

The following summary has been prepared to update the Board of the ongoing work of the Senior Leadership Team and the DEI Committee in support of our ongoing commitment to diversity, equity, and inclusion at Luther Burbank Center.

### **Commitment Statement**

The updated “Commitment Statement” reviewed and enthusiastically accepted in the February board meeting was added to the LBC website and has been viewed to date by 70+ visitors. It will continue to serve as our guiding light for our ongoing commitment to diversity, equity, and inclusion (DEI). The Statement was also received positively by all staff at their first DEI training.

### **Staff and Board DEI Training**

As according to plan, our DEI training started the week of March 29 and was virtually conducted by Dr. Erika Powell – our DEI consultant. In the introductory session Dr. Powell covered key terms, consequences, awareness, and review of our LBC Commitment Statement. Feedback from the staff has been positive.

The next session for the staff will be held on April 19<sup>th</sup>, 2021. In addition, staff that were unable to attend the first session are being rescheduled for a make-up meeting that will be conducted by Rick, Ashleigh, and Anita.

The DEI training for the Board will be conducted by Dr. Powell in two one-hour sessions at the April and May board meetings. The sessions will be focused on our journey to date, key takeaways, how we as board members need to embrace and support our commitment to DEI, and how this has begun to further impact the organization.

### **Organizational Impact**

As has been discussed in the past, the leadership team at the LBC has embraced DEI long before the committee was formed late last summer. More recent examples of how this has informed some of our current approach at the LBC include the following:

- Recruitment – In the decision to hire a search firm to lead the recruitment for a new Director of Development and Director of Marketing, we actively looked for search firms that have both a diverse leadership team and clear commitments to leading a diverse search. To that end the search firm is confident in their ability to source diverse candidates through a DEI search consultant on their team. They are committed to pursuing, interviewing, and presenting a diversity of candidates during their search.

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- Inclusion – In our choices regarding both Date Night and Art of Dessert, we made the conscientious decision to ensure that we were being more “inclusive” of the audience we serve by making access to both of these events available free of charge.
- Programming-Decisions on programming, with recent opportunities to present more diverse programming, are being guided by our DEI commitment. The leadership team has consulted with Dr. Powell on the approach and feedback received on some of these more “provocative” programs, like “God is a Scottish Drag Queen.”
- Future Programming Ideas
  - Interestingly, about 35% of our programming content over the last couple of years has featured artists of color; we are also looking at a breakdown by gender.
  - Speaker Series – The idea of facilitating conversations in our community around DEI is being considered with potentially an established “guest curator” to host and facilitate these.
  - Fiesta – The 12<sup>th</sup> Annual Fiesta de Independencia will be virtual once again; but this time, the event will be the high point in a month-long celebration of Latino Heritage Month. In the weeks before and after the main event, there will be mini-concerts, tutorials, presentations, and more celebrating Latinx culture. The main hour-long event will be Sunday September 12.

### **The LBC DEI Action Plan – Year One**

The senior leadership team and the DEI committee will continue to review and discuss our one-year DEI action plan to ensure that we uphold our commitment as previously outlined.

- Initial conversations have begun with the Latino Advisory Council regarding strategic planning and visioning for the future of the group and the idea of becoming or incorporating a larger diversity council.
- ECE is working with Personnel Perspectives, the same company that Dr. Powell comes from, to assess if holding DEI trainings for the greater Arts Education community is an option for this coming fall; this would allow smaller organizations and educational institutions, who might not have the resources to hire trainers for their organizations, the opportunity to participate in workshops around DEI, microaggressions, and allyship as they pertain to working with young people.