



**NEWFIELDS**

A PLACE FOR NATURE & THE ARTS



# NEWFIELDS ACTION PLAN

Six Month Status Report  
September 2021

# **DEIA Action Plan Commitments**

- Ongoing DEIA Training at All Levels
- Strengthen Outreach to Communities
- Expanded Admission and Membership Policies
- Third-Party Expert Team Cultural Review
- Greater Representation of Artists of Marginalized Identities
- More Diverse Leadership and Governance
- Ongoing Communication and Engagement



**ONGOING DEIA  
TRAINING  
AT ALL LEVELS**



# **Ongoing DEIA Training at All Levels**

## **COMMITMENT**

Ongoing diversity, equity, inclusion, access training, with an anti-racism lens, for Newfields' boards, full staff, docents, and volunteers.

# Ongoing DEIA Training at All Levels

## ACTION & PROGRESS

In March, DEIA partner PINK Consulting launched ongoing anti-racism training for Newfields' boards, full staff, docents, and volunteers.

- Newfields Board of Trustees, Board of Governors, and senior leadership are undergoing DEIA training on effective methodologies and practices as it relates to DEIA to help them in their roles as leaders at Newfields.
- Intercultural Development Inventory (IDI), being completed by Newfields' boards, staff, volunteers, and docents.
- About 65 percent of staff completed their IDIs as of August. IDI-Guided development and training are now under way. About 90 percent of docents completed the IDI and will start IDI-Guided Development and training in September.
- Formal Affinity Network for BIPOC Staff under way.
- PINK engaged directly with Newfields staff in small group listening sessions, surveys, and private consultations.
- Revamped and added new members to Project Champion Team to ensure voices from across the institution and at every level are included.



**STRENGTHEN  
OUTREACH TO  
COMMUNITIES**

# **Strengthen Outreach to Communities**

## **COMMITMENT**

Create a city-wide community advisory committee to hold leadership accountable to DEIA goals.



# Strengthen Outreach to Communities

## ACTION & PROGRESS

The Newfields Community Advisory Committee (CAC) establishes a direct line of communication between the community and the Board of Trustees.

- Dr. Sean L. Huddleston, President of Martin University named CAC chair.
- Two meetings were held this summer.
- Members come from a diverse range of community organizations and businesses, artists, and staff.
- The CAC is providing input into the development of the Neighborhood Membership, reviewing all Newfields' public programming, and will make recommendations on effective and meaningful community engagement practices.

# Strengthen Outreach to Communities

ACTION & PROGRESS

## **Current CAC Membership**

(Additional members are being confirmed)

- Karrah Herring, Chief Equity, Inclusion and Opportunity Officer, State of Indiana
- Danita Hoskin, President, Crown Hill Neighborhood Association
- Gloria Jimenez, Executive Director, Indiana Latino Expo
- Wilmara Manuel, Dean of Student Life & Inclusion, St. Richards Episcopal School
- Lindsey Mintz, Executive Director, Indianapolis Jewish Community Relations Council
- Carolyn Mosby, President, Midstates Minority Supplier Development Council
- Britt Sutton, President & CEO, Art Mix
- Tammy Themel, Chief Executive Officer, Ability Indiana
- Yecenia Tostado, Executive Director, Project Azul
- Corey Wilson, Vice President of Community Engagement, Pacers Sports and Entertainment



# **EXPANDED ADMISSION AND MEMBERSHIP POLICIES**

# **Expanded Admission and Membership Policies**

## **COMMITMENT**

Review and expand the current admission policy to include additional free or reduced-fee days.

# Expanded Admission and Membership Policies

## ACTION & PROGRESS

We have expanded Newfields' admission policy to include nearby neighborhoods, extended our complimentary student membership policy, and expanded free First Thursdays.

- Expanded student memberships to include Ivy Tech Community College. Now more than 2,200 student memberships but only 77 Ivy Tech students. Clearly more work needs to be done to increase membership at Ivy Tech.
- The first five months of the expanded First Thursdays program presented by Bank of America – free, all day, general admission, year round – welcomed nearly 5,200 new visitors. So far, First Thursdays has attracted the same number of guests in July/August/September that we had for all First Thursdays in 2019.
- Thanks to the support of Bank of America, free admission was offered for International Museum Day and National Public Garden Day on May 20, 2021, and Juneteenth on June 19, 2021 attracting 1,600 and 2,100 visitors respectively.
- More than 6,100 complimentary tickets to *Spring Blooms* and 5,000 tickets to *THE LUME Indianapolis* have been distributed this year. An additional 5,000 tickets to *Harvest*, 5,000 tickets to *Winterlights*, and 5,000 tickets to *THE LUME Indianapolis* in January – February 2022 are scheduled for distribution.
- We worked with 12 community partners to distribute more than 2,000 free tickets to Art In Bloom, which celebrated the work of diverse and inspiring floral designers and artists from Indianapolis, Chicago, and beyond. Total attendance exceeded 8,000 over four days.



# Expanded Admission and Membership Policies

ACTION & PROGRESS

## The Growing Number of Our Community Partners Includes:

Big Brothers Big Sisters of Central Indiana  
Boys & Girls Clubs of Indianapolis  
Christamore House  
Community Alliance of the Far East Side  
Concord Neighborhood Center  
Edna Martin Christian Center  
Eskenazi Health Center: Grassy Creek  
Eskenazi Health Center: Pecar  
Eskenazi Health Center: West 38th Street  
Fay Biccard Glick Neighborhood Center  
Fletcher Place Community Center  
Hawthorne Community Center  
Indiana Youth Group  
Indianapolis Neighborhood Resource Center

Indy Public Safety Foundation  
Ivy Tech Community College  
Jewish Federation of Greater Indianapolis  
John H. Boner Community Center  
La Plaza  
Martin Luther King Community Center  
Mary Rigg Neighborhood Center  
Shepherd Community Center  
Southeast Community Services  
TeenWorks  
The Villages of Indiana  
United Way of Central Indiana

# Expanded Admission and Membership Policies

## ACTION & PROGRESS

### Neighborhood Membership Program

We are working with the following local community organizations to develop the Neighborhood Membership Program for area residents and families. In the coming weeks, select organizations will be the first to receive the membership enrollment information, which they will share with eligible community members and provide feedback.

- 16 Tech
- Butler-Tarkington Neighborhood Association
- Crown Hill Neighborhood Association
- International Marketplace Coalition
- Mapleton-Fall Creek Neighborhood Association
- Martin Luther King Community Center
- Midtown Anchor Coalition
- Riverside Civic League
- The Children's Museum of Indianapolis



# **THIRD-PARTY EXPERT TEAM CULTURAL REVIEW**

# **Third-Party Expert Team Cultural Review**

## **COMMITMENT**

Engage an outside committee to review Newfields' leadership, culture, Board of Trustees, and Board of Governors, with the goal of enhancing DEIA across the organization.

# Third-Party Expert Team Cultural Review

## ACTION & PROGRESS

External Expert Assessment Team (ERT) launched in March 2021, to conduct a deep and thorough review of the institution's culture, leadership and organization, with particular focus on structure of HR department and hiring of a leadership-level diversity executive.

- Led by Ice Miller's Racial Equity Solutions division, PINK Consulting, and McBride & Lucius.
- The team has conducted extensive surveys and hundreds of interviews, and facilitated discussions with every level of the Newfields' organization, including staff, volunteers, docents and board members. Their findings and recommendations will identify priorities for change and a road map for tackling them.
- Over the assessment period, employees were provided with opportunities to speak confidentially with the assessors.
- Newfields will use this top-to-bottom review to improve recruitment, retention, and promotion of Black, Latino/a/x, Indigenous, Women, People with Disabilities, LGBTQIA, and other marginalized identities at all staff levels.
- The ERT will report its findings and recommendations later this month.





**GREATER  
REPRESENTATION  
OF ARTISTS OF  
MARGINALIZED  
IDENTITIES**

# **Greater Representation of Artists From Marginalized Identities**

## **COMMITMENT**

Expand curatorial representations of Black, Indigenous, and people of color (BIPOC), and people from other marginalized backgrounds.

# Greater Representation of Artists From Marginalized Identities

## ACTION & PROGRESS

Established a \$20 million endowment designated for the purchase of works by BIPOC and underrepresented artists to ensure that our institution reflects our community and the full canon of art history, in all their diversity.

- Completed the sale of the Westerley Mansion, the proceeds of which are being directed to the new \$20 million endowment.
- At its August 2021 meeting, the committee approved acquisition of the painting *Dog with Candles and Lilies* (c. 1660s) by Juan de Pareja, enslaved artist of color and assistant to Spanish artist Diego Velázquez.
- Newfields will work with leading academics and guest curators who specialize in curatorial DEIA to adapt our exhibitions, events, and other programming. Indianapolis-based visual and performing artists, creative writers, public historians, racial justice activists, and community builders have been invited to participate in “Indy Perspectives,” a guest curatorial experience planned in conjunction with the reinstallation of the American galleries.



**MORE DIVERSE  
LEADERSHIP AND  
GOVERNANCE**

# **More Diverse Leadership and Governance**

Beyond those commitments made in February, Newfields has pledged to increase diversity on its boards, in leadership, and among staff, docents, volunteers, and vendors.



# More Diverse Leadership and Governance

## ACTION & PROGRESS

Newfields is diversifying its senior leadership, including its Board of Trustees, will hire a leadership-level diversity executive, reporting to the President and CEO, to drive forward the work required to become an empathetic, multicultural, and anti-racist museum.

- At our 2021 Annual Meeting, 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 25 percent from the previous 8 percent. Efforts are ongoing.
- The recruitment of a new diversity executive will immediately follow the hiring of a new President. This adjusted timeline, pushed back from the target of fall 2021, was adopted to ensure this new position is fully integrated and empowered under the President to whom they report.

# More Diverse Leadership and Governance

## ACTION & PROGRESS

### **Human Capital Oversight Committee**

The Human Capital Oversight Committee of the Board, including new trustees, formed to identify ways to build a better workplace; increase trust, communication and collaboration; and increase awareness at the board level, in real time, of employee sentiment and organizational culture.

The committee will review the findings of the External Expert Assessment Team's examination of Newfields' Human Resources practices and structure and oversee steps for improvement.



**ONGOING  
COMMUNICATION  
AND ENGAGEMENT**

# **Ongoing Communication and Engagement**

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Listening Hours  
Newfields Together  
Newfields Speaker Series

# Ongoing Communication and Engagement

## LISTENING HOURS

Over the summer of 2021, trustees, governors and senior staff participated in four Listening Hours sessions (a total of 18 hours) at Newfields, where community members offered direct input about their aspirations and concerns for the institution.

- Conversation topics included admission costs, board diversity, access to campus, educational and public programming, Newfields' name, balancing art and nature, and promoting the Listening Hours, themselves.
- Newfields will host more of these events on campus and join with community partners to host sessions offsite to expand this important dialogue, especially with those who have never visited our museum or grounds. The first off site event is on September 14.

# Ongoing Communication and Engagement

NEWFIELDS TOGETHER

The Newfields Together webpage was launched with the DEIA Action Plan in March 2021. It includes links to our strategic plan and DEIA Action Plan, information about Newfields' mission and values, updates about new DEIA initiatives and programs, and an invitation to send feedback to [together@discovernewfields.org](mailto:together@discovernewfields.org).

- The Together page has received over 7,600 views to date. More than 300 emails to [together@discovernewfields.org](mailto:together@discovernewfields.org) have been shared with the board-level Commitment Committee. Staff responded to nearly every email in two business days.
- Regular updates are shared via Newfields' social media channels, the "Things You Can Do" weekly e-blast to 123,300 subscribers on our mailing list, and the monthly member e-newsletter with more than 33,200 subscribers.



# Ongoing Communication and Engagement

## NEWFIELDS SPEAKER SERIES

A new Speaker Series sponsored by Bank of America - free and available via livestream to the public as well as Newfields staff, volunteers, docents and leadership - features industry experts who share experiences in creating more empathetic, inclusive, and community-focused cultural institutions.

- Cinnamon Catlin-Legutko and Chris Taylor, co-authors of *The Inclusive Museum Leader*, spoke at the first event in August 2021. Nina Simon, the author of *The Art of Relevance* and *The Participatory Museum*, was the guest on Monday for our September edition.
- At least six additional speakers are planned over the next 12 months.



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