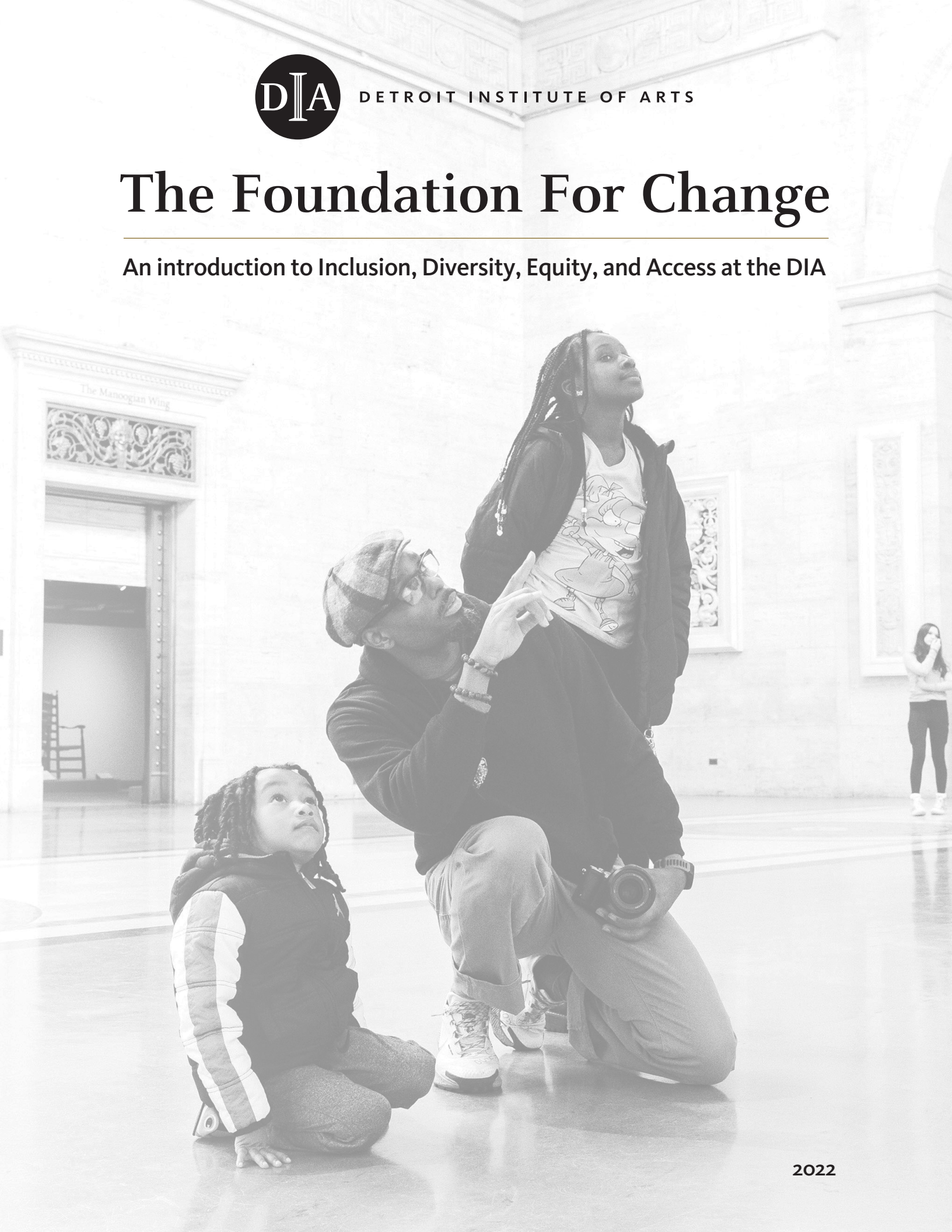




DETROIT INSTITUTE OF ARTS

# The Foundation For Change

An introduction to Inclusion, Diversity, Equity, and Access at the DIA





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# Welcome

We have spent significant time reflecting, realigning, and reconsidering what it means to be a museum of relevance. From diversifying the collection, creating inclusive spaces for team members, thinking about the overall visitor experience, and expanding access to the museum industry we are excited to share our progress with “The Foundation for Change”—our first review of Inclusion, Diversity, Equity, and Access (IDEA) activities at the museum.

## What is IDEA at the DIA?

IDEA amplifies team members' voices by having tough, crucial conversations. It fosters collaboration and ensures team members have access to learning, development, and professional growth opportunities. It's equitable policies and procedures to guide how we engage with one another. It's communicating with internal and external partners. It's sharing experiences. It's making improvements today that will position the museum to attract and retain talented team members to steward the collection for future generations.

And, most importantly, it supports the DIA's mission to create experiences that help each visitor find personal meaning in art, individually and with each other.

### **Melissa Peña**

Executive Director, Talent,  
Culture and Operations

### **Carla Tinsley-Smith**

Director, IDEA

### IDEA Statement

You Belong Here.  
Discover. Inspire. Appreciate.

We believe that art has the power to connect. Driven by our mission, we create experiences that speak to human stories through time, place, and culture. Our team members and community inspire us to promote practices that begin with dignity and respect, to foster a culture of belonging for all.







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Emma Amos  
*Equals*  
1992  
Acrylic on linen canvas  
with African fabric borders

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Detroit Institute of Arts,  
Museum Purchase,  
Ernest and Rosemarie  
Kanzler Foundation Fund,  
2022.19

# Our Evolution

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- 2015** ● DIA Governance and Nominating Committee approves Talent and Diversity Board subcommittee formation to identify and recommend candidates for the Board of Directors, its committees, and subcommittees.
- 2016** ● “Reflecting Our Community” initiative created to support efforts for the museum's audience to mirror the demographics of the tri-county area.
- 2017** ● Launched the Valade paid internship program supporting professional and career development for college students and recent college graduates.
- 2019** ● DIA becomes a CEO Action for Diversity and Inclusion pledge signatory.  
Partnered with the Michigan Roundtable for Diversity and Inclusion to develop and deliver The Art of Diversity and Inclusion: Cultivating Cultural Competency.  
DIA awarded the Institute of Museum and Library Services Empowered Museums grant for diversity and inclusion.
- 2020** ● Selected The Kaleidoscope Group to guide development of IDEA philosophy, vision, and roadmap to unify efforts across the museum.  
Steering Committee established to assist in the creation and alignment of DIA values and practices.  
Launched inaugural Workplace Inclusion Survey to identify and address internal opportunities.  
Michigan Council for the Arts and Cultural Affairs Capital Improvements grant awarded to improve building accessibility.
- 2021** ● Museum-wide IDEA goals and department action plans developed to encourage shared ownership of the IDEA work.  
Accessibility Door Project completed.  
DIA core values refreshed, and employee handbook updated.
- 2022** ● Biennial Workplace Inclusion Survey reissued to measure IDEA progress and inform IDEA goals throughout the museum.  
IDEA Statement published.





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Maria Blanchard  
*Le Saxophoniste*  
ca. 1919  
Oil on canvas

Detroit Institute of Arts,  
Museum Purchase,  
W. Hawkins Ferry Fund,  
2022.98

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# Core Values

Refreshed in 2021, our core values serve as guiding principles for what we believe in and the associated behaviors that support our teams in making the best decisions possible.

IDEA	Trust	Visitor-centered	Collaboration	Quality
We foster an environment of belonging where Inclusion, Diversity, Equity, and Access is celebrated and prioritized.	We embrace ethical conduct and stewardship as our responsibility to the collection and all stakeholders.	We uphold a solid commitment to understanding and responding to the needs of our visitors and communities.	We work in partnership to achieve objectives and goals.	We continuously strive to be our best and deliver premier museum experiences.



**COMMITMENT**  
Personal commitment at all levels of the organization to an inclusive workplace.

**ACCOUNTABILITY**  
Ownership for demonstrating inclusive and equitable behaviors.

**EQUITY**  
Ensuring fair access to the same opportunities.

**DIVERSE REPRESENTATION**  
Perceived priority and level of diversity.



**ACCESS**  
The commitment to policies and practices that promote equity and inclusion.

**VALUE DIFFERENCES**  
Different perspectives sought in decision-making.

**HAVE A VOICE**  
Chance to participate and opinions respected.

**INDIVIDUAL CONNECTION**  
Belonging, respect, and security to be your authentic self.

Disclaimer: The Kaleidoscope Group's Workplace Inclusion Framework. Access added as a unique factor for the Detroit Institute of Arts.





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Unknown Indian Artist  
*Peacock Incense Burner*  
Late 15th – mid 16th  
century Brass

Detroit Institute of Arts,  
Museum Purchase,  
Ernest and Rosemarie  
Kanzler Foundation Fund, 2022.1.

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# Definitions of IDEA

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## Inclusion

The practice of welcoming and valuing the contributions of people of varying identities and backgrounds to leverage differences and achieve richer results.

## Diversity

The variety of abilities, skills, experiences, cultural backgrounds, and identities of all stakeholders.

## Equity

The quality of being fair and impartial. Equity recognizes differences, and that in fact individuals may sometimes need to receive something different to realize or maintain fairness or access.

## Access

The commitment to policies and practices that promote equity and inclusion.







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Cara Romero  
*Golga*  
2021  
Pigment Print

Detroit Institute of Arts,  
Flint Ink Endowment Fund,  
2022.23

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# STRATEGIC FRAMEWORK

Our IDEA strategic framework is designed to transform the workplace culture, creating a foundation for trust and a feeling of belonging for all.

## Vision & Mission

The DIA will be the town square of our community, a gathering place for everybody.

The DIA creates experiences that help each visitor find personal meaning in art, individually, and with each other.

## WORKPLACE | Our Culture

We are responsible for creating a welcoming and respectful environment with different talents, backgrounds, and perspectives. By engaging team members at every level of the museum, IDEA will continuously be informed by the passionate and skilled team members that bring our mission to life.

### IDEA Steering Committee

This cross-divisional advisory group was formed in 2020 to assist in the creation and alignment of DIA values and practices that support inclusion, diversity, equity, and access.

### Accessibility

Completed in September 2021, the Accessibility Door Project made the DIA a more accessible and welcoming space for people with limited mobility, Deaf, Deafblind/Low Vision, Hard of Hearing, and other disabilities.

## IDEA Vision of Success

Everyone feels valued, trusted, and respected.

Rich with diverse talents, backgrounds and perspectives.

Reflective of the communities in which we live and serve.

A strong local, national, and international reputation.

## Amplifying Employee Voices

The biennial Workplace Inclusion survey provides a snapshot of key strengths and opportunities throughout the organization. During FY21-22 the museum saw progress in every factor of inclusion ranging between 5% and 15%. Team member recommendations are used to inform, promote, and sustain a culture where IDEA is embraced and celebrated.

When asked, **“In the past 12 months, what changes have you personally observed in the DIA culture?”**

**Here’s what team members had to say,**

**“Heightened commitment to the transparency of improving the museum’s culture, through the frequent hosting of IDEA-related meetings where progress on goals are shared with employees.”**

**“More people are interacting and actively seeking opportunities to engage in conversation to get to know others.”**

**“More communication and teamwork.”**

**“More smiles.”**





## WORKFORCE | Our People

The diversity of our workplace is a strength that makes us better. This strength drives our commitment to dive deep into the data and best practices to attract, develop, and retain high-performing, diverse teams at every level in the museum.

### Learning & Development

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The DIA approach goes beyond traditional classroom activities and resource materials including on-the-job assignments and independent self-driven discovery.

- 89% of Team members completed CANVAS training
- 85% of Team members completed the Art of Diversity & Inclusion
- 98% of People Leaders completed Crucial Conversations for Mastering Dialogue

### Talent

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Since 2019, the DIA has made a significant investment to attract and retain high-performing team members. Examples include:

- Updated and released the museum employee handbook to include a formal process for reporting workplace concerns, investigation, and appeal procedures.
- Introduced a remote work policy that supports positive work-life integration for team members based on job duties.
- Launched employee assistance wellness resource to help manage and resolve workplace stresses, personal concerns, and life challenges.
- Enhanced health coverage to include gender-affirming and inclusive family-building supportive benefits to all benefit-eligible employees and their spouses.
- Expanded health, dental, and vision benefits for calendar year 2023 to include all permanent part time team members (20 hours or more per week).
- Expanded paid time off policy including vacation, sick time, and holidays for part-and full-time team members.
- Additions to Talent & Culture team including IDEA Director, Learning & Development Manager, HR Specialist and Recruiter to best serve current and future team members.

## MARKETPLACE | Local, Regional, National, International

We seek to understand the emerging needs of our communities to inform our direction and actions. As a "museum of relevance, we provide tools and resources that make art accessible.

### Board Governance

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The Detroit Institute of Arts' Talent and Diversity Subcommittee is committed to enhancing and expanding the diversity in all forms of the DIA's Board of Directors.

### Community Engagement

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The DIA's Millage Service Agreement with the Tri-Counties enables the DIA to provide several benefits and services for residents, including free unlimited general admission, free field trips for K-12 students including transportation, free teacher professional development events and training, free group visits for residents 55+ including transportation, community partnership programs, and special virtual events and programs.

### Diverse and Quality Collection

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The DIA is home to a dynamic and ever-evolving collection of art from cultures from around the globe and across time. With more than 100 galleries and over 65,000 objects, the curatorial team prioritizes acquiring works of the highest quality.

In 2022, the museum realized its most diverse acquisition period adding nearly 100 works, including those works illustrated throughout this piece. *Equals* (1992) by Emma Amos, *Le Saxophoniste* (c. 1919) by María Blanchard, *Golga* (2021) by Cara Romero; and *Peacock Incense Burner* (late 15th–mid-16th century) by an unknown Indian artist, are works that examine matters of our past and present, expanding the art historical narrative to include voices that have been historically underrepresented.



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# Thank You

"We are on a crucial journey to deepen our understanding of the world around us. This journey will help us become a better museum for our team, visitors, volunteers, donors, and the communities we serve. IDEA will be at the core of everything we do."

## **Salvador Salort-Pons**

Director, President  
& Chief Executive Officer

## Looking Ahead

We have an unwavering commitment to this journey and realizing the IDEA vision of success. Moving forward, we will:

- Determine and prioritize annual goals and IDEA action plans informed by team members across the museum.
- Continue cultivating community partners and partnerships with non-profit, arts, and cultural organizations within the tri-county area to inform the visitor experience.
  - Incorporate visitor experience data to inform organizational changes that foster an environment of welcome and comfort.
- Continuously examine areas for improvement to provide accessible, inclusive spaces and quality museum experiences for all.

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Thank you for taking the time to familiarize yourself with where we have been, where we are now, and where we chose to go next - together.

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## Special Acknowledgements

Board of Directors  
DIA Strategy Group  
IDEA Steering Committee