A Promising Future:
How we combat White supremacy through Arts Administration

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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
- Fall under their own department, with the remaining classified under HR
- Majority have team members dedicated to this work ranging from 1-6 people
- Feel their title and formal job description align with their responsibilities at the company
- Interact with their organization board at least quarterly
- All but one organization has a board committee dedicated to ADEI issues
- 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.
- 89% of boards have a dedicated committee for ADEI issues.
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

<table>
<thead>
<tr>
<th>Outreach</th>
<th>Internships</th>
<th>Audience Awareness</th>
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<tbody>
<tr>
<td>• Establish intentional connections</td>
<td>• Incorporate ADEI into internship</td>
<td>• Provide cultural context</td>
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<tr>
<td>• Inform group on expectations</td>
<td>• Educate interns on advocacy in workspace</td>
<td>• Invite outside speakers</td>
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<tr>
<td>• Hold interactive conversations</td>
<td>• Introduce them to other departments</td>
<td>• Designate performances for specific crowds</td>
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<td>• Host events at familiar venues</td>
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<td>• Invite feedback</td>
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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

Adapting Curriculum
Ensure that students are being provided with educational tools for success

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

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

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