



EXECUTIVE DIRECTORS NETWORK: 2021-2022

DEI: Sharing Experiences with Diversity, Equity & Inclusion Training with Board & Staff January 12, 2022

PRESENTERS:

- [Russell Jones](#), Stamford Symphony
- [Becky Gillan](#), Bruce Museum (See Becky's [Presentation Notes](#))
- [Michael Barker](#), Westport Country Playhouse
- [Harold Bailey](#), Westport Country Playhouse

WHO within and associated with our organizations should be addressed:

- Board
- Staff
- Programs - choice of content (exhibitions, music, themes, etc.)
- Audience/Visitors

WHY is this important? What can we use to help build the case for it?

- Grants and other funding sources are asking and requiring these efforts
- 52% of S&P 500 companies have a DEI officer, this is expanding broadly not just for non-profits and arts and culture organizations
- Artists and others within the community are demanding it
 - [“We See You White American Theater”](#)
- While the desire is there to want a community to embrace and feel comfortable within an organization, that organization also has to reach out and embrace those communities to make that change happen

HOW does an organization move forward?

- Different organizations are at different stages of implementation
- Recognize that it takes time, this is not a once-and-done effort
- Have a plan but be aware that this is essentially an iterative process where you need to test and adjust
- Take into consideration the number of staff, support structure within the organization (HR Department, dedicated DEI officer), and potential for pushback

- Reinforce anonymity of conversations and responses recognizing that attendees work together and must associate outside of these discussions
- Consider inviting a 3rd party outside facilitator to help design and execute rollout
- Develop an initial survey to understand the landscape of where the organization currently is with the expectation of releasing a later survey to measure change, keep it to 15 minutes, seek qualitative and quantitative information
- Recognize the need for resources to do this effectively - people, time, \$\$, the organization needs to dedicate all of these to this effort
 - Seek grant funding
 - Establish an internal champion and cultivate that person and their efforts
 - Need marketing to promote the program internally and externally
 - Provide access to additional training supports (ex. Hollaback bystander training)

Training example from Bruce Museum

Three-part training:

- 1) Introduction of ideas and concepts of DEI, basic principles
 - 2) Workshops using case studies to apply the principles
 - 3) Listening sessions on what it is currently like in your organization - identify issues, prioritize immediate needs, propose solutions
- Trainings can't be too long in duration, an hour to maintain focus.
 - Provide pay for time attending or a gift card or something to encourage attendance
 - Board members and staff members can participate in the initial session, but then separate them for later training
 - Find ways to make some of the training fun, integrate elements of gamification

Funding

Importance

Sources

WHAT will come of this?

- An ongoing process, revisit again over time - new hires will need training
- Changes to existing internal processes
 - New hires - establish a panel for reviewing candidates, more people reduce potential bias
 - Anticipate additional time requirements for moving forward with new processes, ex. Find Your Keys - first attempts to source desirable connections may not be easy, be proactive and recognize that repeated efforts may be required and they take time, but it has to be done, established processes may have been faster and/or easier, but you cannot give up
 - Establish an internal DEI team, a potential role for a DEI Director

- Revisit board/trustee financial requirements that otherwise exclude different types of contributions someone can make to the organization
- Reinforce what has been learned and the organization's commitment to adhering to the new practices, read the DEI commitment statement before key events, read and acknowledge, maintain and cultivate internal champions

RESOURCES

Consultants

Kaleidoscope Group kgdiversity.com

Hollaback ihollaback.org

Bruce Museum:

[Cecile Shellman Consulting](http://CecileShellmanConsulting.com) Cecile Shellman <cs@cecileshellmanconsulting.com> (412 405 1600). Training and listening sessions

[KJR Consulting, LLC](http://KJRConsulting.LLC), 1239 Edgell Road Suite LL Framingham, MA 01701

Kenya J. Rutland (He/Him), Chief Enthusiasm Officer (860-573-0175)

Kenya@KJRConsulting.com

KJR did the DEI survey and guided The Bruce Museum in creating the Commitment to Action Plan

Sadie Lee Rosethorn Sadie@kjrconsulting.com (Sadie did all the day to day work and was super to work with)

Stamford Symphony:

[Dr. Cory Owen](http://Dr.CoryOwen.com) was hired, based on her EDI experience with Juilliard and the New Jersey Symphony. She led 2 workshops that served as an introduction to EDI definitions and conversations about our biases and identities. "I personally really liked her and we had a positive reception from our members. I would recommend her for any arts organization that is looking for a conversation facilitator and to introduce EDI definitions and knowledge."

Self-funded. Currently living in the Philippines so all engagement was via zoom.

cory.nam.owen@gmail.com. [Nic Gonzalez, Community Engagement and Education Manager, engagement@stamfordsymphony.org]

Westport Country Playhouse:

I would definitely recommend [Hollaback](http://Hollaback.org) for bystander intervention training. Start with the website; there are free, facilitated (not prerecorded) trainings available to try.

Brian Klekatsky is the trainer we've used. He is a cisgender white gay man, which may be useful to folks as they think about their identities and the identity of their trainer. bklekatsky@gmail.com
Highly recommend Brian as he has substantial Westport and commercial sector experience, besides substantial consulting experience in the nonprofit space.

Materials

(all the below materials have also been listed on the CAFC website, <https://culturalalliancefc.org/resources/caari-resources/>)

[Diversifying the Nonprofit World: Where We Stand and What's Next](#). Chronicle of Philanthropy, 1921.

Good for a Board to review and discuss as they start their DEI journey

[Becoming Inclusive](#) podcast series from Kaleidoscope Group.

[Why Diversity Is Not Enough](#). (First episode in the series that explores the realities and difficulties of improving DEI in organizations, with some practical insights on how to maximize DEI efforts.)

Last year, we hired [Dr. Cory Owen](#) to lead us through a few EDI workshops. We hired her based on her EDI experience with Juilliard and the New Jersey Symphony. Due to the varying starting points of our internal members (board, staff, and musicians), we decided to go with someone with more education and expansive experience in EDI work. Dr. Owen fit that description and with her background in multicultural education, EDI with higher education, and adjacent work with NJSO and Juilliard. She led us in 2 workshops that served as an introduction to EDI definitions and conversations about our biases and identities.

I personally really liked her and we had a positive reception from our members. I would recommend her for any arts organization who is looking for someone to facilitate conversations and introduce EDI definitions and knowledge. For this, we spent our own money to fund this.

If you'd like to get in touch with her, she can be contacted at: **cory.nam.owen@gmail.com**. Please note she currently lives in the Philippines so all of her engagement with us was over zoom.

Kimberly Henrikson and David Green