

Los Angeles County Museum of Art

Board of Trustees

Policy on Diversity

Adopted June 7, 2017

Los Angeles County, among the most diverse metropolises in the world, has consistently reaffirmed its commitment to embrace the diversity of its people. The Los Angeles County Museum of Art (LACMA) embodies the County's commitment to diversity. As the largest encyclopedic art museum west of the Mississippi, LACMA is a repository of artifacts of the many cultures of Los Angeles and the world. Everything we do, from collecting to programming, is consistent with our mission to enhance equity, diversity, inclusion, and access to arts and culture for Los Angeles County residents and beyond.

Context and History

Since its inception in 1965, LACMA has been devoted to collecting and presenting works of art that span both history and geography, in addition to representing L.A.'s uniquely multicultural population. Over the past ten years, LACMA has taken the following measures to increase diversity in its programming, audience, staffing, and leadership.

Programming

Developed and presented programming that focuses on representing the rich multicultural diversity of L.A. County both in its collection efforts and its exhibitions.

- Increased commitment and collections in Latin American art and art of the Ancient Americas, in addition to creating a dedicated Program for the Art of the Ancient Americas, becoming a leader in the field.
- Expanded its holdings and opened dedicated galleries for African art and art of the Pacific.
- Continued renowned collection efforts and exhibitions in Japanese, Chinese, Korean, South and Southeast Asian, and Islamic art.
- Increased exhibition programming representation of non-Western art and artists of color with a connection to Los Angeles by presenting 45 exhibitions over the past 5 years, and allocating 53 percent of its exhibition operating funds to these programs.
- From music to films to talks, LACMA offers programming reflecting the breadth of museum's collection, the cultural heritage and contemporary issues that resonate with the multicultural communities of Los Angeles County. Nearly half of the museum's over 400 classes, talks, concerts, and films each year are presented or taught by artists, filmmakers, musicians, and scholars of color.

Audience

- With a growing annual attendance that has reached 1.6 million, more than 50 percent of visitors attend free of charge. The diversity of LACMA's audience is steadily growing, with people of color representing more than half of its attendance.
- LACMA serves more than 200,000 students and teachers through its education programs both on campus and in schools, libraries, community centers, and other institutions throughout the County. On average, 84 percent of the students at the schools LACMA serves through its education initiatives are students of color. LACMA has a free youth membership for children 17 and younger, with free admission for an accompanying adult.
- Public programs also serve a very diverse community. In surveys conducted for Jazz at LACMA, 55 percent of the audience identify as people of color. Art workshops offered to adults, seniors, and families in our areas of focus off-site in Compton, North Hollywood, and East Los Angeles reach an audience that is 82 percent of color.

Staffing and Leadership

- Recognizing the challenges of increasing diversity in curatorial staff, LACMA embraced initiatives to create a pipeline of diverse staffing for the curatorial field nationwide. Today, women and people of color constitute more than 80 percent of LACMA's curatorial staff.
- In LACMA's overall staff of over 600 employees, 49 percent are people of color and 67 percent are women.
- In senior leadership and executive roles, women and people of color constitute 75 percent of the staff.
- LACMA has increased gender balance in the Board of Trustees and currently has 54 percent of voting trustees who are women. We have embarked upon a plan to increase representation of people of color on the Board with every new class of trustees.

Vision and Values

LACMA will build upon this progress and take continued actions in order to remain relevant and meaningful in our communities and to continue our mission to serve the public through the collection, conservation, exhibition, and interpretation of significant works of art from a broad range of cultures and historical periods and through the translation of these collections into meaningful educational, aesthetic, intellectual, and cultural experiences for the widest array of audiences.

Core Values

1. As a County institution for County residents first and foremost, LACMA embraces the diversity of the County and is committed to reflecting the plurality of our community in staffing, board leadership, programming, artists, and audiences.
2. LACMA believes that increased diversity in all areas furthers our mission and creates an inclusive, relevant, and meaningful space for all residents by promoting mutual respect and understanding by engaging and presenting many points of view on culture and history.

3. LACMA is steadfast in its belief that there are no hierarchies in artistic traditions or culture, and to that end all are equally valued at the museum.
4. LACMA believes that every resident should have the opportunities and access to engage with, learn from, and enjoy the arts of many cultures and time periods.
5. LACMA is committed to attracting and developing the potential of a strong pipeline of diverse talent across all disciplines in the museum and its field.

Vision Statement

As a resource and gathering place for Los Angeles County residents and for national and international visitors, LACMA aims to collect, conserve, exhibit, and interpret significant works of art from all corners of the world that reflect the multicultural, multiethnic, and multilingual makeup of the County. LACMA is committed to exploring ways to bring the museum's collections and programs directly to the County's diverse communities, with a particular emphasis on forging and strengthening partnerships with underserved neighborhoods, communities, and constituents and creating more meaningful opportunities for creative expression and aesthetic experiences. LACMA also aims increase diversity in staffing and leadership, and is committed to monitoring our progress in these areas.