



Diversity, Equity, and Inclusion in Arts Administration Education

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What We Don't Know

1. How are arts administration programs currently incorporating DEI into their program curricula? Courses, learning objectives, etc?
2. How are program administrators measuring effectiveness of DEI initiatives?
3. What curriculum features and teaching tools are most effective for incorporating DEI in arts administration programs?
4. Does the demographic mix of faculty and students in the program correlate with how or whether a program is incorporating DEI values?

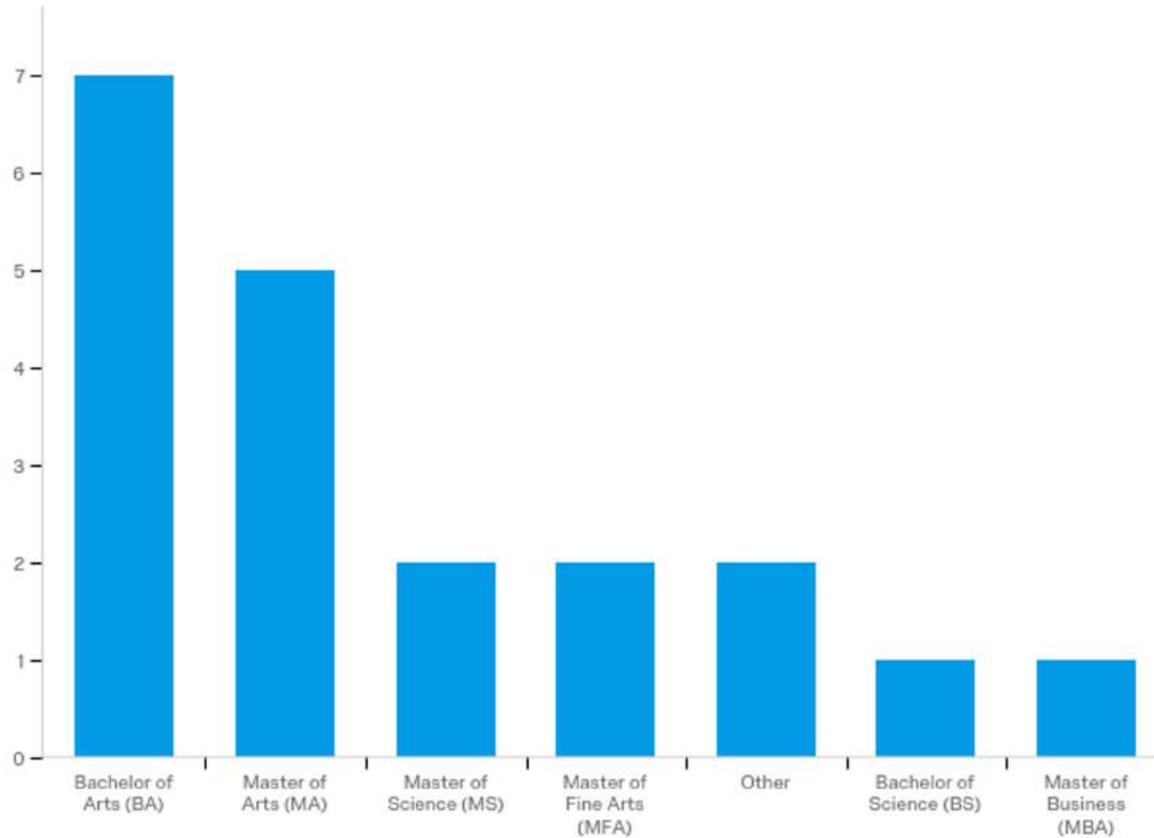
Survey Parameters/Methodology

- Qualtrics online survey with 36 questions
- Addressed Program Curricula, Classroom Practices, Current Demographics and Demographic Goals for faculty and students
- Survey was distributed to AAEE members via AAEE member listserv
- 17% response rate; 20/115



Results

Degree Type Conferred



Does the overall curriculum for your program include a learning objective related to DEI?



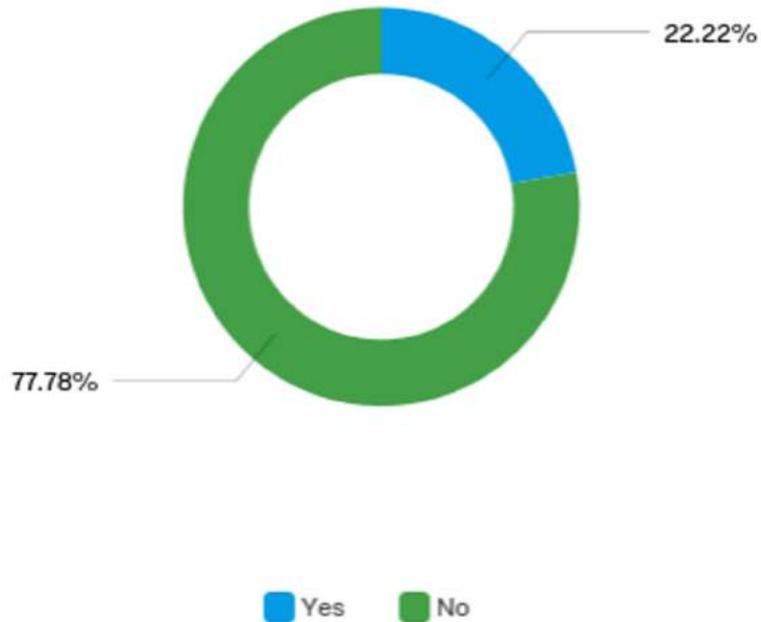
Yes No

Have you tried to assess the effectiveness of the learning objective?



Yes No

Does your program offer a course specifically on DEI in arts & culture?



Courses

- Race, Education and Politics of Visual Representation
- Cultural Policy
- The Cultural Lens
- Equity and Pluralism in Arts and Culture

Measuring Effectiveness

- 50/50
- Focus groups
- Surveys and questionnaires
- Exit interviews

Other methods of including DEI in curriculum

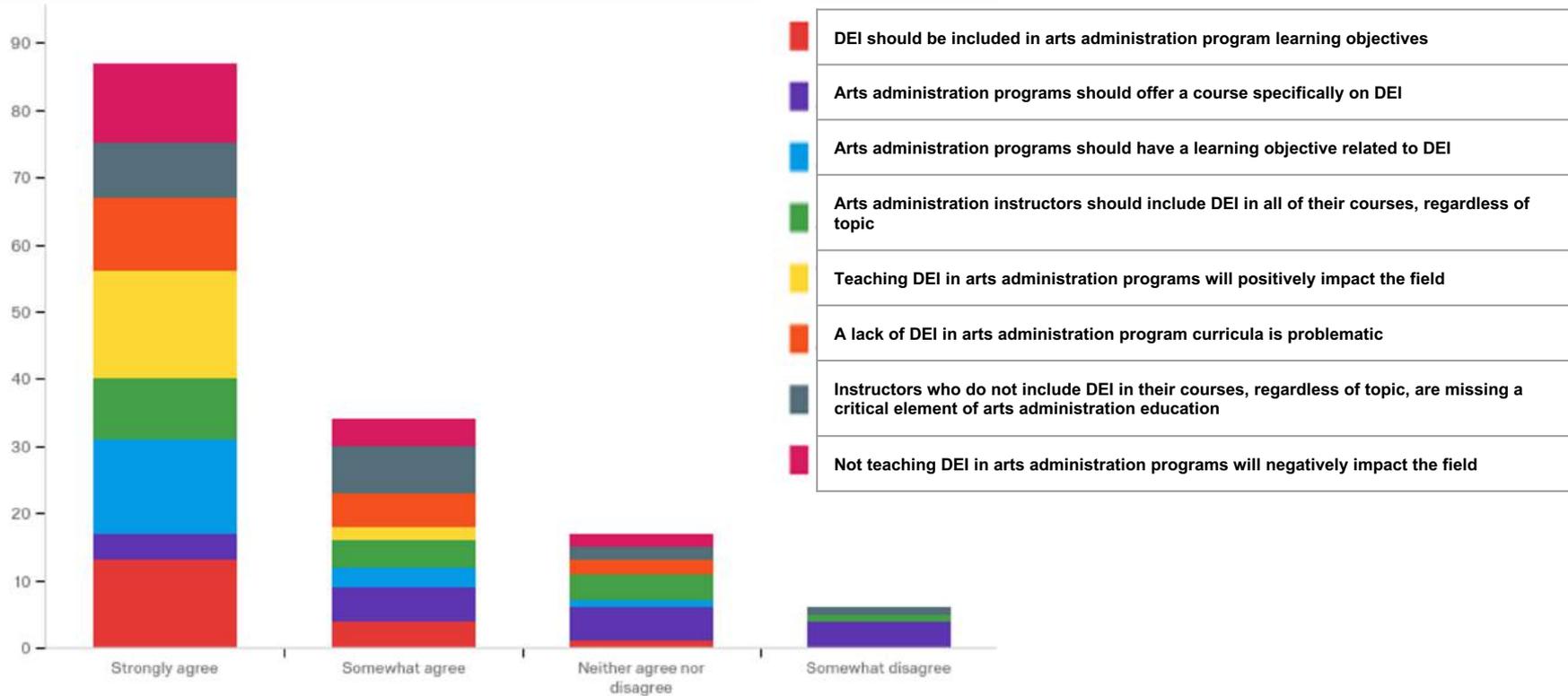
Given Options:

- Incorporated a DEI perspective into all classes (11)
- Included DEI as part of the program's mission statement or statement of purpose (10)
- Revised reading lists to include material from more diverse authors (10)

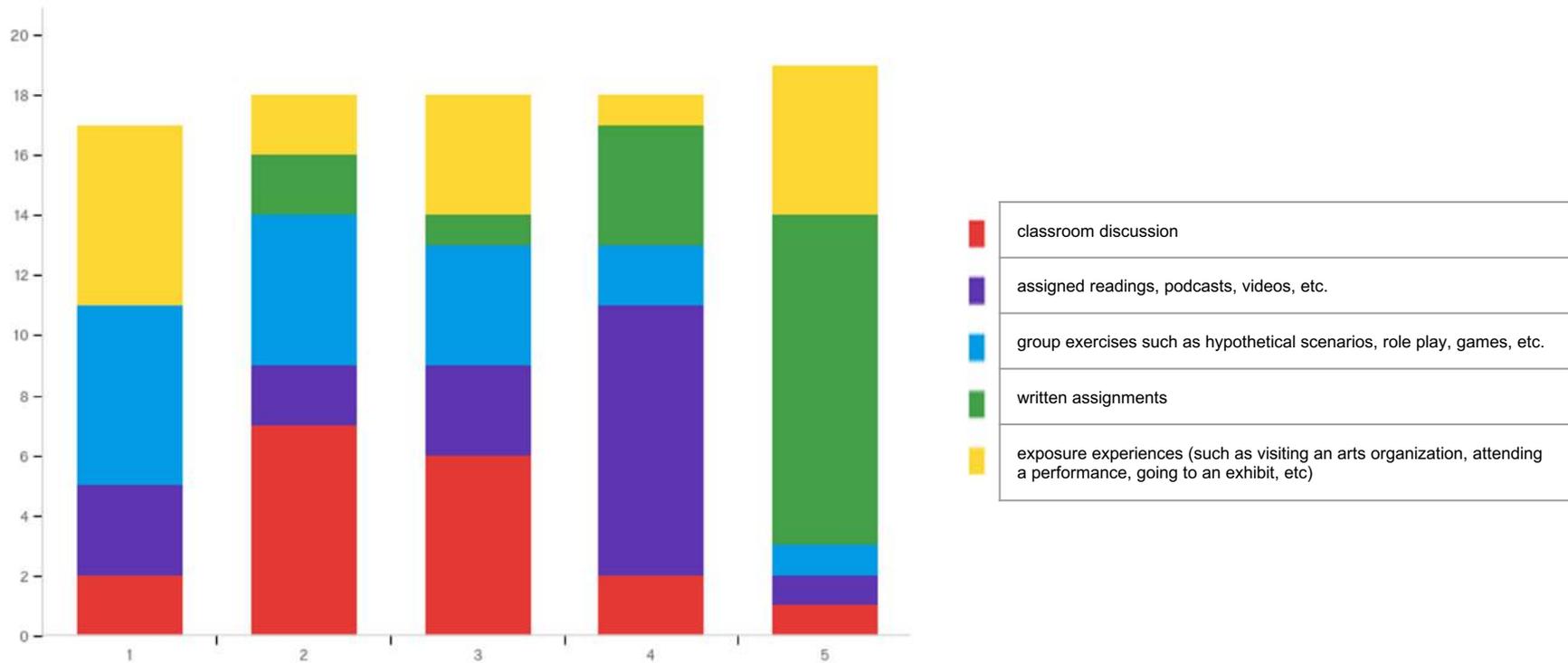
Write-in Responses:

- Site visits to arts and culture organizations who are initiating impactful work in DEI space and to organizations for which DEI is critical to mission delivery (1)
- Employ diverse adjunct instructors and selecting guest speakers (3)

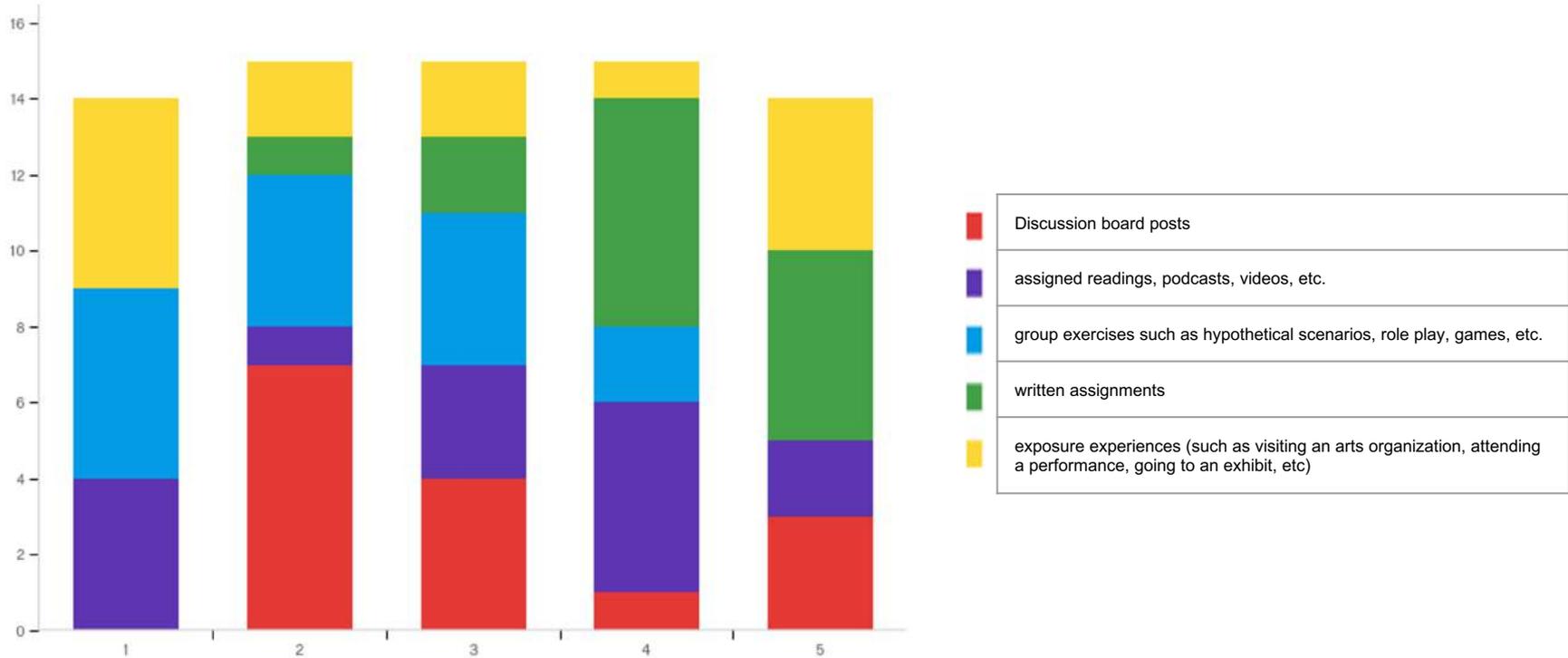
Opinion Statement Responses



Teaching tools ranked in order of effectiveness - in person classes



Teaching tools ranked in order of effectiveness - online classes



Within the last five years, has your program taken steps to diversify its student body?



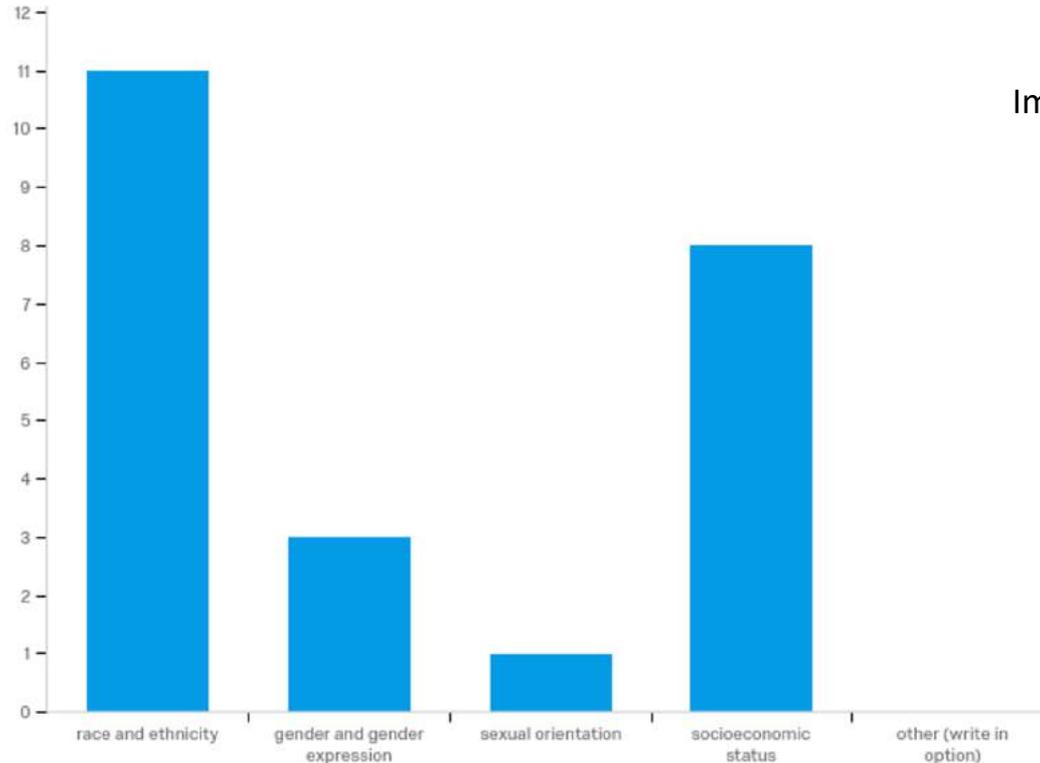
■ Yes ■ No

As a result of these stated diversity goals, has the demographic breakdown of your student population changed?



■ Yes ■ No

Did you have specific diversity goals for diversifying your student body in any of the following categories?



Impact:

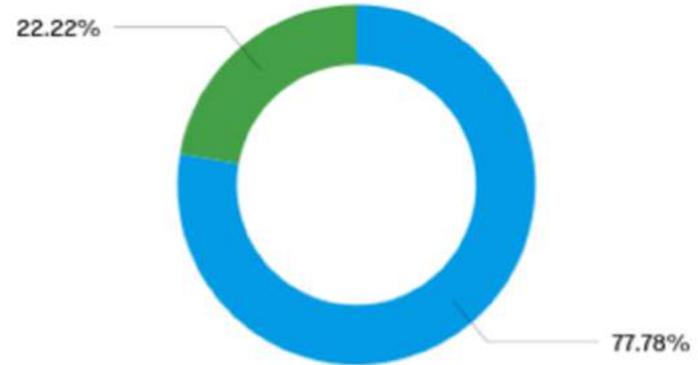
- Slight increase in African American majors and particularly minors
- More students of color, more male students
- More racially diverse; more socio-economically diverse
- Higher proportion of Asian students, some increase in Black students

Within the last five years, has your program taken steps to diversify its faculty?



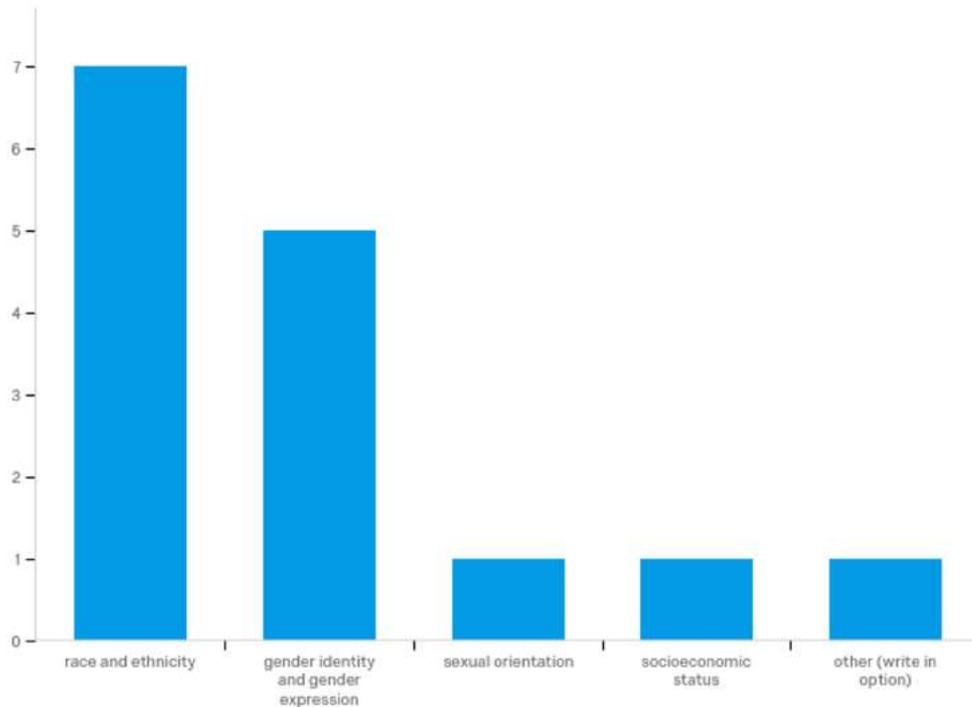
■ Yes ■ No

As a result of these stated diversity goals, has the demographic breakdown of your faculty changed?



■ Yes ■ No

Did you have specific diversity goals for diversifying your faculty in any of the following categories?



Impact

- Expanded Latinx diversity of affiliated faculty
- New tenure-track African American male, two new African American adjuncts
- More women
- More faculty of color
- Greater portion of female and African American faculty



Conclusions

Key Takeaways

- It is challenging to create a representative group of faculty when departments are small
- It is easier for programs to increase diversity through adjunct faculty and associated faculty than at the student level
- Programs that are setting diversification goals for themselves are generally able to achieve them
- Respondents generally agreed that DEI related learning objectives are necessary, but there isn't consensus on whether DEI courses are
- Difficult to measure the effectiveness of diversity related learning objectives

Next Steps

- Create a rubric for measuring effectiveness of DEI learning objectives
- Talk to faculty teaching at programs with course specifically on DEI
- Further Research: does the demographic mix of faculty and students in the program correlate with how or whether a program is incorporating DEI values?

Reflections

- Do's and don'ts of survey question design
- Importance of timing in survey dissemination
- Solidify good research habits
- Importance of continuing research



Questions?

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