



## EXECUTIVE SUMMARY

*updated March 19, 2021*

In early 2021, Newfields identified a series of immediate priorities to begin rebuilding trust with our staff, volunteers, docents, and community, including local artists; to demonstrate a renewed commitment to diversity, equity, inclusion, and access (DEIA); and to establish a solid foundation for the transformative work ahead. This plan turns those priorities into concrete actions. We have been listening to our staff, our docents, volunteers, and members of the community, including local artists. This plan is a reflection of what we learned from you. Some of the actions included here have already been set in motion, while others will build upon each other. This list will continue to grow as new areas for action are identified by the community and Newfields' staff and leadership.

### **Organization-Wide DEIA Training:**

All staff, docents, and volunteers will receive ongoing DEIA training, beginning with an expanded assessment phase this month. Additionally, board members have recently completed an initial assessment and training and will complete an intensive 2-day DEIA training. They will also be required to participate in ongoing training with an anti-racism lens using a developmental approach. Newfields has retained PINK Consulting, a trusted outside DEIA firm with extensive museum experience, to conduct Newfields' trainings.

### **Increasing Leadership Diversity:**

Newfields will move to diversify its senior leadership, including its Board of Trustees (the Board). A diverse slate of candidates will be elected to the Board of Trustees at the annual meeting in May 2021. With their addition, including the new Community Advisory Committee chair, nearly 25 percent of Newfields' Trustees will come from communities of color and other marginalized identities, an increase from the current 8 percent. We will continue to prioritize the recruitment and retention of trustees from marginalized identities as we seek to become a truer reflection of our community.

### **Hiring a Leadership-Level Diversity Executive:**

Newfields will hire a leadership-level executive to help drive the work required to become an empathetic, multicultural, and anti-racist museum. This executive position, which will be defined as part of our ongoing assessment work, will help oversee recruitment and hiring practices at Newfields, and will also oversee Newfields' procurement processes, helping foster diversity across vendors and suppliers. We will begin recruiting for this executive position, which will report to the President and CEO and have a dotted-line reporting line to the Board, no later than Fall 2021.

### **Outside Review of Leadership, Culture, and Policies:**

The Newfields External Expert Assessment Team, comprised of outside experts, has begun its work with a mandate to identify priorities for change to more inclusively represent our community, with particular focus on reviewing the structure of the HR Department and hiring the diversity executive. The team will address policies to recruit, retain, promote, and communicate within the organization. The team is led by Justice Myra C. Selby, head of the Racial Equity Solutions Group, working with management consulting partners, and PINK Consulting.

### **Launching a Community Advisory Committee:**

Dr. Sean L. Huddleston, President of Martin University and a highly respected community leader, will become Chair



of Newfields' newly-convened Community Advisory Committee. With Dr. Huddleston leading next steps, additional members will be invited to serve. He will also serve as a Newfields trustee.

**\$20 Million Endowment to Enhance Representation in Exhibitions and Programming:**

Newfields is establishing a \$20 million endowment, the proceeds of which will be dedicated to the acquisition of art created by Black, Indigenous, and artists of color, and artists from other marginalized backgrounds. Our curatorial and programming staff will partner with leading academics and industry experts that focus on DEIA on an accelerated program to ensure our acquisitions, exhibits, and programming, including *THE LUME*, reflect our community and the full canon of art history, in all their diversity. All future programming will be evaluated.

**Expanding Access, Partnerships, and Free Memberships:**

With input from local nonprofits and community organizations, Newfields will create a neighborhood pass to provide complimentary memberships to area residents. We will also expand partnerships with local community organizations to provide free general admission to their members, participants, and other stakeholders. Effective July 2021, Newfields will expand its complimentary student membership program, which already includes Marion County public schools and public and non-profit universities and colleges, to include Ivy Tech.

**Expanding Free Ticketing:**

We are accelerating our 2-year plan to expand our discounted and free ticketing program. Beginning immediately, and continuing annually, Newfields will provide 50,000 free and discounted tickets to *Harvest*, *Winterlights*, *THE LUME*, and other ticketed events, as well as educational programs, via new and expanded existing community partnerships. Effective April 1, Newfields will also expand its First Thursdays program, providing free general admission to the museum and gardens on the first Thursday of the month, for the full day, year-round.

**Better Communication and Engagement:**

Newfields is posting all anti-racism and DEIA commitments and related activities online at [discovernewfields.org/together](https://discovernewfields.org/together), where we will make information available about all the new programs we are launching. The Board of Trustees will communicate internally and externally about these actions, our progress, long-term transformation plans, and seek input. We invite the community to partner in this work by submitting feedback directly, including at upcoming "Listening Hours" hosted by Newfields' leadership.