MEETING MINUTES
BOARD OF DIRECTORS
DETOUR INSTITUTE OF ARTS

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

ATTENDANCE


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. Garcia, Lindsey Buhl, Matthew B. Lester, Mohammad Qazi, Padma Vattikutti, Renata C. Seals, Richard A. Brodie, Suzanne Shank, Takashi Omitsu, Tony Saunders

Others Present: Christine Klooster, 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  
2. Mary Culler  
3. Nicole Eisenberg  
4. Hassan Jaber  
5. Nancy Mitchell  
6. Marsha Music  
7. Judith Pritchett  
8. Christine Provost  
9. Paula Silver  
10. Jason Tinsley  
11. Rhonda D. Welburn

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  
8. *Buffalo Mask*, early 20th century  
11. *Hornbill Mask with Bird*, early 20th century
12. *Guinea Fowl Mask*, early 20th century
13. *Bwa, Hyena Mask*, early 20th century
15. *Man’s Chair*, 20th century

B. Works of Art Purchased at Auction
   1. Wolfgang Paalen, *Object*, 1936

C. Gift Considerations

D. Year End Gifts of Art Accepted by the Director
   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
   2. Kubla, *Ceremonial Cloth*, early 20th century
   3. Kubla, *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
   3. *Staff from The Fifth Estate*, c. 1968, ca. 1968 (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)
7. Peter Turnley, *President Barack Obama Campaigns, Columbus, Ohio*, 2008 (printed 2020)

A. Nine previously accepted promised gifts by Robert B. and Dr. Katherine Jacobs
   1. Eight (8): Mende, *Mask (Sowe)*, 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 Josseph 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.
   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

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 and 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.