



MEETING MINUTES
BOARD OF DIRECTORS
DETROIT INSTITUTE OF ARTS

Date: **Wednesday, February 10, 2021**
Time: **10:30 AM – 1:00 PM**
Location: **Microsoft Teams**
Meeting Type: **Regular Meeting**

ATTENDANCE

Present: Andrea Roumell Dickson, Andrew L. Camden, Ann E. Berman, Anne G. Fredericks, Bonnie Ann Larson, Carol A. Walters, Celeste Watkins-Hayes, Ph.D., Christine Giampetroni, Christine Provost, Christine Sitek, Cynthia N. Ford, David M. Hempstead, Donald N. Ritzenhein, Dr. Charles M. Boyd, Eugene A. Gargaro, Jr., Glenda D. Price, Hassan K. Jaber, Irvin D. Reid, Jason E. Tinsley, Jean Wright Hudson, Jennifer Hudson Parke, John D. Lewis, John W. Stroh III, Judith Pritchett, Ph.D., Julie Rothstein, Lane Coleman, Lillian Demas, Linda Orlans, Lorna Thomas, M.D., Marla Donovan, Marsha L. Philpot/Music, Mary Ann Gorlin, Mary Culler, Mary L. Kramer, Molly Valade, Nancy Mitchell, Nicole Eisenberg, Paula F. Silver, Ralph J. Gerson, Ralph J. Mandarino, Rhonda D. Welburn, Robert B. Jacobs, Thomas Guastello, Thomas W. Sidlik, Tina Bassett, Trudi K. Wineman

Absent: Buzz Thomas, David P. Larsen, Deana Haggag, Dr. Antoine M. Garibaldi, Ph.D., Dr. Hubert W. Massey, Jennifer Gilbert, John R. Hantz, Lawrence T. García, Lindsey Buhl, Matthew B. Lester, Mohammad Qazi, Padma Vattikuti, Renata C. Seals, Richard A. Brodie, Suzanne Shank, Takashi Omitsu, Tony Saunders

Others Present: Christine Kloostra, Colleen Clinton, David Flynn, Elliott Broom, John Steele, Judith Dolkart, Melissa Peña Gallis, Nettie Seabrooks, Nina Holden, Rachael Goodwin, Robert Bowen, Salvador Salort-Pons, Susie Corker

PROCEEDINGS

Call to Order – Eugene A. Gargaro, Jr., called the virtual (Microsoft Teams) meeting of the Board of Directors of the Detroit Institute of Arts to order at 10:30 a.m. A quorum was in attendance.

CHAIRMAN'S REPORT

Gene introduced the new board members, elected at the November 18, 2020 board meeting:

- | | |
|---------------------|-----------------------|
| 1. Lane Coleman | 7. Judith Pritchett |
| 2. Mary Culler | 8. Christine Provost |
| 3. Nicole Eisenberg | 9. Paula Silver |
| 4. Hassan Jaber | 10. Jason Tinsley |
| 5. Nancy Mitchell | 11. Rhonda D. Welburn |
| 6. Marsha Music | |

Approval of Minutes

Motion: It was moved, supported and carried to approve the minutes of the November 18, 2020 Board of Directors meeting.

I. Resolution

Motion: It was moved, supported and carried to approve the resolution in honor of Joseph L. Hudson, Jr.

DIRECTOR'S REPORT

Director, **Salvador Salort-Pons** provided an overview of the Operations Dashboard and an update on our Endowment. For his Director's report, Salvador led an open discussion with Board members.

I. Art Acquisitions, Year-End Gifts, Deaccessions, and Loans

A. Purchase Considerations

1. Rita Kernn-Larsen, *And Life Anew...*, 1940
2. Bwa, *Hawk or Vulture Mask*, 20th century
3. Conrad Egyir, *The Gathering*, 2020
4. Jason Patterson, *The Negro Mother*, 2015
5. Mossi, *Mossi Karanga Mask*, early 20th century
6. *Plank Mask*, early 20th century
7. Bwa, *Antelope Mask*, early 20th century
8. *Buffalo Mask*, early 20th century
9. James Abbott McNeill Whistler, *The Muff*, 1874

10. Andrew Raftery, *Open House: Five Engraved Scenes*, 2008
 11. *Hornbill Mask with Bird*, early 20th century
 12. *Guinea Fowl Mask*, early 20th century
 13. Bwa, *Hyena Mask*, early 20th century
 14. Hock E Aye Vi Edgar Heap of Birds, *Telling Many Magpies, Telling Black Wolf, Telling Havichi*, 1989
 15. *Man's Chair*, 20th century
- B. Works of Art Purchased at Auction
1. Wolfgang Paalen, *Object*, 1936
- C. Gift Considerations
1. A. Kimbell and J. Cabus, *Pair of Pedestals*, ca. 1875. Gift of the Post Road Gallery
- D. Year End Gifts of Art Accepted by the Director
1. *The Crucifixion with the Three Marys and others*, ca. 1450-1480. Gift of Richard A. and Joanne Brodie in honor of Alan P. Darr
 2. Hugo Gellert, *Religion of Darkness (plate 22 from the artist book, Century of the Common Man)*, 1943. Gift of Jeffrey Lee
 3. Hugo Gellert, *Free World or Slave World (plate 12 from the artist book, Century of the Common Man)*, 1943. Gift of Mary Ryan and Bruce Lebowitz

Six Gifts from Andrew L. and Gayle Shaw Camden

1. Muhabbat Kuchkorova, *Suzani*, 1997-1998
2. Kuba, *Ceremonial Cloth*, early 20th century
3. Kuba, *Raffia Cloth*, early 1900s
4. Ndebele, *Ceremonial Blanket*, 20th century
5. Akan/Asante, *Adinkra Cloth*, 20th century
6. Ewe, *Man's Cloth (adanudo)*, early 20th century

Five Gifts from the Artist, Sue Marx

1. *John Conyers and Martin Luther King, Jr., Grosse Pointe, Michigan, c.1968*, 1968 (printed 2020)
2. *Walk to Freedom March, Detroit, June 23, 1963*, 1963 (printed 2020)
3. *[Staff from] The Fifth Estate, c. 1968*, ca. 1968 (printed 2020)
4. *Esther Gordy Edwards, Motown, c. 1965*, ca. 1965 (printed 2020)
5. *The Mother of the Movement, Rosa Parks in Detroit, c. 1965-66*, ca. 1965-66 (printed 2020)

Ten Gifts from the Summit Art Advisory on behalf of Suken Shah

1. Donna Ferrato, *Two days later, still in the hospital, and unable to hold down any food in her bruised stomach, Diane examines her face... Minneapolis, Minnesota from Living With the Enemy*, 1988 (printed 2020)
2. Donna Ferrato, *Freedom Lights, Greenwich & Harrison St., Tribeca, 9.11.07*, 2007 (printed 2020)
3. Walter Iooss, *Ali vs Terrell, Astrodome, Houston, 2/6/67*, 1967 (printed 2020)
4. Walter Iooss, *The Blue Dunk, Michael Jordon, Lisle, Ill.*, 1987 (printed 2020)

5. Walter Iooss, *Bill Russell and Elgin Baylor, Los Angeles, California*, 1965 (printed 2020)
 6. Walter Iooss, *Serena Williams, Key Biscayne, Florida*, 2005 (printed 2020)
 7. Peter Turnley, *President Barack Obama Campaigns, Columbus, Ohio*, 2008 (printed 2020)
 8. Peter Turnley, *Nelson Mandela, Soccer City, Stadium Soweto, South Africa*, 1992 (printed 2020)
 9. Peter Turnley, *Writing Home, Gulf War, Saudi Arabia, Christmas Day*, 1990 (printed 2020)
 10. Peter Turnley, *The 70th Anniversary of the Russian Revolution, Red Square, Moscow, USSR*, 1987 (printed 2020)
- A. Nine previously accepted promised gifts by Robert B. and Dr. Katherine Jacobs
1. Eight (8): Mende, *Mask (Sowei)*, 20th century
 2. Sierra Leone, *Janus Costume Mask (sowi)*, 20th century
- E. Art Loans
1. One work of art from the DIA's collection will be shown in the exhibition "Modigliani – Picasso: The Primitivist Revolution" at the Albertina Museum, Vienna, Austria, September 17, 2021 – January 9, 2022.
 2. One work of art from the DIA's collection will be shown in the exhibition "Suzanne Valadon" at The Barnes Foundation, Philadelphia, Pennsylvania, September 26, 2021 – January 9, 2022.
 3. Seven works of art from the DIA's collection will be shown in the exhibition "An Art Deco Bedroom by Joeseph Urban" at the Cincinnati Art Museum, Cincinnati, Ohio, October 1, 2021 – January 16, 2022.
 4. One work of art from the DIA's collection will be shown in the exhibition "Arrivals" at the Katonah Museum of Art, Katonah, New York, October 3, 2021 – January 23, 2022.
 5. One work of art from the DIA's collection will be shown in the exhibition "Paula Modersohn-Becker" at the Schirn Kunsthalle Frankfurt, Frankfurt am Main, Germany, October 8, 2021 – February 13, 2022.
 6. One work of art from the DIA's collection will be shown in the exhibition "Afro-American Images 1971: The Vision of Percy Ricks" at the Delaware Art Museum, Wilmington, Delaware, October 23, 2021 – January 23, 2022.
 7. Two works of art from the DIA's collection will be shown in the exhibition "Whistler to Cassatt" at the Denver Art Museum, Denver, Colorado, November 14, 2021 – March 13, 2022.

Motion: It was moved, supported and carried to approve Salvador's report.

IDEA PROJECT & WORKPLACE CULTURE UPDATE

Melissa Peña Gallis, Executive Director, Talent & Culture, Human Resources provided an update on current museum initiatives and progress.

Workplace Culture

Melissa summarized the steps already completed since 2017, highlighting the current status of key initiatives, such as Performance Management, Learning & Development, and Compensation. A Employee Engagement Plan was presented, with focus on both engagement and inclusion, defined separately as follows:

- **Engagement** is when employees are motivated to give their best each day, understand and are committed to the organization's goals and values, and view the workplace as a great place to work.
- **Inclusion** encompasses sense of belonging, feeling included, having a voice and fairness. Inclusion intentionally looks deeper at information across points of difference.

IDEA Initiative

Melissa reiterated the focus, to create a “museum of relevance” where a diverse team serves a diverse audience and to create a culture of belonging with our visitors and internal stakeholders,” and provided an action plan timeline and target:

EDUCATION, ART & PROGRAMS UPDATE

Judith F. Dolkart, Deputy Director for Art, Education & Programs, provided an update on: Land Acknowledgment, DIA Delivered Program, Virtual Fieldtrips, Walters Headstart Program, Inside|Out Community Partnerships, and Public Programs.

COMMUNICATIONS OVERVIEW & Q4 PUBLICITY REPORT

Christine Kloostra, Executive Director, Marketing & Communications, provided an update on Press Releases, Social Media, Website, Emails, and Advertising highlights. Christine also provided the upcoming communications plan for Q1 2021.

FINANCE REPORT

Rob Bowen, CFO & EVP, Finance & Operations, delivered his report on: FY 2021 Financial Summary, Museum COVID-19 Costs, Endowment Funds, and an Investment Update.

I. FY 2021 Financial Summary

- A. Operating revenue is better than budget
- B. Expenses are favorable to budget
- C. Unrestricted operating results are favorable to budget
- D. The Sustainability Fund has generated \$1.5 million
- E. Spending from restricted funds is within plan

II. Investment Update

The DIA's Endowment and Pension portfolios participated fully in the strong market returns during 2020, after protecting capital well during the market decline early in the year. Returns for the three-year period substantially exceed the benchmarks.

DEVELOPMENT REPORT

Julie Rothstein, Development Committee Chair, provided an update on : DIA Now Endowment Campaign, the Sustainability Fund, Exhibitions and Major Gifts, the Development Committee, Membership and Annual Fund, Signature Events, Planned Giving, and Grants.

The Development team is requesting approval for a matching gift application to the Cisco Matching Gift program, as recommended by Development Committee Chair, Julie Rothstein.

Motion: It was moved, supported and carried to approve the matching gift application.

ADJOURNMENT

The meeting was adjourned at 12:13 p.m. The next regular meeting of the Board of Directors is scheduled for Wednesday, May 12, 2021.

Motion: It was moved, supported and carried to adjourn the meeting.

Minutes submitted by Rachael Goodwin.

Addendum

The following gifts were approved for accessioning, but missing from the object lists
2020.113.1-.18 a ceramic salad set by Piero Fornasetti year-end gift of Janis and Bill Wetsman
2020.119 a photograph by Sue Marx, Untitled (Crying Baby), year-end gift of the artist.