

Diversity, Equity, Accessibility, and Inclusion Competency

Models, fosters, and promotes Getty's principles of Diversity, Equity, Accessibility, and Inclusion. Values diverse people, experiences, and ideas; cultivates a welcoming environment of inclusion and respect that empowers staff to contribute ideas and achieve goals. Understands one's impact on others; treats all members of the Getty community with dignity and respect.

Senior Leadership

- Demonstrates a willingness to examine and admit to one's own biases; engages in on-going self-reflection and continues to advance their knowledge and skills related to DEAI.
- Draws on diversity of skills, backgrounds, and knowledge of people to achieve more effective results.
- Develops department/program policies and practices to advance an equitable, inclusive work environment and demonstrates this in their behavior.
- Operationalizes diversity, equity, accessibility, and inclusion in department/program initiatives and strategic planning.
- Demonstrates openness to seeking different points of view and leveraging diverse perspectives in decision making.
- Engages deeply and sets expectations of managers to advance Getty and program/department DEAI goals through continuous improvement and innovation.

Supervisor/Manager

- Demonstrates a willingness to examine and admit to one's own biases; engages in on-going self-reflection and continues to advance their own and others' knowledge and skills related to DEAI.
- Cultivates and maintains an environment of inclusion that empowers all individuals to contribute ideas and achieve goals; respects the talents and contributions of all individuals. Works to understand what defines differences and consciously employs measures to ensure that the workplace is respectful of everyone.
- Promotes a respectful, diverse, equitable and inclusive work environment in which concerns are addressed fairly and effectively.
- Recognizes and addresses incidents of explicit and implicit bias, including one's own; holds individuals accountable for problematic behavior.
- Encourages and provides opportunity for continued learning around DEAI topics.
- Ensures conflicts are resolved in ways that leave all individuals feeling respected and heard.
- Understands how one's behavior impacts that of others.

Individual Contributor/Senior Individual Contributor

- Demonstrates a willingness to examine and admit to one's own biases; engages in on-going self-reflection and continues to advance their knowledge and skills related to DEAI.
- Regularly engages in personal and professional development opportunities on issues related to DEAI.
- Engages and participates in DEAI initiatives at Getty.
- Demonstrates the ability and willingness to communicate respectfully and effectively with individuals of who are different than self and bring diverse backgrounds and viewpoints to the workplace.
- Is able and willing to work effectively with individuals from a wide range of ethnic, socioeconomic, educational, religious, identity and other backgrounds. Consciously contributes to an environment where differences are valued.
- Understands how one's behaviors impact others.

Support

- Demonstrates a willingness to examine and admit to one's own biases; engages in on-going self-reflection and continues to advance their knowledge and skills related to DEAI.
- Engages in personal and professional development opportunities on issues related to DEAI.
- Engages and participates in DEAI initiatives at Getty.
- Demonstrates respect for individuals from a wide range of ethnic, socioeconomic, educational, religious, identity and other diverse backgrounds and viewpoints; understands how one's behaviors impact others.