

1. **Please describe your institution's efforts to successfully implement each of its Year One goals as outlined in the Board-approved DEI plan submitted and approved by DCLA (New York City Department of Cultural Affairs).**
 - a. Priority Area 1. Cultivate an inclusive and accessible work environment
 - b. Priority Area 2. Attract, hire, and develop diverse employees
 - c. Priority Area 3. Cultivate a diverse pipeline of talent for future management, leadership, and Board positions
 - d. Priority Area 4. Ensure that facilities are a welcoming environment for all visitors
 - e. Priority Area 5. Offer enriching experiences for our education program audiences
 - f. Priority Area 6. Advance and sustain diversity, equity, and inclusion efforts
2. **Communications Strategy:** How were the Year One goals communicated to stakeholders (staff, board, audience, etc.)? What opportunity will these stakeholders have to provide feedback on your institution's goals?
3. **Impact on Commitments:** How have the Year One goals contributed to advancing your institution's commitment to diversity, equity, inclusion and accessibility? How has the adoption of a DEI Plan and the fulfillment (or not) of Year One goals affected your staff and board?
4. **Changes in Plan and/or Impact of Shut-Down:** If there were any (positive or negative) changes in the Year One goals outlined in the DEI Plan your institution submitted to DCLA, please describe.
5. **Unintended Outcomes:** Please share any unintended outcomes (positive or negative) as a result of implementing the DEI strategies outlined in your institution's plan. Please feel free to include information regarding how current events – the COVID-19 pandemic and social justice movements, for example – have influenced your institution's plan i.e. expansion or contraction of financial plans, fast tracking or reprioritizing medium and long-term goals, etc.
6. **Year Two Prospects:** How do you plan to utilize lessons learned as a result of Year One in the implementation of your institution's Year Two goals?