

DEAI Actions Steps, Timeline, and Accomplishments

Updated August 2023

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GOALS

TIMELINE

First published in 8/2022

ACCOMPLISHMENTS

Continue to partner and expand collaborations with artistic, community, and educational organizations from more diverse communities. We believe that strong partnerships allow us to learn from and share our resources with those who have established expertise, larger perspectives, and direct access to a broader diversity spectrum.

Continued from past, and ongoing

Initiated, and operationalized

Recruit board, staff, in-house artists, shop artists, and interns who reflect the broad diversity of Philadelphia, and beyond. As vacancies or creative opportunities arise, we will engage our network of partners to be sure that a diverse applicant pool is established. Work with The Roz Group to engage with influencers of color in the Philadelphia area to cultivate new participants, supporters, and board members.

Started to develop Institutional strategy, with input from The ROZ Group in summer of 2021. Diversifying staff and artists was first step. Active board diversification began in summer of 2023, as multiple seat became vacant.

Initiated, and working to operationalize

Continue to offer and increase free programming, need based scholarships, as well as working toward sliding scale cost calculators for program participation. We believe that all people deserve access to the arts regardless of their ability to pay.

Continued from past, and ongoing. Recently started new sliding scale tuition rates, including community supported, standard, and clay it forward rates.

Initiated, and operationalized

Maintain an internal DEAI Committee that is dedicated to addressing relevant and salient issues immediately and sustainably. The Committee will function as a recommending body to advise the administration and board on our ongoing work to redress the inequalities that our current system is prone to uphold. The Committee will recommend actions that TCS will be able to execute and not just good intentions.

Established summer 2020, and ongoing.

Initiated, and operationalized

Collect consistent data from each population of The Clay Studio community (artists, students, customers, employees, board members, volunteers, interns, and patrons), including select demographic data to avoid assumptions, to establish a baseline for goal-setting, and to inform design of outcomes assessments.

Started in winter of 2021, and ongoing.

Initiated, and operationalized

Conduct DEAI and anti-discrimination orientation for new staff, board, in-house artists, and teaching artists, as well as ongoing annual refresher trainings.

Beginning fall of 2022, with fall term, and ongoing.

Initiated, and operationalized

Schedule annual staff, board, and artists social gatherings for personal interactions and formal discussion forums, with the goal of open communication and creating a community of mutual understanding.

Began in May 2022, and ongoing.

Initiated, and operationalized

Enhance Human Resource support, policies, and systems, including embedding procedures to address racist/bigoted/threatening behavior Within staff, board, artist handbooks.	In summer of 2023, created community agreement that will be reviewed as part of staff and Artists onboarding process. In addition, TCS will review annually with program participants and staff.	Initiated, and operationalized
Create exhibition opportunities for BIPOC and historically underrepresented artists.	Started in earnest with the opening of new building, and ongoing.	Initiated, and operationalized. View past exhibitions , to follow the evolution of representation, and view current and future shows .
Prioritize DEAI planning alongside programmatic, marketing, business process, and financial strategies during high level strategic planning processes and on-the-ground action planning. Identify and embed diversity standards throughout the strategic plan.	Within 1 to 3 years, aligned with next Strategic Planning process.	Initiated August 2023, begun with 24 month sustainability strategic plan.
Develop a strategic marketing and engagement plan to increase diversity of TCS students, family, city-wide participants, teaching staff, in-house artists, exhibiting artists and board, and are representative of Philadelphia's population and beyond.	Within 1 to 3 years, aligned with next Strategic Planning process.	Begun discussion August 2023, Within context of 24 month sustainability strategic plan.
Conduct staff and teacher training with Art-Reach, a non-profit organization devoted to increasing cultural participation among traditionally underrepresented audiences in both the disability and low-income sectors.	Within 6 months of creation of this document.	A virtual training on Cultural Accesibity was shared by Art-Reach in November 2022, and shared with faculty and staff for nonsynchronous viewing.
Identify and implement opportunities to collaborate with other organizations to foster, craft, and deliver meaningful DEAI outcomes to our shared communities.	Within 6 months of creation of this document.	Initiated March 2023. Started with Philabowl, Empty Bowl fundraiser. Proceeds donated to Philabundance and The Clay Studio's Scholarship Fund. We also collaborated on the event with Mastbaum students. We will continue to partner with other organizations that focus of food insecurities in Philadelphia. The 2024 partner is OrdinarIE Heroes .
Make our content accessible to people of all abilities.	Within 6 months of creation of this document.	Was not implemented or initiated in the last version of goals, and is still listed as a goal as of the August 2023 update.
Include accessibility information for our events and programs on our website and institutional literature. We will also work to caption videos and include image descriptions on our social media platforms so that our content can be for all people - not just abled, hearing, or sighted people; craft a Know Before You Go Guide, so everyone feels welcome.	Within 6 months of creation of this document.	Was not implemented or initiated in the last version of goals, and is still listed as a goal as of the August 2023 update.
Update current literature to reflect the resources that The Clay Studio offers with transparency and voiced from many perspectives.	Within 6 months of creation of this document.	Was not implemented or initiated in the last version of goals, and is still listed as a goal as of the August 2023 update.
Identify and implement ways to intentionally engage and support the needs of immigrant populations.	Within 6 months of creation of this document.	Was not implemented or initiated in the last version of goals, and is still listed as a goal as of the August 2023 update. Begin by identifying area organizations who already serve these populations, and partnering with them in appropriate ways.
Revamp the quarterly email newsletters to highlight community members first; focus on people and their stories not just from the perspective of the institution.	Start with next issue	