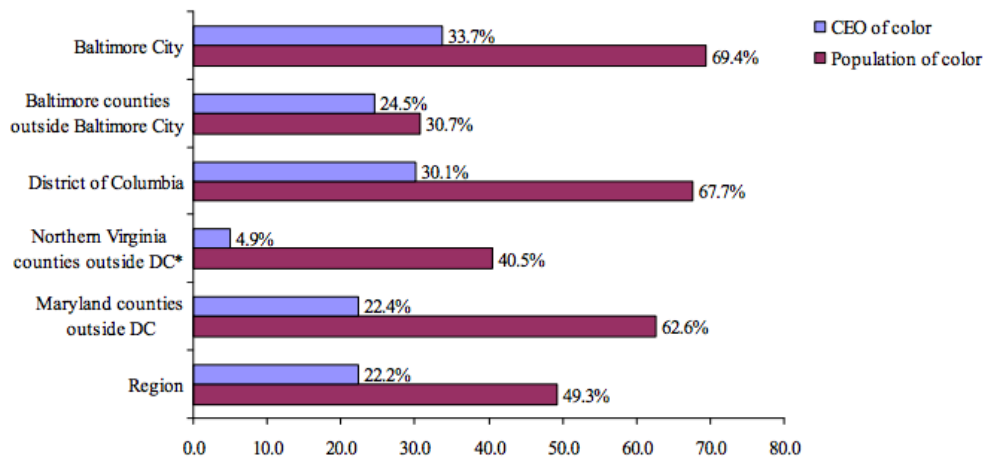


## DIVERSITY IN ARTS LEADERSHIP: FAST FACTS

- Although nearly half (49 percent) the population in the Baltimore–Washington region is people of color, 22 percent of nonprofit organizations in the region have executive directors of color.
- In both Baltimore City and the District of Columbia, nearly 70 percent of the population is people of color, compared with 30–34 percent of the nonprofit executive directors.
- The counties surrounding Baltimore City have the smallest discrepancy between populations and executive directors of color: 31 percent of the population is people of color, while 25 percent of the nonprofit executive directors are of color.
- The Maryland counties outside Washington, D.C., have the largest discrepancy: 63 percent of the population is people of color, compared with 22 percent of the nonprofit executive directors.
- Northern Virginia has the smallest percentage of minorities in the region (40 percent) and the smallest percentage of nonprofit executive directors of color (5 percent).<sup>1</sup>

**Percentage of Nonprofit Executive Directors of Color and Region’s Population of Color**



Sources: 2009–10 Urban Institute Baltimore–Washington Survey of Nonprofit Economic and Diversity Issues; the U.S. Census Bureau, American Community Survey, 2006–08.

\* Differences for respondents were statistically significant at the 95% confidence level.

\*\* Population estimates by race-ethnicity were not available for Falls Church City and Manassas Park City in the ACS and therefore are not represented in these figures.

<sup>1</sup> DeVita, Carol J., and Katie L. Roeger. "Measuring Racial-Ethnic DIVERSITY IN THE BALTIMORE–WASHINGTON REGION'S NONPROFIT SECTOR." March 2010. <http://www.urban.org/sites/default/files/alfresco/publication-pdfs/412053-Measuring-Racial-Ethnic-Diversity-in-the-Baltimore-Washington-Region-s-Nonprofit-Sector.PDF>.

The **Urban Arts Leadership Program** (UALP) is a program of the Greater Baltimore Cultural Alliance (GBCA) and was designed to increase the participation of groups that have been historically underrepresented, particularly those of color, in the management of cultural and artistic organizations. UALP is a pipeline for high achieving young leaders (college seniors or recent graduates) who have demonstrated a strong commitment to this goal. The Program offers professional development, networking opportunities, and Fellowship placements with stipends to aspiring arts administrators. Equally important, UALP offers Fellowship Host organizations tools and training that support institutional changes that encourage greater equity and inclusion.

More recently, Americans for the Arts (2013) studied the salaries of arts managers who work in local arts agencies (N = 753). Approximately, 86 percent of the full-time respondents self-identified as white, and 72 percent as female. Full-time employees earned an average annual salary of just over \$66,000. Similar to the sample in my study, more than 90 percent earned a college degree. Not surprisingly, 92 percent of the executive directors or CEOs identified as white.

To change this, arts management should recruit more people of color. Diversity programs in arts management would seem a viable strategy. However, these programs should undergo continuous and rigorous evaluation to determine their efficacy in yielding more ethnic and racial diversity in arts management.<sup>2</sup>

## Questions?

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<sup>2</sup> Cuyler, Antonio C. "An Exploratory Study of Demographic Diversity in the Arts Management Workforce." *Grantmakers in the Arts*. Fall 2015. <http://www.giarts.org/article/exploratory-study-demographic-diversity-arts-management-workforce>.