

CASE STUDIES

The **DIA Action Group** is an effort of current and former employees who wish to protect the legacy of our institution, and who hope for a kinder work environment.

Together, we support the claims stated in [this](#) letter.

Further evidence of our internal crisis is collected below.

The Section 7 of the National Labor Relations Act (NLRA) grants employees the right to "engage in...*concerted* activities for the purpose of collective bargaining or other mutual aid or protection."

IN THE MEDIA

- NYT <https://www.nytimes.com/2020/07/15/arts/design/detroit-institute-art-el-greco.html>

Complained filed by Whistleblower Aid, the same firm that led the Ukraine case that impeached Trump

- Detroit News
<https://www.detroitnews.com/story/entertainment/2020/07/20/twin-crises-hit-detroit-institute-arts-salvador-salort-pons/5472555002/>
- Detroit Free Press
<https://www.freep.com/story/entertainment/arts/2020/07/20/dia-action-group-calls-for-museum-directors-resignation/5465644002/>
- ARTnews
<https://news.artnet.com/art-world/staff-unrest-at-the-detroit-institute-arts-1895307>
- Resignation letter from Andrea Montiel de Shuman that went viral in the museum world and became reading material for Museum Education organizations:
<https://medium.com/@andreamontiel23/no-longer-in-extremis-9aa1c5996f35>

COMMUNITY OUTCRY

- August 2017, [letter titled](#) **"MY AMERICA"** in which the director states that *"America still lives in the minds of Spaniards as the land of adventure and opportunity, the place where strong will and hard work are a path to make one's dreams come true."*

- Social Worker [post](#) on Gauguin paintings
 - [Article](#) on how the work of Gauguin is problematic
 - [Article](#) from NYT calling to cancel the artist
- [Group post](#) on unfair practices affecting studio staff
- Ganesha [protest](#), Indian organizers demand the removal of insensitive/racist toy
- [DIA executives](#) give themselves major bonus after passing the last mealage
 - [A second](#) article on the matter
- [Uncomfortable](#) questions on salary disparity
- A [former employee](#) resigns in protest
- [Article](#) on the exhibition Coffee, Tea & Chocolate

PUBLIC CASE STUDIES

- Art Museum Staff Demographic [Survey](#) by Mellon (2018)
 - Although museums have increased hiring diversity overall, museum leadership has only increased diversification by 1 percentage point, 2015-2018 (starting on page 9)
- [Becoming a Public Square](#). A report discussing the staff demographics
- [National research](#) that names DIA as one of the least diverse online collections
 - This [Director's letter](#) seems to be a response.
It is important to note that is convenient is to use the origin of the artwork rather than the provenance. This protects the fact that many of the pieces were donated by people who used their power to obtain these pieces, sometimes through questionable practices
- [Study](#) on Detroit's CoVID-19 response

SALARY DISPARITY

- Building Attendant \$10.50 per hour
- Security Officer \$11.25 per hour
- Guest Sales Associate \$11.45 per hour
- Internship \$12.50 per hour
- Leadership 120-250k (not including director position)

THE DETROIT INSTITUTE OF ARTS

DETROIT, MI 48202-4008 | TAX-EXEMPT SINCE JUNE 1948

Form 990 for period ending June 2018

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former
ROBERT BOWEN	40 00			X			
EXECUTIVE VICE PRESIDENT/CFO/TREASURER	0 00					245,872	0
ELLIOTT BROOM	40 00				X		
VICE PRESIDENT OF MUSEUM OPERATIONS	0 00					164,740	0
JENNIFER CZAJKOWSKI	40 00				X		
VICE PRESIDENT, LEARNING/AUDNC ENGAGEMENT	0 00					136,268	0
NII QUARCOOPOME	40 00				X		
CO-CHIEF CURATOR & DEPT HEAD OF AOIA	0 00					131,594	0
SONDRA JENKINS	40 00				X		
EXECUTIVE DIRECTOR ORG DEVEL & HR	0 00					126,570	0
JOHN STEELE	40 00				X		
VICE PRESIDENT EXHIBITIONS, COLLECTION AND INFORMA	0 00					120,897	0
GRAHAM W J BEAL	0 00					X	
FORMER DIRECTOR, PRESIDENT AND CEO	0 00					149,138	0
MARGARET FALCON	0 00					X	
FORMER VICE PRESIDENT, DEVELOPMENT	0 00					183,480	0
							2,967

<https://projects.propublica.org/nonprofits/organizations/381359510>

<https://www.guidestar.org/profile/38-1359510>