



Action Plan 12-month Progress Report

Updated March 2022

- **Organization-Wide DEIA Training:**

- **PROGRESS:**

- 100% of Newfields Board of Trustees, Board of Governors, and senior leadership have undergone DEIA training.
- Our staff has dedicated more than 3,500 hours of training and education towards DEIA.
- Nearly all Newfields staff have completed the Intercultural Development Inventory (IDI) assessment. Both individual and team IDI-Guided development and training are now underway.
- New members were added to Project Champion Team to ensure voices from across the institution at every level including volunteers and docents were represented.

- **Increasing Leadership Diversity:**

- **PROGRESS:**

- We worked with Korn Ferry, a national search firm, to hire Dr. Colette Pierce Burnette as the Newfields President and CEO.
- The recruitment of a new diversity executive is in the beginning stages.
- At our 2021 Annual Meeting in May, Newfields elected the most diverse group of Trustees and Governors in the institution's history. The new additions increase the percentage of Newfields' Trustees coming from diverse and underrepresented backgrounds to more than 25 percent.

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

- **PROGRESS:**

- Newfields created the new senior leader level position of Vice President of Human Resources and Chief People Officer, who will lead Newfields' HR department and serve as a strategic member of the senior leadership team. Ernest Gause was hired in this role in Feb. 2022.
- This position was established following the recommendations of Newfields' External Expert Assessment Team (ERT), which conducted a thorough review in 2021 of the institution's culture, leadership and organization, with particular focus on the structure of the HR

department. It reflects direct input from Newfields employees about the importance of new leadership to improve HR practices.

- Gause will be responsible for the strategic implementation and direction of all human resources initiatives, including bringing diversity, equity, inclusion and accessibility (DEIA) directly into employee hiring and retention strategies, as well as oversight of Newfields' employee engagement efforts.

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

- **PROGRESS:**

- The External Review Team conducted this top-to-bottom review last year and made recommendations to Newfields staff and boards in October 2021.
- By way of example: The ERT recommended establishing the position of Vice President of Human Resources and Chief People Officer. In February 2022, welcomed Ernest Gause into this new role. We have also established a new HR Committee that will work closely with Gause.

- **Launching a Community Advisory Committee:**

- **PROGRESS**

- Dr. Sean L. Huddleston, President of Martin University chairs the Community Advisory Committee (CAC), whose members come from a diverse range of community organizations and businesses, artists, and staff.
- The CAC provided input into the development of the Neighborhood Membership, is reviewing all Newfields' public programming, and will make recommendations on effective and meaningful community engagement practices.
- The CAC is also advising Newfields staff on how to incorporate more voices in the exhibition development process.

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

- **PROGRESS:**

- Proceeds of the Westerley Mansion sale were directed to the new \$20 million endowment.
- Since launching that endowment, Newfields has committed just over \$1.8 million to date to works of art made by traditionally marginalized artists. This includes *Dog with Candles and Lilies* (c. 1660s) by Juan de Pareja, *Rover* (2021) by Vaughn Spann, and more. More announcements about new acquisitions will be made in the coming months.
- We launched the Newfields Speaker Series in 2021. Planning for the 2022 sessions are underway.

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

- **PROGRESS:**

- In partnership with Crown Hill Neighborhood Association, Riverside Civic League and Mapleton – Fall Creek Neighborhood Association, the initial phase of a new Neighborhood Membership began in fall 2021, providing free access to neighborhood

residents and families. More than 300 residents have signed up since the launch, and we are very excited about its success so far.

- Expanded student memberships to include Ivy Tech Community College.
- Launched a new [Community Access page](#) directly accessible from the homepage of Newfields' website.

- **Expanding Free Ticketing:**

- **PROGRESS:**

- We extended our Free First Thursdays program presented by Bank of America – free, all day, general admission, on the first Thursday of every month
 - 2021 / 10 FFT / more than 12,000 guests
 - Continued our community ticket distribution program
 - 2021 / Distributed nearly 40K (since March 2021)
 - Continued our Access Pass program
 - 2021 / More than 7,000 guests (since March 2021)
 - Free admission is offered for the following free community days annually:
 - MLK Jr. Day
 - International Museum Day and National Public Garden Day
 - Juneteenth

- **Better Communication and Engagement:**

- **PROGRESS:**

- We launched the Together page in March 2021 and have been adding and updating it monthly.
 - We hosted “Listening Hours” from March to December 2021, where board members participated onsite and interacted with guests.
 - Newfields representatives have been attending regular community meetings with and hosted by our closest neighbors and partners to share information, receive input and answer questions, and develop or deepen partnerships.