



J. PAUL GETTY TRUST 2020–2021 DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION ANNUAL REPORT

For the past several years, Getty has focused attention on improving its workplace culture, including emphasizing the creation of a more inclusive and welcoming environment for everyone. In the summer of 2021, considering broad feedback from Getty employees, senior leadership reaffirmed its commitment and established specific Diversity, Equity, Accessibility, and Inclusion (DEAI) goals and action items. This is the first annual report of Getty’s collective work toward achieving its DEAI goals. The work documented includes contributions and collaborations among Getty staff, leadership, and consultants during Fiscal Year 2021.

Trust-wide Highlights

- A [formal DEAI Plan for Getty](#) with five goals for accountability, developed by senior leadership with input from staff and the DEAI Council, was approved by the Getty Board of Trustees in September 2020, and updated in January 2021.
- The Board created an **ad hoc committee of trustees** to serve as advisors to Getty on DEAI issues.
- The **DEAI Council**, comprising 16 staff volunteers, identified its top five priorities from the results of the all-staff Cultural Climate Survey and ongoing listening to staff, and created action steps to achieve these priorities.
- **15 DEAI Task Forces**, engaging more than 125 Getty employees, were created to focus on DEAI work within their Programs or departments and to make recommendations to their leadership for improving DEAI in their units.
- Multiple **DEAI Committees and Working Groups** comprising staff volunteers were formed to address multiple DEAI issues, including bilingual needs across Getty for visitors and exhibitions; land acknowledgments recognizing the Indigenous people who came before us; how Getty can improve community engagement; and how Getty can create a safer and more welcoming environment.
- Human Resources (HR) began **implementing inclusive recruitment processes**, training around gender- and race-neutral job postings and unconscious bias in recruiting, working with hiring managers to determine what tools/training they need for more inclusive hiring practices, and creating accountability.
- **Unconscious Bias in the Workplace training** was conducted for hundreds of Getty employees and leadership. Workshops on racial trauma, antiracism, and listening skills were held for staff; weekly inclusive leadership sessions were held for senior leadership. Training was conducted by Jones & Associates, an external consultancy.

- As part of an effort to **identify and eliminate inconsistencies**, Getty developed and implemented a new policy for the hiring of limited-term employees, converted more than 40 individuals from limited-term to regular status, and made market salary adjustments for 150 staff to ensure market competitiveness.
- Getty **increased worker access to information, engagement, and community** by giving all employees email accounts and providing Spanish translations of key staff communications, staff meetings, and employment documents.
- To improve Getty-wide access to a philanthropic staff benefit, Getty **expanded its Matching Gift Policy to all employees**, reduced the matching donation minimum to \$25, and made it available in English and Spanish.
- Two **DEAI Summits** were held with members of the DEAI Council, Task Forces, and senior leadership.
- **LA Arts Recovery Fund – grants issued in FY21**
In response to the crisis facing small and mid-size arts organizations in the wake of the Covid-19 pandemic, Getty initiated the [LA Arts Recovery Fund](#) with a \$10-million commitment from the Board of Trustees. Getty was soon joined by other local and national funders, and in May announced \$36 million in grants to 90 arts nonprofits throughout Los Angeles.
- **Acquisition of Paul R. Williams Archive – June 30, 2020**
The Getty Research Institute and the University of Southern California School of Architecture jointly [acquired the archive of architect Paul Revere Williams](#) (American, 1894–1980), the most significant African American architect of the 20th century. Williams had especially strong ties to Southern California and the city of Los Angeles.
- **Acquisition of a major work by Artemisia Gentileschi – March 2021**
The [Getty Museum acquired Lucretia](#) (about 1627) by Artemisia Gentileschi (Italian, 1593–c.1654), the most celebrated woman painter of 17th-century Italy.
- **Los Angeles African American Historic Places Project – April 2021**
Getty and the City of Los Angeles launched the [Los Angeles African American Historic Places Project](#), an ambitious project to identify, protect, and celebrate Los Angeles’s African American heritage, which is not yet reflected by the city’s historic designation programs. A robust community engagement program will create a space for meaningful input and local partnerships, drawing on community-based knowledge of lesser-known histories.

DEAI Plan Progress Summary

The June 2021 progress report on the DEAI Plan, initially approved by the Board of Trustees in September 2020 and updated in January 2021, shows considerable work toward diversifying the collections, telling more inclusive stories about our current collections, and developing exhibitions, programming, and publications that better reflect the diverse communities in which we work.

In addition, intentional work is being done across Getty to recruit and hire a more diverse workforce and create a culture of inclusion through unconscious bias and antiracism training and more opportunities for communication among staff, leadership, and trustees.

Getty is also expanding its relationships with a more diverse community, from working with Black, Indigenous, People of Color (BIPOC) vendors, to collaborating with community organizations on scholarship and programming, to developing more inclusive invitation lists to events.

Here are highlights in achieving each of the five goals in Getty's DEAI Plan:

Goal #1: Develop Getty's workforce so that it reflects the diversity of Southern California and the nation

- HR is working with all departments on unconscious bias in recruitment training.
- The DEAI Council and HR are collaborating to survey hiring managers to determine what tools/training they need and to create accountability for hiring managers.
- HR and senior leadership developed and implemented a new policy for hiring limited term employees as part of an effort to ensure employment and compensation equality.
- Senior leadership approved market adjustments for 150 staff to ensure compensation marketability.
- HR and senior leadership will work with the DEAI Council to improve professional advancement opportunities. Next steps include an assessment of current staff engagement, professional development, and skill-building practices, policies, and allocated budgetary resources.
- The DEAI Council is working with HR and senior leadership to form an ad hoc working group to create a mentorship/sponsorship program.
- In alignment with Council goals and with its suggestions in mind, HR is reexamining job descriptions to ensure alignment between actual duties and stated requirements and to ensure that the language used reflects DEAI.

Goal #2: Confront and eliminate racism and discrimination in the workplace

- HR reviewed anti-discrimination policies and is making updates as needed.
- Working with experts, HR is researching best practices for antiracism policies and will then develop and adopt such policies.
- HR reviewed the current use of the Ethics Point anonymous reporting system and is developing better communication with staff regarding its use to report discriminatory or other inappropriate conduct.
- HR, with input from the DEAI Council, is creating mandatory antiracism and unconscious bias training, and has added that training to the process of onboarding staff.
- A cross-Getty editorial group convened and an outside consultant was hired to create an editorial style guide focused on contemporary DEAI nomenclature. The guide was shared with the DEAI Council for feedback in May 2021.
- The DEAI Council is spearheading the effort to encourage organically formed, open, informal groups for discussion around DEAI topics and common learning goals, with the intention of keeping it a grassroots effort and allowing participation to be organic.

Goal #3: Improve communication within the Getty community to help contribute to a culture of trust

- Research is underway on best practices at peer institutions to reduce organizational barriers and to foster more communication between senior leadership, staff, and trustees. Trustees have attended DEAI Council meetings and town halls with staff, and conversations are ongoing with the Board about additional opportunities for trustees to engage with staff.
- Senior leadership has met with the DEAI Council to discuss Council priorities and action items, and will continue to do so. Trustees receive regular updates on all DEAI work, have also met with the Council, and will look for future opportunities to do so.
- Senior Leadership engaged with the DEAI Council to form a small working group that launched a survey asking all staff to provide input on a revised values statement for Getty.
- A bilingual/translation working group has met several times and provided input on a needs assessment. It has also determined top priorities for translation support and received support from senior leadership on its recommendations.
- Staff were offered new opportunities to meet one-on-one or in small groups with senior leaders Jim Cuno and Steve Olsen.

Goal #4: Enhance diversity and accessibility of collections, interpretations, exhibitions, digital content, education, and public programs

- Archives and work by artists of diverse backgrounds or expressive of DEAI-driven content comprised 86.5% of the total value of the Getty Research Institute's (GRI's) acquisitions and donations.
- 91% of GRI public programs featured DEAI-driven content.
- The GRI developed 18 Iris (Getty blog) stories focused on BIPOC subjects.
- The GRI added several major libraries including the Lothar von Falkenhausen library, Robert Farris Thompson library, Michael Coe library, and Arcana library.
- Anti-racist description working groups have formed throughout Getty to complete assessment and recommendations of problematic terminology in archives, library listings, and other content.
- The GRI initiated two Scholar fellowships reserved for scholarship related to the African American Art History Initiative.
- The GRI held a weeklong workshop on integrating Indigenous perspectives of the Spanish conquest into the K-12 curriculum via the Florentine Codex. Another workshop for university and college faculty will be held in connection with the Blondell Cummings exhibition and GRI collections.
- The Museum acquired several dozen photographs by Black, Latinx, Asian, LGBTQ+, and women photographers, including work by members of the Kamoinge Workshop, John Edmonds, Lorna Simpson, George Platt Lynes, Deana Lawson, Jo Spence, PaJaMa, and a large group of Japanese American photographers.
- In addition to the Artemisia Gentileschi acquisition, the Museum acquired a pastel by Adélaïde Labille-Guiard (1783); drawings by Sarah Stone (1788) and Emilie Mediz-Pelikan (1896); a manuscript made for Anne of Brittany, Queen of France, depicting wronged women from ancient history and mythology; and an 18th-Dynasty Egyptian faience stirrup jar.
- Museum staff are identifying object records that could be expanded to tell more inclusive and accurate stories.
- The Museum's database is being updated to be more community-focused (especially regarding outreach for exhibitions and public programs and the invitation list for exhibition openings).
- The Getty Virtual Student Guides Program will launch with East Los Angeles College and expand to other community-college campuses.
- The Museum is diversifying its docent corps and researching DEAI training for docents.

- Pilot and prototyping bilingual exhibitions for FY22 include *Holbein*, *Getty Highlights*, *Fantasy in the Middle Ages*, and *In Focus: Sound*.

Goal #5: Deepen engagement between all areas of Getty and BIPOC and other diverse communities, locally and nationally

- The Community Engagement Committee was formed in May and has met three times to explore how Getty can create, expand, deepen, and sustain meaningful relationships with diverse communities locally and nationally. The Committee consists of staff from across Getty.
- The Safe and Welcoming Environments Committee, composed of staff from across Getty, has met four times since its formation in late March 2021. Its principal work has been the identification and prioritization of places and ways Getty can be safer and more welcoming for visitors and employees alike.
- The Los Angeles African American Historic Places Project launched with the City of Los Angeles, and the search for a director is underway.
- Current vendors are being surveyed to discover how to increase participation by BIPOC vendors.
- The existing investment manager universe is being surveyed to measure the extent of BIPOC ownership and leadership.

DEAI Council Year-in-Review Summary (from the Council)

The DEAI Council includes staff from across Getty, as well as several members of senior leadership who function as senior staff resources, and works in partnership with consultants Jones & Associates. The Council (at the time of publishing) is comprised of 16 staff volunteers who have made a two-year commitment, and is led by two staff co-chairs.

The DEAI Council's purpose is to listen to, value, and embrace all members of our community, including their many backgrounds, experiences, needs, and challenges. As advocates, the DEAI Council will collaborate with everyone within the organization to champion the benefits of diversity; develop strategic initiatives that result in meaningful change; and hold itself, leaders, and the Getty community accountable for the ongoing process of creating a more accessible, healthy, equitable, and inclusive environment.

In the fall of 2020 the DEAI Council identified its [Top 5 DEAI Priorities](#):

- Evaluate Getty's current hiring processes; identify shortcomings in order to redesign hiring practices to promote DEAI
- Increase staff engagement through mentoring, training, sponsorship programs, and leadership development

- Create opportunities for awareness of department and program work to inspire appreciation for different roles and opportunities for collaboration, and to break the cycle of working in silos
- Develop a mission-driven case, including root concepts, definitions, and metrics for DEAI at Getty.
- For Getty staff to learn—in inclusive, systematic, and persistent ways—about antiracism and white supremacy in order to adopt structural changes for lasting and meaningful impact.

In the spring of 2021, the DEAI Council received approval from senior leadership to advance the following action steps in order to reach the goals above:

- Survey and collaborate with hiring managers on hiring practices
- Assess the internal recruitment and hiring process and develop a checklist that builds accountability for DEAI throughout the hiring process
- Reexamine job descriptions to ensure alignment between actual duties and stated requirements; check that language reflects DEAI and offer recommended changes
- Identify staff engagement needs to include professional development, skill building, and community-building opportunities at all levels, and identify factors contributing to potential disengagement
- Develop and implement a staff mentorship and sponsorship program that promotes and supports DEAI across Getty
- Foster community belonging through inclusive, informal forums and activities where staff can interact and learn about one another's work
- Create new programs for Getty staff to learn about and understand antiracism and white supremacy, including:
 1. Mandatory anti-bias and antiracism training
 2. DEAI Antiracism Speaker Series
 3. Encouraging organically formed, informal groups for discussion around DEAI topics and common learning goals
 4. Incorporate DEAI into Getty's performance evaluation system
 5. Encourage departments to evaluate and recognize changed culture and celebrate positive changes in DEAI on both a group and individual level
 6. Utilize the Cultural Climate Survey to measure DEAI progress.

DEAI Task Forces Summary

By the end of 2021, Getty staff will have formed 15 DEAI Task Forces representing every Getty department and program and engaging 125 employees in a two-year commitment to work on the advancement of DEAI in their program or department. Task Forces range in size from three to 21 people, based on interest and size of department or Program. These inaugural Task Forces spent much of their time learning about DEAI issues, building trust, and using several methods for assessing the current state of DEAI in their Program/department. Task Forces received training and guidance from members of Jones & Associates, Getty's external consulting agency for DEAI training and implementation.

Once a Task Force had a clear picture of the current DEAI state and areas to be strengthened or developed, it recommended actions to its senior leaders. Some of the implemented items include a new mentoring program, adoption of a visitor's code of conduct stating that sexual harassment and racial or other slurs will not be tolerated, and a program that nurtures a sense of belonging and support for new hires by assigning an ally/liaison for the first few months.

DEAI Committee & Working Group Activity

Exhibitions & Galleries Bilingual Working Group

The implementation of bilingual (English/Spanish) texts to enhance access to the Museum's and GRI's collections and exhibitions is a key outcome of one of the five overarching goals of the Trust's DEAI Plan.

In September 2020 the Museum established an Exhibitions & Galleries Bilingual Working Group to partner with senior leadership. The Group comprised staff from the Museum's Curatorial, Design, Interpretive Content, Media Production, Exhibitions Coordination, and Education departments, and from the GRI's Exhibitions department.

The Group worked collaboratively to create a Project Plan that conveys three key objectives for the initiative: foster a feeling of welcome and inclusion for Spanish-speaking visitors to the Museum and GRI; develop guidelines and best practices that support a shared understanding of common approaches across the organization; and deliver a multi-year plan, incorporating regular review and project evaluation. The Plan also sets out project parameters; key risks; proposed work packages; timelines; team roles, responsibilities and reporting; and required resources.

The Group also identified the need for extensive testing and evaluation and identified five pilot projects in Year One for that purpose.

Getty-wide Spanish Bilingual, Translation, and Interpretation Initiative

A Getty-wide staff working group convened to develop a Spanish Bilingual, Translation, and Interpretation Initiative to help Getty evolve into a more engaging and welcoming place to employees, residents, and visitors in our multilingual, multicultural region. The group made recommendations to senior leadership for a first phase of the initiative, including:

- Hiring a bilingual or multilingual editor to serve as the central coordinator for bilingual activity at Getty
- Selecting a primary vendor to provide more expedient, cost-effective, and consistent translations for use by all Getty units
- Translating basic on-site signage and wayfinding materials, important visitor information for both museums and the library, and major internal communications as a first priority
- Surveying Spanish-speaking staff, visitors, web users, and others about where they would most benefit from bilingual translation, and further prioritizing bilingual content accordingly
- Recruiting more bilingual employees, particularly in public-facing roles.

Committee on Safe and Welcoming Environments

The staff-led Safe and Welcoming Environments Committee has met four times since its formation in late March 2021. Its principal work has been identifying and prioritizing places and ways Getty can be a safer and more welcoming place for visitors and employees alike. From a long list of possible concerns, the Committee has agreed on four initial priorities that will shape its work plan for the coming year:

- Assess/improve wayfinding/on-site signage for visitors and staff at both the Getty Center and the Getty Villa Museum (create graphic consistency, clearly indicate accessible routes to and from parking, amenities, galleries, the GRI, etc.)
- Assess the pricing of parking, food, retail, etc. and increase the options at varied price points and locations
- Assess and create more inclusive restroom facilities (consider family, wheelchair-accessible, single-occupancy, and gender-inclusive restrooms as well as lactation rooms)
- Assess in-person interactions between staff and visitors (greetings, information, language/direction around interacting in art spaces) for welcoming and friendly tone and messaging; also assess staff-to-staff interactions including custodial and food services contractors.

Community Engagement Committee

The Community Engagement Committee was formed in May and has met three times to explore how Getty can create, expand, deepen, and sustain meaningful relationships with diverse communities locally and nationally. The Committee consists of staff from across Getty, ranges in tenure from relative newcomers to long-serving staff members, and brings to the work a diverse set of experiences and perspectives. Over the course of the next year the working group will develop a roadmap and a set of recommendations for senior leadership. The Committee began its work by defining the scope of its activities and identifying several experienced practitioners in community engagement who will be invited to meet with the group.

Land Acknowledgment Working Group

A land acknowledgment recognizes and pays respect to Indigenous peoples as traditional caretakers of a particular land or region. Such statements are becoming standard at American universities and cultural institutions, and are often recited before public programs, posted on an institution's website, or installed on-site as a plaque or other marker. The statement itself is typically part of a larger partnership developed between the institution and local tribal leaders. In March 2021 a new staff-led committee began to research the process of developing an official land acknowledgment statement for Getty, recognizing the critical importance of engaging with and learning from local tribal leaders. The committee will present its findings and recommendations to senior leadership in the fall of 2021.

Education & Intern Report

One of the primary ways Getty engages with BIPOC communities and advances DEAI is through its broad outreach to school children and its numerous internship and fellowship programs for teens and college students.

K-12 School Communities

While onsite field trips were temporarily suspended at the Getty Center and Getty Villa due to the pandemic, the Education department continued to offer engagement and accessibility to the collection through its inaugural digital program, Virtual Art Explorations (VAE). Gallery educators and Getty docents offered interactive, close-looking exercises and conversation to connect with works of art in the Getty collection. Educators facilitated discussions based on students' curiosity, ideas, and individual life experiences. In FY21 the virtual program served 30,659 students (20,930 from Title 1 schools) from 545 schools, 366 of which are Title 1 (67% Title 1). Students hailed from 158 different school districts in 517 Zip Codes. Getty was able to reach the K-12 audience nationally and even internationally for the first time.

Student Gallery Guides Program (SGG)

From June 15 to July 30, the Youth Development team led the Student Gallery Guide paid internship program for 14 teens from Southern California. The diverse group of interns came from Compton, Gardena, Highland Park, Inglewood/Ladera Heights, Rosemead, San Fernando Valley, San Pedro, South Los Angeles, and other neighborhoods. Of the 14 interns, 11 attended public high schools, nine of which receive Title 1 funding. To ensure they had the necessary technology, the Youth Development team rented hotspots and laptops for those students who requested accommodations. The program's goal was to prepare interns to facilitate virtual art experiences for K-12 groups. The SGG interns led sessions for groups that included summer schools, art institution youth programs, the Latino Resource Organization, Opportunities for Learning Online program, El Centro de Amistad, and CoachArt.

Unshuttered 3.0, In Pursuit of ...

For the third year of Unshuttered, the Education department worked with partners to engage young photographers locally and nationally. This was accomplished on the largest scale through a nationwide photography open call with [Amplifier](#). We asked teens (13- to 19-year-olds) to submit work that illustrated what they were in pursuit of and received more than 1,500 submissions from all over the country. The team also partnered with the Center for Sustainable Journalism's [Bokeh Focus](#) and presented an exhibition on isolation in fall of 2020 as well as the exhibition *In Pursuit of Justice* in the spring of 2021. *In Pursuit of Justice* was the culmination of a photography workshop series developed with expert partners and an open call for Atlanta, Georgia, youth impacted by the juvenile justice system.

Docent Programming

Docents were inspired to discuss with educators and their colleagues how issues of social justice affected their practice. Docent online engagement sessions shined a light on the Getty collection through the discussion of such topics as Black Lives Matter and violence against women. Docents helped to create the program Pass the Mic!, a three-part educator and docent collaborative workshop that explored imagery of under-represented people in the Getty collection; the role of the museum in upholding systemic racism; trauma-informed learning for K-12 students; and ancient slavery, sexism, and racism.

Teacher Programming

To enhance the diversity and accessibility of programs for K-12 teachers, Getty educators used virtual webinars to share highly adaptable content that many types of teachers could absorb from anywhere on any device. Elimination of the typical hurdles of traveling to the museum allowed Getty educators to open up access to sessions by reaching teachers in their locations and scheduling sessions around the routine school day. With these new opportunities for access, Getty educators were able to serve diverse teacher audiences in the Los Angeles area and in districts across the United States.

Getty Marrow Undergraduate Internships

In FY21 the Foundation adapted its Getty Marrow Undergraduate Internships, a program designed to foster greater diversity in the arts professions, so it could continue operating during the pandemic. Since the program began in 1993, 161 local arts institutions, including Getty, have hosted more than 3,200 interns, exposing students to career possibilities in the arts. In FY21, it offered more than 75 internships across Los Angeles County in a hybrid format that allowed both remote and onsite work with 60+ organizations, including Getty. The Foundation retooled the professional development opportunities that accompany the internships and offered them online. Interns and supervisors also participated in virtual antiracism workshops.

In the fall of 2020 the Foundation reached a significant milestone with the release of the first major impact report for the program based on data from nearly three decades. Findings revealed that 32% of alumni go on to work in museums or visual arts organizations, and nearly all of these individuals in the field attribute their career paths to their internships. Data also showed that the program fosters a sense of belonging in the arts and that the majority of alumni engage in the arts as a result of being interns, regardless of whether they work in the sector.

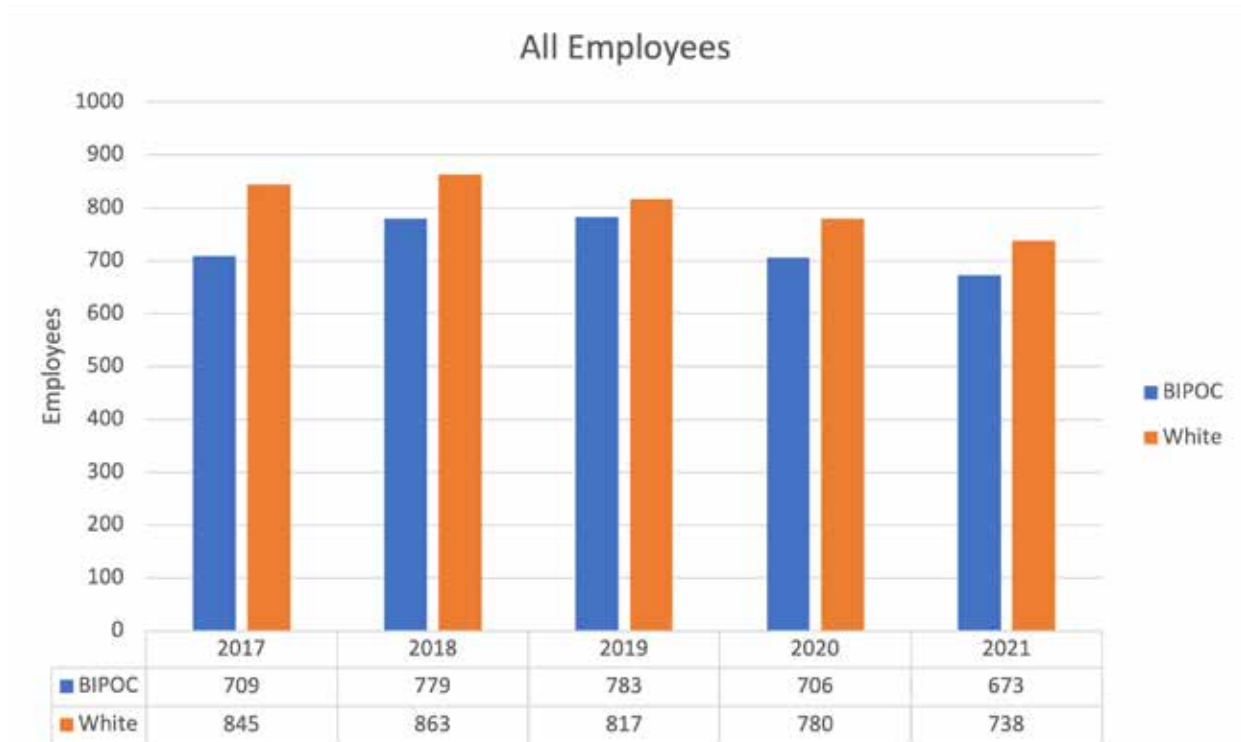
Getty Post-Baccalaureate Conservation Internships

In FY21 Getty launched this pilot program, jointly developed by all four Programs, to increase diversity in the field of art conservation. The internships are the first nationwide effort to provide yearlong financial support and hands-on experience to BIPOC post-baccalaureate candidates aspiring to careers in art conservation. Administered by the Foundation and made possible in its pilot year with funding from the Getty Patron Program, the three inaugural recipients completed projects under the supervision of Museum and GRI conservators and also had the chance to enroll in online courses through Santa Monica College.

Annual Employment Statistics

These numbers compare the ratio of BIPOC employees to white employees, as they have self-identified. They include every individual employed by Getty at any point in that calendar year, including full-time, part-time, and limited-term employees in all positions. The numbers do not include contractors, interns, scholars, volunteers, or docents.

The totals for 2020 and 2021 reflect a hiring freeze during the pandemic.



Select Acquisitions, Exhibitions, Publications, and Grants

In Focus: Protest – June 2021

This Getty Museum [exhibition featured images made during periods of social struggle](#) in the United States.

Acquisition of [Portrait of Madame Charles Mitoire with Her Children \(1783\)](#) – June 2021

The Getty Museum acquired the [greatest pastel by Adélaïde Labille-Guiard](#), one of the leading women artists in 18th-century Europe.

Photo Flux: Unshuttering LA – May 2021

This Getty Museum [exhibition featured 35 acclaimed artists with ties to Los Angeles](#) communities who have radically transformed photography to express their own aesthetics, identities, and narratives. Organized by independent curator jill moniz, the exhibition recognized artists who have been traditionally under- and misrepresented by Getty.

New book series highlighting women artists – March 2021

Getty Publications announced the [Illuminating Women Artists](#) series, the first to focus in a deliberate and sustained way on women artists throughout history.

The [initial volume in the series](#), by Catherine Hall-van den Elsen, presents the first overview in English of the life and work of sculptor Luisa Roldán (1652–1706).

L.A. Graffiti Black Book – February 2021

Getty Publications released [a collection of works by 151 Los Angeles graffiti artists](#), representing an unprecedented collaboration across the city's diverse artistic landscape.

Return to Palmyra – February 2021

With the help of a committee of Arabic scholars and specialists, the [GRI's born-digital exhibition in both English and Arabic](#) looks at Palmyra from a regional perspective.

Pacific Standard Time grants – January 2021

The Getty Foundation [made \\$5.38 million in exhibition research grants](#) to 45 diverse cultural, educational, and scientific institutions throughout Southern California to prepare for the next Pacific Standard Time. Project topics include environmental justice, sustainability, climate change, Indigenous knowledge, technology and futurism, and the global histories of science and art.

Visualizing Empire: Africa, Europe, and the Politics of Representation – November 2020

This [Getty publication](#) examines how an official French visual culture normalized the country's colonial project and exposed citizens and subjects alike to racialized ideas of life in the empire. Essays focus on a GRI collection acquired from the Paris-based Association Connaissance de l'Histoire de l'Afrique Contemporaine archives.

Acquisition of the archive of Alfredo Boulton (Venezuelan, 1908–1995) – October 2020

An art critic, art historian, and photographer, [Boulton was one of the most important champions of modern art in Latin America](#) and a key intellectual in 20th-century Venezuela.

Select Online Exhibitions

Ishiuchi Miyako: Postwar Shadows on Google Arts & Culture

Ishiuchi Miyako's photographs powerfully fuse the personal with the political and have influenced the history of postwar Japanese photography.

Contemporary Voices in Asian American Photography

Six artists share insights about their experiences making photographs, with work ranging from a focus on personal narratives and recording transnational histories, to an exploration of experimental practices.

A Historic Black Rights Protest on Google Arts & Culture

Among the 20,000 participants at this 1850 abolitionist convention, dozens of the attendees had only recently escaped enslavement. This meeting was captured on a daguerreotype, and brought together some of the nation's greatest antislavery orators and abolitionists.

Pride at the Getty on Google Arts & Culture

Curatorial staff from across Getty reflect on themes represented by the colors of the rainbow flag, inspired by works in the Getty collections.

Japanese American Photographs, 1920–1940

Selected from a collection of photographs recently acquired by the Getty Museum, this presentation provides a glimpse into a lesser-known part of 20th-century American art history.

Balthazar: A Black African King in Medieval and Renaissance Art

Early medieval legends reported that one of the three kings who paid homage to the newborn Christ Child in Bethlehem was from Africa. But it would be nearly 1,000 years before artists began representing Balthazar as a Black African.

Select Public Programming FY21

Ever Present: Free Fall for the Camera by Brendan Fernandes – August 28, 2020

The [Ever Present](#) series premiered a new short film by the artist Brendan Fernandes titled *Free Fall for the Camera*. In this film, an ensemble of dancers creates kaleidoscopic moments that serve as remembrances of the lives lost in the tragic 2016 mass shooting at Pulse nightclub in Orlando, Florida, which targeted the Latinx and LGBTQ+ community.

Cyclops! Understanding Homer’s Cannibal Giant – August 29, 2020

In [this panel discussion](#), speakers described their first encounters with the *Odyssey* and then reflected on one or two artworks, beginning with an early Etruscan jar and ending with a Roman lamp juxtaposed with a contemporary collage of the Harlem Renaissance by Romare Bearden.

Niños Detenidos: LA Artists Respond to the Policy of Family Separation – October 1, 2020

[This program](#) presented the film *La Historia de Mateo* (2019, 23 minutes), which follows a family from Central America fleeing deadly gang violence. Artists rafa esparza, Sandy Rodriguez, and Gala Porrás-Kim (GRI artist-in-residence) joined the filmmaker in conversation following the screening.

Shaping and Image: Political Women in History and Today – October 16, 2020

Across history, women who inherit or are elected to positions of power have faced special challenges in distinguishing themselves from their male counterparts and in justifying their independent actions and platforms. Featuring medieval scholar Elizabeth L’Estrange and political scientist and photojournalist Elizabeth D. Herman, and moderated by art historian and curator Gwendolyn DuBois Shaw, [this conversation examined the importance of “image” for women in politics.](#)

Dancers on Film: Okwui Okpokwasili & devynn emory – October 21, 2020

[Dancers on Film](#) presented writer, choreographer, and performer Okwui Okpokwasili and choreographer and nurse devynn emory in conversation with GRI research specialist Kristin Juarez. The conversation explored the artists’ experiments in dance-making and documentation, and followed a prescreening of the film *Bronx Gothic*, an intimate portrait of Okpokwasili’s acclaimed one-woman show of the same name.

Political Advertisement X: 1952–2020 – October 23–October 27, Live Conversation/Q&A October 26, 2020

Since 1984, artists Antoni Muntadas and Marshall Reese have created an anthology of presidential campaign television advertisements updated every four years to include spots from each presidential election year. Their latest iteration, [Political Advertisement X: 1952–2020](#), is a personal vision of how politics and politicians are presented through the moving image.

The Greek Trilogy of Luis Alfaro – November 2020

The Getty Museum partnered with the Center Theatre Group to premiere [Luis Alfaro’s Chicanx adaptations *Electricidad*, *Oedipus El Rey*, and *Mojada: A Medea in Los Angeles*](#) in readings filmed at the Kirk Douglas Theatre. The performance was in English with Spanish captioning.

Greeks in the Barrio: A Conversation with Luis Alfaro – November 16, 2020

Award-winning playwright, poet, performer, and activist Luis Alfaro and scholar Rosa Andújar examined the playwright's experiences with transferring ancient Greek tragedies to the contemporary barrio of East Los Angeles.

Project 1521 and the Florentine Codex, presented by the Fowler Museum at UCLA in partnership with the Getty Research Institute – November 19, 2020

[Project 1521](#) emerged as a multi-year collaboration between artist Sandy Rodriguez and writer Adolfo Guzman-Lopez to note the 500-year anniversary of the conquest of Mexico. Inspired by Book 12 of the Florentine Codex, the project gathers artists, writers, and scholars to generate new visual and literary works as acts of resistance.

Blackness Is in the Making: Materials of the 18th-Century Artist – December 6, 2020

[Professors Anne Lafont and Lyneise Williams](#) discussed how European conceptualizations of African subjectivity were expressed through images, and how the artistic materiality involved in figuring Black bodies and subjects contributed to the visual construction of race during the Enlightenment.

The Beyond the Borders, Beyond the Boundaries lecture series brings together speakers whose work expands art historical scholarship beyond the intellectual and geographic constraints that have traditionally defined it.

Imaginaries of LA: Edgar Arceneaux and Julian Myers-Szupinska – December 10, 2020

Artist Edgar Arceneaux and art historian Julian Myers-Szupinska discussed how archives, histories, and lived experiences impact the social and political production of urban space. Although long recognized as a diverse and multicultural city, Los Angeles's history is marked by segregation, racist city planning, and harmful urban redevelopment. [Imaginaries of LA](#) is a series of conversations between Los Angeles-based artists and curators that explores various strategies artists use to represent the city and provides a forum for debate.

The Black Index: Artists in Conversation – January 15, 2021

Artist Lava Thomas spoke with professor Leigh Raiford, and artist Whitfield Lovell spoke with GRI associate curator LeRonn P. Brooks, about *The Black Index*, an online exhibition curated by Bridget R. Cooks at the Contemporary Arts Center Gallery, UC Irvine. [These conversations](#) explored the role of Black artistic practice within our current moment of political and social turmoil.

The Black Index: Archiving Black Creativity and Resistance – February 19, 2021

Bibliographer Simone Fujita and curator Krystal Tribbett talked about the role of libraries and archives in indexing Black creative thought and resistance. Fujita and Tribbett discussed the responsibilities of institutions to collect and preserve materials from Black artists and social movements.

Photography as Revolutionary Aesthetic: An LA Artist Conversation – February 25, 2021

Artists [Todd Gray, Cauleen Smith, and Ken Gonzales-Day](#) discussed [how they integrate concepts of identity](#) and explore the tensions between refusal and inclusion. Addressing themes from the exhibition *Photo Flux: Unshuttering LA*, they discussed their commitment to creating and expanding opportunities for emerging artists to stand, flex, and grow.

Pandora Virtual Reading – February 26–March 19, 2021

In partnership with Tony Award-winning Theatreworks Silicon Valley, the Getty Museum presented a virtual reading of Laurel Ollstein’s play [Pandora](#), a woman-centered retelling of the myth of Pandora and the infamous box as an examination of hope.

Imaginaries of LA: Guadalupe Rosales and Rita Gonzalez – March 18, 2021

Artist Guadalupe Rosales and curator Rita Gonzalez discussed how the making of art and archives from embodied, lived experiences can transform the social and political production of urban space.

Art Break: The Politics of Labor – March 26, 2021

The inaugural episode of Art Break focused on the role of labor in artworks selected by Los Angeles artist Rodrigo Valenzuela and GRI curator of Latin American Art Idurre Alonso. The conversation was moderated by Getty Museum assistant photography curator Arpad Kovacs.

Hostile Terrain 94: Reflections on Immigration and Public-Facing Anthropology – March 31, 2021

Professor Jason De León discussed the origins of the Undocumented Migration Project, a nonprofit research, arts, and education collective that raises awareness of the plight of Latin American migrants attempting to enter the United States. He also highlighted his career trajectory from a Getty Marrow intern in 1999 to professor of anthropology and Chicana/o and Central American studies at UCLA. [This program](#) was offered in Spanish and English.

A Shared Past in an Unfolding Present: A Conversation with An-My Lê – April 13, 2021

The photographs of An-My Lê play with assumptions about photographic truth and narrative. In this live conversation, Lê spoke with Getty Museum assistant photography curator Mazie Harris about her experience traveling across the United States to make photographs. Lê’s work is included in the Museum exhibition *In Focus: Protest*.

Dangerous Rhetoric: Blood Libel in the Middle Ages and Today – April 22, 2021

A manuscript in the Getty Museum contains the only image of Little Robert of Bury to survive from the Middle Ages. Promoted as a Christian martyr murdered by Jews, the story of Little Robert was likely invented by an abbot looking to garner support in an election year. Blood libel is the false and incendiary claim that Jews kill Christian children for use

in rituals that mock the crucifixion. Moderated by art critic Blake Gopnik, the conversation featured scholars Sara Lipton and Magda Teter and illustrator Ben Katchor discussing the origins of blood libel and its reverberations today.

The Poetics of Portraiture – May 6, 2021

Glen Wilson moderated a conversation with April Banks, Duane Paul, and Rikki Wright about their diverse, emancipatory work focusing on portraiture. These four Los Angeles-based artists offer individual and collective acts of refusal and reimagination to map freedom in public and private spaces.

Art Break: What Makes People Laugh? Ancient Greek Comedy and Its Filipino Legacy – May 14, 2021

Mary Louise Hart, associate curator of antiquities at the Getty Museum, and director Jon Lawrence Rivera, founder of the Playwrights' Arena in Los Angeles, decoded a comedic scene on a fourth-century BCE Greek vase, discussing how Filipino comedy and pageantry play into many of the same themes.

L.A. Graffiti Black Book: Artists in Conversation – May 18, 2021

The GRI hosted a conversation with five artists featured in *L.A. Graffiti Black Book* to discuss the volume's impact on their individual and communal art practices.

Art Break: Touching Pictures – May 21, 2021

Artist Jenelle Esparza and Naoko Takahatake, GRI curator of prints and drawings, discuss artworks that deal with grief by visualizing the touch of the artist. The program was moderated by Mazie Harris, assistant photography curator at the Getty Museum.

Documenting Dissent: L.A. Artists' Protest Photography – May 27, 2021

Focusing on documentation of protests in Los Angeles since the 1960s, USC professor Allissa Richardson and GRI curatorial research assistant Alex Jones explored protest photography with local artists George Rodriguez and Ted Soqui.

A Black Gaze: Tina Campt and LeRonn Brooks in Conversation – June 3, 2021

The idea of a "gaze" is commonly invoked as a shorthand for visual structures of dominance — but what does it mean to combine the gaze with Blackness? In conversation with GRI associate curator LeRonn Brooks, professor Tina Campt unpacks these questions as part of the *Beyond the Borders, Beyond the Boundaries* series.

Dancers on Film: Two by Madeleine Hunt-Ehrlich – June 10, 2021

Dancers on Film, the second program for the Director's Film Series, presents filmmaker and artist Madeleine Hunt-Ehrlich in conversation with research specialist Kristin Juarez about how experimental filmmaking reimagines the fragments of African American narratives found in archival material and cinema histories.

Human Heritage: Preserving Palmyra, Petra, and Hatra – June 16, 2021

Cohosted in Arabic and English by the GRI and the American Center of Research in Jordan, this program brought together archaeologists from these regions to gain insights on the future of these once vibrant cities and efforts toward their preservation.

Writing on the Wall – June 17, 2021

Two of Los Angeles's most influential street artists, Defer and Prime, and Iraqi artist Osama Sadiq demonstrated their practice and spoke with GRI rare books curator David Brafman about a tradition that began thousands of years ago, complementing the Getty Villa Museum exhibition *Mesopotamia: Civilization Begins*.

T.V. to See *the Sky*, Inspired by Yoko Ono's SKY T.V. – June 21, 2021

In collaboration with Yoko Ono, the GRI and the Feminist Center for Creative Work presented a [24-hour video streaming of the sky](#) via Zoom. A network of international institutions participated in a live broadcast of the sky transmitted to audiences at home.