The Learning Lab
Agenda

• What is the Learning Lab?
  • History, goals, impact/evaluations

• Who is the Learning Lab Committee?
  • Current members, timeline of joining/involvement, structure and responsibilities

• Plans for Nov 2018 – Dec 2019
  • Evaluation of Cultural Assessment and recommendation of focus areas
  • Development of Learning Lab calendar
  • Creation of Learning Labs
  • Evaluation of Impact
History/Goals

To provide informed, authentic leadership for cultural equity, we strive to...

• Pursue cultural consciousness throughout our organization through substantive learning and formal, transparent policies.

• Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and report organization progress.

• Commit time and resources to expand more diverse leadership within our board, staff, and advisory bodies.
Learning Lab Topics

2017 (from Cultural Assessment)
• DEI Terminology: Allyship, Microaggressions, White Fragility, Intersectionality
• Mutual Respect and Appreciation
• Communicating Effectively
• Recognizing Implicit Bias
• Managing Conflict
• Positioning Yourself for Increased Responsibility
• Self-Assessment and Goal Setting

2018 (from Staff Values/Behaviors)
• DEI Terminology: Racism vs. Prejudice, Identity, Intersectionality, Power and Privilege
• Staff Roles
• How to Be a Boss
• How to Be a Great Staff Member
• Design Thinking
• Concept Chats: Active Listening, Allyship, Implicit Bias
Stats on the Learning Lab

35 staff-designed peer-to-peer workshops since launch

22% increase in self-reported staff competency after Learning Lab trainings

“The Learning Labs reminded me how I impact others - you need to walk the talk and show how it’s done.”
– Americans for the Arts staff member

“Because of the Learning Labs, I have been much more conscious of my own biases and have worked to be aware of them and move past them in my work and in my personal life.”
– Americans for the Arts staff member

91% of staff say Learning Labs are valuable or very valuable

$70,000 raised to underwrite staff DEI trainings
Stats on the Learning Lab

What people say has changed:

• “How I interact with both internal and external stakeholders.”
• “I write shorter, clearer emails.”
• “I think about how I communicate electronically.”
• “It inspired me to discuss with my managers what I need from them that I wasn’t currently receiving.”
• “I feel more confident in my ability to run meetings.”

86% have deepened their relationship with at least one co-worker because of the Learning Labs.

33% say that the Learning Labs have directly affected the programs, policies, and services they oversee.
Who is the Learning Lab Committee?
Timeline of Participation

• Express interest between now and October 31, 2018
  ➢ email Mara at mwalker@artsusa.org

• Term: November 1, 2018 – December 31, 2019

• We meet about 1x per month, with subgroup meetings as needed
  (plus the Labs themselves)
Core Responsibilities

• Assist in developing and fielding, and then evaluate the results of, the organization-wide Cultural Assessment survey. Use the results of the survey to derive 3-5 core subject areas to work on for the next 3-5 years.

• Develop a program calendar of Learning Labs and other staff education initiatives to further competency in those subject areas.

• Create and deliver (or contract experts to deliver) content in alignment with the calendar.

• Evaluate on a per-event and twice-yearly basis the impact of the trainings, set goals and benchmarks, and report to the organization on progress.
Plans for Nov 2018 – Dec 2019

• Evaluation of Cultural Assessments
• Development of Learning Lab calendar
• Creation of Learning Labs
• Evaluation of Impact
Evaluation of Cultural Assessment

• Establish a Learning Lab subgroup to evaluate assessments
  • First assessment was completed in 2016
  • Second assessment was completed in 2018

• Analyze the two completed cultural assessments
  • Highlight common themes
  • Determine areas of improvement
  • Determine areas of challenge/opportunity

• Share key findings with the Learning Lab committee

• Create a set of 3-5 recommendations to program towards
Development of Calendar

• What guided our programming before?
  • 2016-2017: Feedback from staff retreat
  • 2017-2018: Staff values and behaviors

• How will we program moving forward?
  • Set of recommendations created from assessment analysis
  • Adopted over a multi-year timeframe
Creation of Learning Labs

• We heard you!
  • Fewer overall labs
  • Better timing of labs to maximize staff participation/schedules
  • Variety of lab formats to accommodate learning styles and increase engagement
  • Topics more relevant to your work and interactions at Americans for the Arts

• Complementing work with Eric Ellis
  • Eric Ellis served as staff retreat facilitator and will continue working with Americans for the Arts
  • Learning Lab calendar will work in tandem with the programming Eric will do
Evaluation of Impact

• Individual post-lab evaluations
• Mid-year Learning Lab survey
• Annual cultural assessments