

A Promising Future:

*How we combat White supremacy through
Arts Administration*



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2021-2022 AAAE EDI Research Fellow



Overview



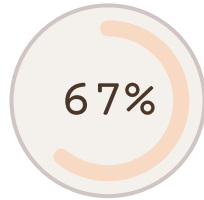
- Senior-level full-time ADEI (accessibility, diversity, equity, and inclusion) staff members at major performing arts organizations (opera, orchestra, theatre, and multi-disciplinary)
- There is no one answer to fix the universal issue of inclusivity in the arts
- Analysis of how I believe arts administration training and education programs, as well as organization's, can incorporate proper ADEI practices
- Enable ALL staff members (not just those with underrepresented identities) to have these tools prior to entering the professional field (or be introducing during their career)
- Seek to propose solutions that allow non-White arts administrators the ability to operate at full capacity without being subject to societal issues within their place of work.



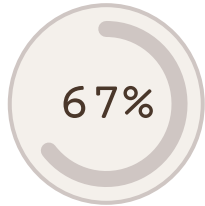
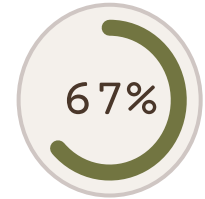
Survey Results

9 full-time senior-level ADEI staff members in the performing arts
(multi-disciplinary, opera, orchestra, theatre)

Majority of roles established
Post-George Floyd (June 2020),
with the earliest beginning in 2019



Majority have team members
dedicated to this work ranging
from 1-6 people

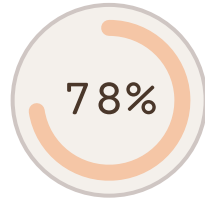


Fall under their own department, with
the remaining classified under HR



All but one organization has a board
committee dedicated to ADEI issues

Feel their title and formal job description
align with their responsibilities at the
company



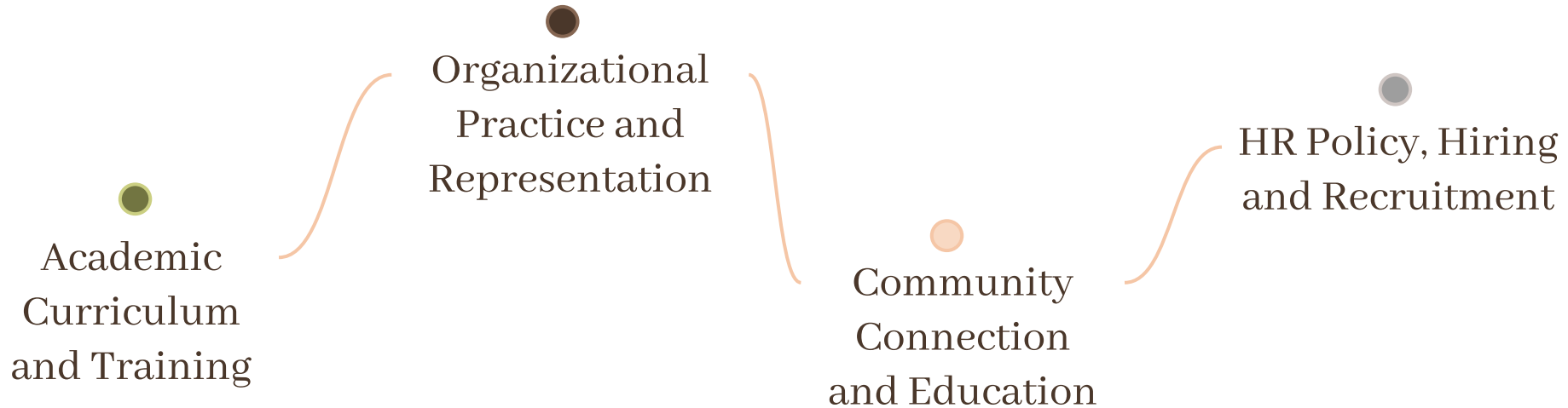
Only one person stated that they directly
involved with their organization's casting
and programming decisions, with three
stating that they play an advisor role, but
do not make decisions.



Interact with their organization board at
least quarterly

Takeaways

Integration of ADEI across the organization will create a more equitable workplace without the onus falling on one person and/or department.



Academic Curriculum and Training

Finance/DEVO

- Diversify funders
- Nurture smaller organizations
- Encourage non-monetary contributions
- Ensure representation on board

Marketing

- Portrayal of non-white people in imagery
- Accessibility in digital media
- Universal language in promotional materials

General

- Invite guest lecturers
- Incorporating ADEI requirements

Organizational Practice and Representation

ADEI Integration

- Require ongoing participation
- Rotate activities
- ADEI in strategic planning

Staff Demographics

- Representation across all departments at ALL levels
- Not just racial diversity
- Developing an equitable company culture

Evaluations/Surveys

- ADEI questions in 360 reviews
- Anonymous surveys
- Dividing surveys focus

Community Connection and Education

Outreach

- Establish intentional connections
- Inform group on expectations
- Hold interactive conversations
- Host events at familiar venues
- Invite feedback

Internships

- Incorporate ADEI into internship
- Educate interns on advocacy in workspace
- Introduce them to other departments

Audience Awareness

- Provide cultural context
- Invite outside speakers
- Designate performances for specific crowds

HR Policy, Hiring, and Recruitment

Accessibility

- Be cognizant of gatekeeping language
- Encourage applicants to apply

Applicant process

- Granting initial interviews
- Notifying applicants throughout the process
- Provide stipends if requesting work samples

Onboarding/Transition

- Allow for personal and professional transition
- Spend time outside of the office

Conclusion

01

Adapting Curriculum

Ensure that students are being provided with educational tools for success

02

Organizational Representation

Non-white team members must have power in all departments and at all levels

03

Outreach and Education

Spend time establishing lasting relationships and carving out space within your institution

04

Hiring and Onboarding

Focus not only on broadening recruitment practice, but aiding in transition and introduction to a new organization

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