

# POWARTS 2.0

Unified | Strategic | Impactful

15 years of dedication to community, education, transparency, and advancement.

Now **POWarts is ready to grow**—and we are expanding into advocating for **lasting industry-wide change.**

# PROBLEM STATEMENT

Many industry sectors are beginning to listen to the needs of their workforces: instituting equitable workplace practices, fair, transparent policies and equal pay, and providing safety, security, and professional mobility.

**But** the visual arts industry—largely **unregulated**—is rooted in its elite origins of **opacity, inequity, and inaccessibility**. There lacks a focus on and commitment to the tens of thousands of arts workers who support and uplift the work of artists; who in fact power an industry borne of creativity and expression.

Even as the art world pivots to recognize the work of formerly marginalized creatives (1), the internal workforce—**women who hold the majority of support and mid-level roles at galleries, auction houses, and museums—still are not protected or promoted by their own industry leaders.** (2,4) They cannot move forward because they lack the support, resources, and safety to do so.

The art industry must pay attention to shifts in the larger world, and respond to the needs of its own workforce—in order to stay relevant and thrive.

**This is the heart of POWarts’:**

**To advocate for equity, safety, and security for ALL in the visual arts industry.**

1 From 2011 to 2017, the Venice Biennale featured 26–43% women artists. The 2019 edition of the major international exhibition of contemporary art finally achieved gender parity, with 53% women artists.

"An Unusual Time for Women at the Venice Biennale," Elephant Art

2 Women make up a majority of professional art museum staff; despite recent gains, they remain underrepresented in leadership positions.

Art Museum Staff Demographic Survey 20184

3 A recent survey of the permanent collections of 18 prominent U.S. art museums found that the represented artists are 87% male and 85% white.

"Diversity of artists in major U.S. museums," Public Library of Science

4 Women still occupy fewer directorships at museums with budgets over \$15 million, holding 30% of art museum director positions and earning 75¢ for every dollar earned by male directors.

The Ongoing Gender Gap in Art Museum Directorships, AAMD

WAGE INEQUITY AND LACK OF TRANSPARENCY  
OPAQUE PATHWAYS FOR ENTRY AND ADVANCEMENT  
SEXUAL AND OTHER FORMS OF HARASSMENT AND  
MISCONDUCT  
A CLIMATE OF INTIMIDATION AND FEAR  
THE ABSENCE OF EFFECTIVE REGULATIONS AND  
WORKPLACE POLICIES



For 15 Years, POWarts  
has recognized, organized,  
and responded.

POWarts was formed in 2008 by a group of female-identifying arts workers in response to a lack of and need for a like-minded, supportive community, business and professional development resources, candid conversation, and teamship.

Industry workers at all stages in their careers need a safe, transparent, and well-informed space to connect with each other, share their very real concerns and fears, collaborate, open the field to diverse voices, receive expert advice, and combat inequities.

**For 15 years, POWarts has been that space.**

**Now, we're ready to take the next step.**

# POWARTS 1.0

Inspired Community, Inspiring Leadership 2008–2022



# POWARTS

Inspired Community, Inspiring Leadership

## Board of Directors

Sara Kay, **Founder and CEO**

Gregory J. Peterson, **Of Counsel and Secretary**

Sadia Nabi, **Treasurer**

Suwana Perry

## Steering Committee

Ronya Gordon, **Repair the World**

Jessica Feldman, **Studio in a School**

Erin Murphy, **Independent Curator**

Fari Nzinga, **Color BLOC**

Anastasia Gudko, **The Arts Student League**

Kaitlyn Ward, **Kingston Ward Projects**

Yseult Polfliet Mukantabana, **The Kinswomen**

Kami Gahiga, **The Baer Faxt Art Advisory**

Houda Lazrak, **International Studio & Curatorial Program**

Terrill Warrenburg, **Sean Kelly Gallery**

Olivia Adamaitis, **ArtNet**

# POWARTS 1.0: 2008–2022

Since 2008, POWarts has consistently delivered:

EDUCATIONAL PROGRAMMING (LIVE/  
VIRTUALLY/HYBRID)

PROFESSIONAL DEVELOPMENT TOOLS  
AND OPPORTUNITIES

A TIGHT-KNIT, SUPPORTIVE COMMUNITY  
(ESPECIALLY DURING COVID)

REGULAR NETWORKING AND  
CONNECTING EVENTS AND RESOURCES

EXPERT ADVICE FROM AND ENGAGEMENT  
WITH INDUSTRY LEADERS

ACTIVE ENCOURAGEMENT OF MEMBERS  
TO SHARE EXPERIENCES,  
OPPORTUNITIES, AND RESOURCES

CANDID CONVERSATIONS ABOUT  
DIFFICULT TOPICS, WITH A FOCUS ON  
PROACTIVE SOLUTIONS

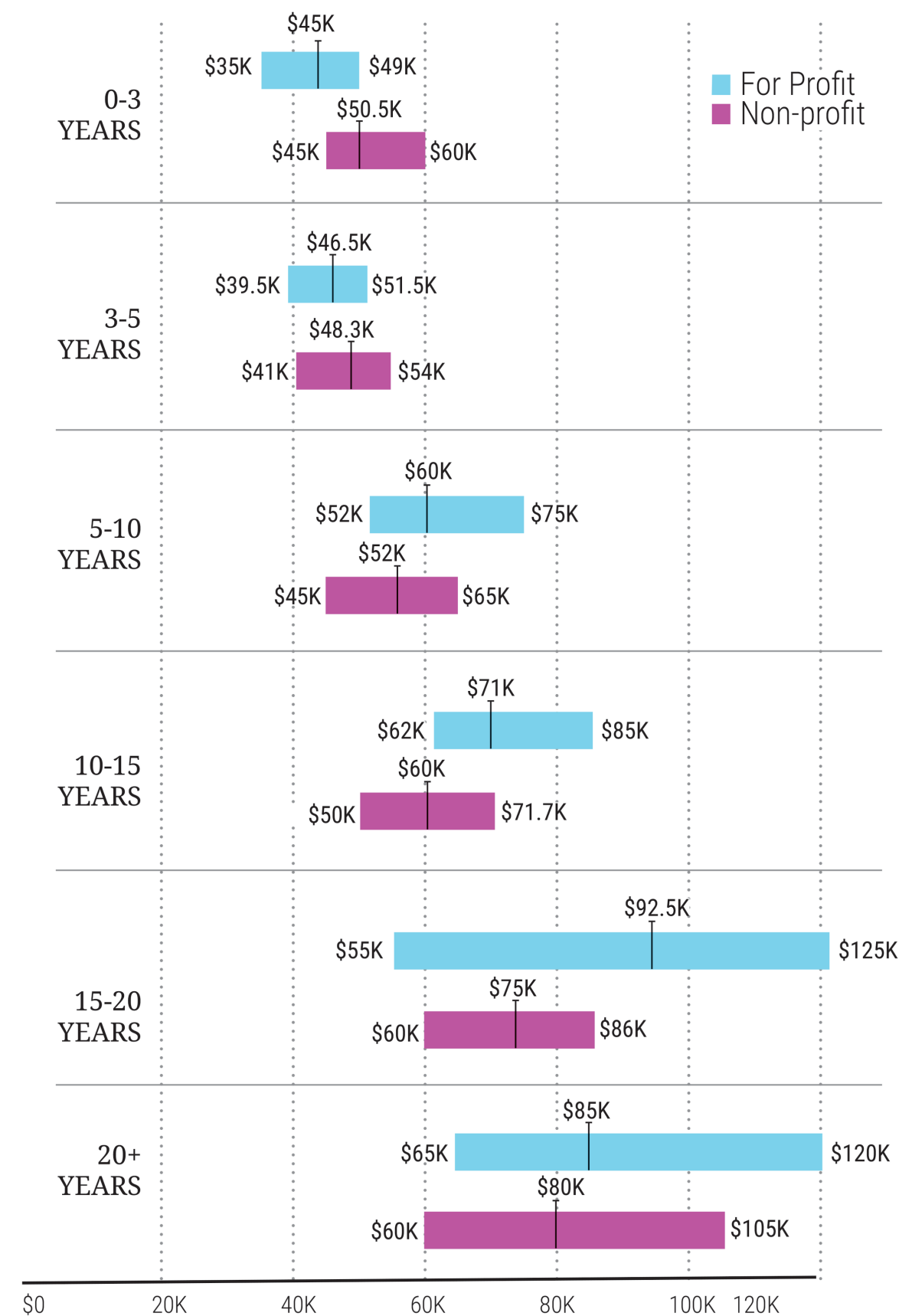
THE FIRST-EVER INDUSTRY-WIDE  
SALARY SURVEY AND OTHER  
GROUNDBREAKING DATA-DRIVEN  
PROJECTS

ACCESS FOR MEMBERS TO COVETED  
AND EXCLUSIVE ART WORLD EVENTS

# POWARTS 1.0: Surveys

First ever industry wide salary survey

## SALARIES BY YEARS OF ART WORLD EXPERIENCE

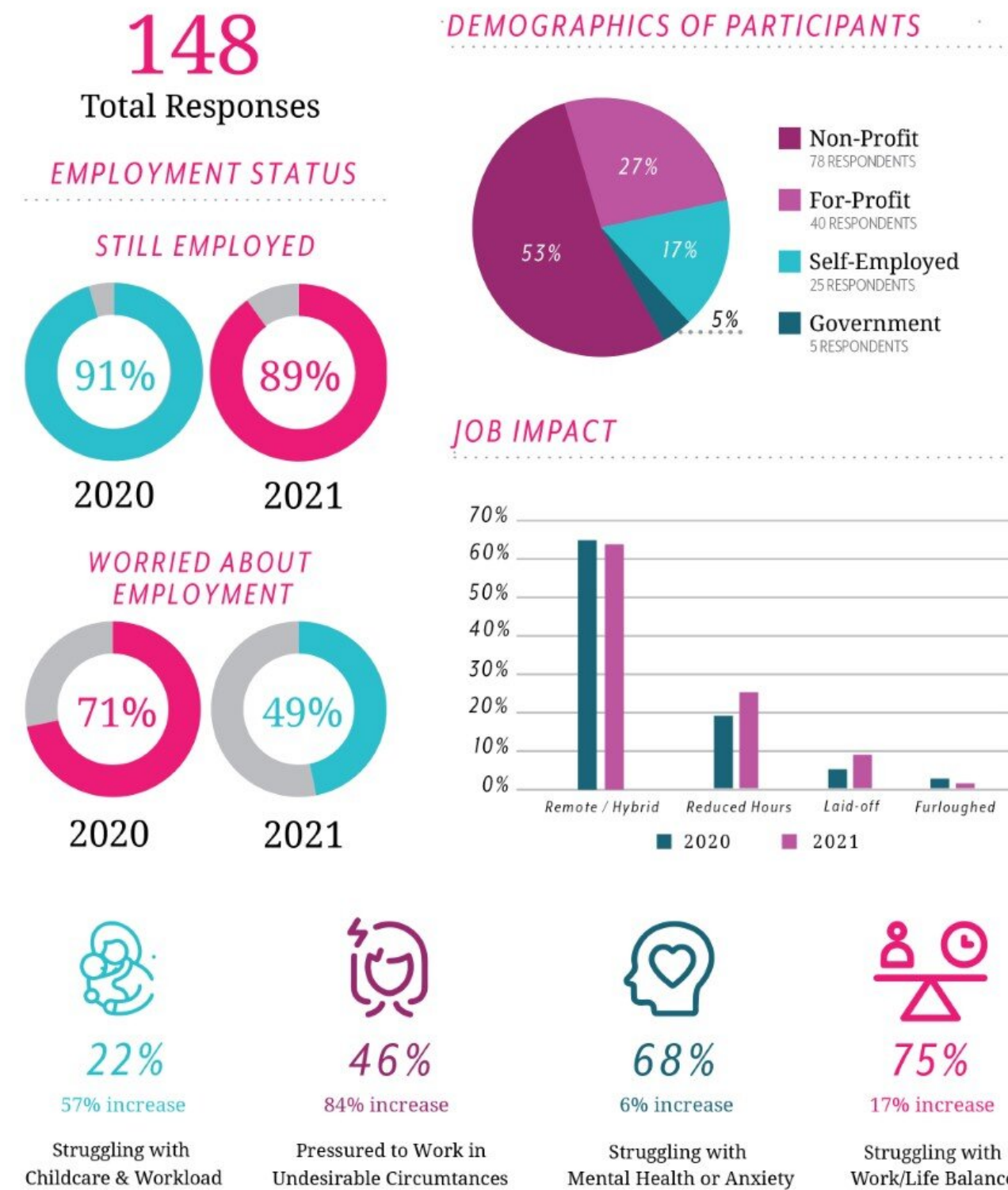


Salary numbers represent 25th percentile, 50th percentile (median), and 75th percentile for each level of experience in years.



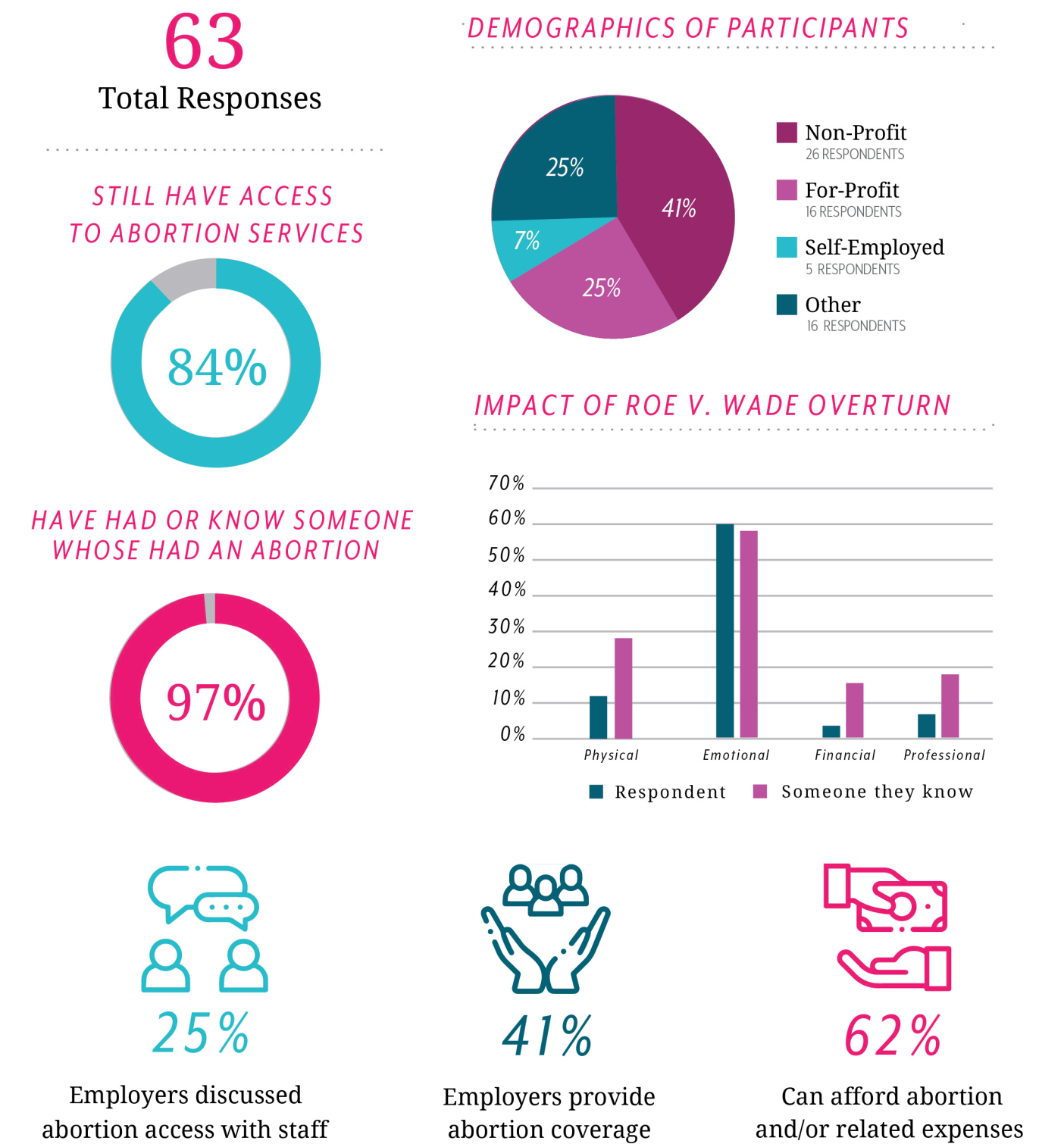
## POWARTS COVID-19 Impact Survey

CONDUCTED BETWEEN JANUARY 19 - FEBRUARY 19, 2021



## POWARTS Abortion Access Survey

CONDUCTED BETWEEN JULY 8 - 18, 2022





# POWARTS 1.0: 2008–2022

## What POWARTS has meant to its members?

Notable quotes from Stakeholder Interviews, Spring 2022

“... **EMPOWERING, SUPPORTIVE, COLLABORATIVE, INSPIRED, AND FRIENDLY.**”

“... [A PLACE FOR] THE **TOUGH CONVERSATIONS** THAT ARE USUALLY AVOIDED.”

“... REALLY THINKING ABOUT **STRUCTURAL INEQUITIES.** YOU DON'T LEARN THIS IN SCHOOLS FOR THE ARTS.”

# POWARTS 1.0: 2008–2022

## What POWARTS has meant to its members?

Notable quotes from Stakeholder Interviews, Spring 2022

“**AHEAD OF ITS TIME.** IT DEALS WITH THE ELEPHANT IN THE ROOM: MONEY AND ACCESS.”

“A **GAME-CHANGER.** IT CREATED ACCOUNTABILITY FOR EMPLOYERS.”

(SALARY SURVEY FINE PRINT).”

“A **COMMUNITY** OF WOMEN WITH SIMILAR VALUES, INTERESTS, AND PROFESSIONAL TRAJECTORIES.”

# POWARTS 2.0: 2023–2025+

Unified | Strategic | Impactful

Our **Core Values** inform and guide all our Programming, Partnerships, Policies, Hiring, and Advocacy Work:

- **Equity**
- **Safety**
- **Advocacy**
- **Education and Transparency**
- **Mobilization and Support of the Next Generation**
- **Inclusivity and Mutual Respect**
- **The Intersection of Creativity and Industry**

# POWARTS 2.0: 2023–2025+

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After 15 years of forging a strong, connected community, POWarts is ready for its next phase of growth, with a focus on advocacy to affect lasting change in the industry—and in the larger world as well.

Because of POWarts' uncompromising commitment to its Mission & Core Values, stellar reputation for quality programming, unparalleled level of trust among its members, and unwavering support from insiders and leaders, we are **now uniquely positioned to:**

## 1. Expand and Strengthen the POWarts Community

- **Promote and deepen** community engagement through expanded cross-generational leadership
- **Amplify** POWarts' reach and accessibility within global landscape
- **Offer** game-changing programming to responsively address industry-related trends, issues, and concerns

## 2. Facilitate and Deliver Industry-Wide Change

- **Respond** directly to industry-related issues, blind spots, and biases
- **Drive** the development of fair standards based on ongoing research and surveys
- **Align** key partners to join The Equity Pledge to commit to lasting solutions
- **Advocate** for workplace regulation and safe, healthy environments
- **Hold** the industry accountable on behalf of all workers.

# POWARTS 2.0: 2023–2025+

Unified | Strategic | Impactful

## Strengthening the POWarts Community and Driving Industry-wide change:

- Empowered, coordinated, collaborative membership
- Enhanced professional development resources and expert advice
- Programs and content shared more widely across member networks and social media channels
- Data-driven advocacy initiatives
- Tangible and actionable solutions
- Equitable standards established and upheld by the greater industry

# POWARTS 2.0: 2023–2025+

To Advance a Unified of **Equity + Safety + Security**, POWarts must now:

- Pay all POWarts speakers, experts, and staff **fairly and equitably**
- **Invest in sustainable infrastructure, systems, and program enhancements.**
- **Spearhead conversations** to air taboo topics and advance solutions (harassment, wage inequity, lack of diversity, maternity and menopause in the workplace, etc.)
- Arm workers with the **tools for their own self-advocacy**
- Invite all within the industry to learn, become allies, and become engaged, supportive partners in our **advocacy work**
- Relentlessly advocate for industry-wide accountability and progress through **The Equity Pledge**

# POWARTS 2.0: 2023–2025+

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A **Unified** vision of **Equity + Safety + Security**:

- **Wage equity** for all visual arts workers
- Broadly available **advancement opportunities** (professional as well as financial)
- **Workplace health and safety.** Misconduct and intimidation will become a rarity; if they occur, there will exist clear and effective mechanisms for accountability and restorative justice
- **Expanded benefits** for all workers
- **Commitment and support** from all stakeholders within industry