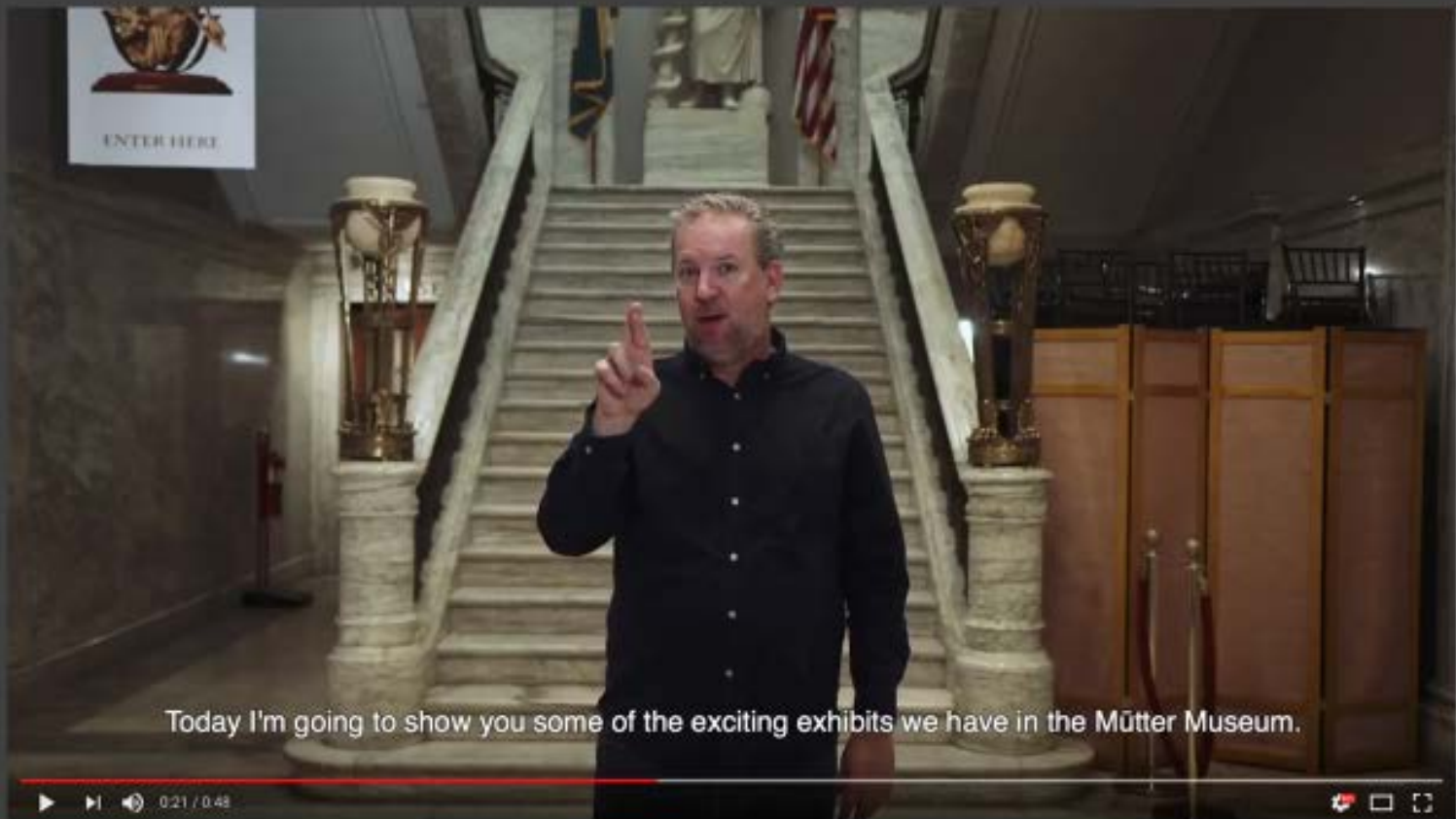
Staff Training



Meredith Sellers & Sarah Lumbo

Mütter Museum

American Sign Language Tours



Meredith Sellers & Sarah Lumbo Mütter Museum

Touch Tours and verbal description



Sensory-Friendly Sundays at the Mütter



Meredith Sellers & Sarah Lumbo

Mütter Museum

Walk-in Visitor Accessibility



THE MÜTTER MUSEUM
of the College of Physicians of Philadelphia

All Are Welcome!

Accessibility Program



BLIND OR
LOW VISION



DEAF OR HARD
OF HEARING



SENSORY
FRIENDLY



Meredith Sellers & Sarah Lumbo

Mütter Museum

Youth Programs



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Meredith Sellers & Sarah Lumbo

Mütter Museum



The Perception of Exclusion

Najib Wong

PMAY Artists' Initiative Manager



**Settlement
Music School**

Examples of perceived exclusion

Posted on limited networks

**Undisclosed information and overreaching requirements:
experience, salary, etc.**

Lack of feedback through the process

Assumptions and lack of clarity during interview

Lack of diverse candidates in later rounds

Najib Wong
Settlement Music School



Outcome

**The perception of exclusion
directly impacts my ability to
perform at my best**

Alba Guzmán

Senior Analyst, Deferred Compensation



COMCAST

Alba Guzmán Comcast



COMCAST NBCUNIVERSAL

Alba R. Guzmán

Senior Analyst, Executive Compensation
Membership & Operations Lead, OUT@Comcast

March 2019

Alba Guzmán

Comcast

We embed D&I in every aspect of our business

Our commitment to Diversity & Inclusion (D&I) spans several key focus areas and has become essential to how we operate our business.



Corporate Governance

foster diversity and supporting inclusion through active executive leadership



Workforce Diversity & Inclusion

attract, develop, and retain diverse talent



Supplier Diversity

support diverse businesses and expanding opportunities



Programming

create content that reflects diverse cultures and lifestyle



Comcast Ventures

invest in, and supporting growth of, diverse entrepreneurs and startups



Community Impact

empower diverse philanthropic initiatives

Alba Guzmán

Comcast

Be a diverse workforce and inclusive workforce

Workforce

VP & Above

50%

women or
people of color

2017 New Hires

7 / 10

were women or
people of color

Directors

55%

women or
people of color

15K+
Military community
members hired
since 2010

Employee Resource Groups



TECHWomen

COMCAST NBCUNIVERSAL
TECHWOMEN
CONNECT. CONTRIBUTE. INSPIRE.

Alba Guzmán

Comcast

“4C” Strategic Pillars



Commerce



Culture



Career



Community

Alba Guzmán Comcast



LGBTQ Film & TV

xfinity x1

Find Yourself



Popular Destinations



All LGBTQ Movies



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LGBTQ

FILM & TV

CELEBRATE PRIDE MONTH

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LGBTQ
KIDS & FAMILY



Pamela M. Green

President & Founder



Pamela Green
PMG Arts Management, LLC



Models from the For-Profit Sector

Increasing the Presence of African Americans in the Arts Administration Field



Research Questions

- Are African Americans underrepresented in the non-profit arts administration field?
- What has the for-profit field done when faced with this issue?
- Are those methods applicable to the non-profit arts administration field?

Pamela Green

PMG Arts Management, LLC

For-Profit Models Studied

■ Journalism - Emma Bowen Foundation

- Multi-year paid internships for college students
- Competitive national application process
- Stand alone independent organization with dedicated mission to increase people of color in the industry
- Industry partner model
- Department rotation model

■ Business – LEAD Program

- 3 week summer program to teach business skills and curriculum to high school students
- Competitive national application process
- Founded in Philadelphia – Annenberg School of Business
- Small co-hort 30 students
- Campuses like Duke, Penn, Dartmouth, U of M, UMD also have premiere presenting programs
- Collaboration or possible model/duplicate program for the arts

Pamela Green

PMG Arts Management, LLC

Conclusions

- AA field needs better data to assess where we are and best path to advance.
- AA field needs better understanding and acknowledgement of its history and the impact of racial policy on its current make-up.
- Presence of AA and others of color could be enhanced by a dedicated national program or foundation like EBF at the college level and a college campus-based high school training and awareness program like LEAD.

Pamela Green

PMG Arts Management, LLC



Resources

- *The Demographics of the Arts and Cultural Workforce in Los Angeles County – April 2017*
- *Diversity & Equity in New York City's Cultural Workforce – January 2016*
- *Equality, Diversity & the Creative Case – A Data Report, 2012-2015, 2016 – Arts Council of England (Workforce, Audiences and Programming, Access to Funding)*

Kristin Curry

Director for Institutional Grants & Sponsorships

Carolyn Clark

Director, Human Resources



Kristin Curry & Carolyn Clark
Newark Museum



Funding Diversity and Inclusion

Think Differently about (Internal) Collaboration

Diversifying Art Museum Leadership Grant

Consider Individual Donors

Take Advantage of Pro Bono Opportunities

Incorporate Funding into Other Grants

Kristin Curry & Carolyn Clark
Newark Museum



Diversity and Inclusion Initiatives

Internship Program

Recruitment Practices

Staff Engagement

Kristin Curry & Carolyn Clark
Newark Museum



Lessons Learned

If at all possible, Internships Need to be Paid

Important to have Open Discussions about Diversity and Inclusion

Involve Staff at all Levels

Change is Hard and Takes Time

Kristin Curry & Carolyn Clark
Newark Museum



Next Steps for the Museum

Diversity as Strategic Driver Training

Continuous Training Modules

Internship Stipends Part of Operating Budget

Implementing New Hiring Practices

Securing Funds for Continuation of D&I Work

Breakout Sessions

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Instructions

- 1. Following instructions provided by facilitator, participants are to report to assigned Working Session Stations**
- 2. While in Working Session Stations, identify a volunteer who will**
 - a) record high-level notes from group and**
 - b) plan to report out to the larger group**
- 3. In addition to referencing guided questions provided to each Working Session Group, participants are encouraged to engage in conversation with panelist to learn more about organization and Diversity and Inclusion work**
- 4. Finally, each Working Session Group is asked to identify 3 key ways individuals can begin to apply today's learning within their organizations**

Program Debrief & Next Steps

Thank you!



Maud Lyon

President

Greater Philadelphia Cultural Alliance



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