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### DEMAN Live: Fine Arts & Fashion Industries

INTRO: Dave Karger

Welcome to DEMAN Live. I'm DAVE KARGER, Duke alum and host on Turner Classic Movies. DEMAN is the Duke Entertainment, Media and Arts Network. And it's the University's hub for the creative industries. On this show, you'll hear a past episodes of DEMAN live, which includes panels and one on one chats with alumni. Thanks so much for listening and enjoy.

12:08 Student Moderator

For a first question, this is directed at Kristina, Christie and Kwesi. And it is How has working from home during the COVID 19 pandemic changed how you interact with your team and audiences? Could you share an example of how a project you're working on has been affected? We can start with Christina.

12:41 Kristina Brown

I can talk a little bit about that we really moved to online meetings. I'm sure everyone else here has. So my days are spread pretty much on teams at 9am. We have a morning, meeting with the team where we brief everyone on the project that we're working on, and then we stay pretty connected throughout the day. And so before, CHANEL was pretty work from home averse. So I think now we've kind of shown that we can do a lot of what we were doing in the office we can do from home. So that's been that's been an upside to make an argument for work from home in the future after COVID. Um, in terms of how our work, how we're connecting with our audience, what has changed a lot for us is how we handle events. That was a big part of CHANEL. So whenever we had a new campaign, we would have an event around it at a retail door. And we would do those in pretty large scale. Now with Coronavirus. We're gonna have to rethink that. And I think it's actually a great opportunity to reimagine what an event is. And the best way to reach a client. What does she want from CHANEL, what does she want to see from CHANEL. So it's really putting us in the position where we have to rethink a lot of what had been just taken as as as status quo. So I can talk about that's what I would really say is the main thing about how we're interacting with our audiences to really rethink how how we are event.

14:12 Student Moderator

Thank you, Christie, could you speak a little bit to that?

14:16 Christie Mitchell

Yeah, um, you know, it's been really interesting, working in a museum. And this time, I feel like because, obviously, so much of what we do, is public facing, and to then try to pivot and have a program online is incredibly hard. And I, you know, I think we, we did a really great job of doing some

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things and other things were a lot more of a challenge. I think part of what worked really well was using kind of what we have and what we've already been doing, but doing it in a different way. You know, instead of trying to bring an exhibition online, for example, which is basically impossible. The experience is not the same, you know, the didactics are not the same, we really decided to have kind of focused seminars that are open to anyone using some of our education team members and teaching art history from home. We asked staff from across the museum to submit their favorite collection works that they've been thinking about in the moment and why they have resonated with them. So it's been, you know, interesting, and we're still kind of trying to figure out how we've reopened to a public. Everything about that has changed. And I think no other museum or anyone who works at a public facing institution can kind of speak to that, too, on where we're at a number of different institutions with different audiences and different kinds of capacities. And right now, we're really thinking about how to kind of slow things down.

I will say one of my biggest frustrations as a curator is not having enough time to read. And to think about things. And this has been a great opportunity to be doing a lot of that a lot of self-reflection, I think, not just in light of COVID, but also the Black Lives Matter movement. And you know, where we stand without what we can do what we haven't been doing. So it's been, in some ways really productive, I think, to kind of take a step back from this really relentless pace. And at other moments, it's been really, really challenging to try to connect with our audiences and still feel like we're doing something relevant. As far as projects go, most of my projects are on hold or postponed kind of much further out. So the one project I'm working on that we'll be opening soon is called Around Day's End. And it's a collection they show, which will look at New York City in the 1970s and 80s, kind of in the midst of this fiscal crisis. And to kind of rethink that right exhibition texts, as the city was shutting down around me, and during basically into a new fiscal crisis really brought on kind of a whole new perspective. And so we've been trying to really incorporate that into the way we think about the show, talk about it, present it, write about it, and hopefully, that will shine through when it opens soon.

17:12 Student Moderator

Thank you, Kwesi?

17:15 Kwesi Blair

Hi. So I actually wear two different hats one as a consultant, and that's my partners, but also, as an advisor to a number of fashion brands, of different sizes. But I was going to speak a little bit more about as an advisor to one of the brands that I work with who makes fashion and apparel. You know, we had a conversation about, you know, how do we actually approached the audience, and our community of people that she speaks to as a designer? So, you know, is it business as usual? What do I need to be communicating? And I said, Well, you know, have you had an opportunity to actually talk to the people within your supply chain that actually make your business run? So I said, you know, like,

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your wholesale in the stores that you work with, as well as like the supply chain, the people who actually make your garments, like, have you talked to them. And she said that she hadn't, and I encouraged her to do that. And, and doing that one of her wholesale clients or the stores that she works with said, you know, we're actually suffering because we would love to be able to, to provide our customers with something that they could use and need. And one of those things that that was discovered was masks. And my designer that I worked with, she had a number of excess fabric and I said, Why don't you turn this excess fabric into masks and ship them to your wholesale clients. And in doing that, she actually kind of carved out a completely new business for herself. But I think, which was great. And that was a huge opportunity. But more importantly, as a designer, I think it's really important, now more than ever to have a closer relationship with the community that you built within your business. So I think that from a communications point of view, and making sure there is some sense of I know what people are thinking, or at least I'm checking in from, from a human perspective to say, how are you doing? I think that could also that has impacted her business, but it's also made her think differently about how she wants to communicate in the future.

### 19:29 Student Moderator

Next, we have a question for Laura, Jillian and Jenna. So The Met and The Guggenheim Museum are just a few of the institutions within the art industry that have recently been in the headlines for their equity practices. Our question to you is, what conversations are your institutions having about diversity and inclusion? Laura, why don't we start with you?

### 19:54 Laura D. Corey

Sure. So if you follow the the art news, this has been in the paper as recently as yesterday, it was in The New York Times. So it's, it's a very hot topic right now. The Met has had a diversity equity inclusion and access initiative underway for I don't remember exactly how long but you know, at least a year or so. We're a huge organization, there are 2,200 people who work for The Met. And, and we've been around for 150 years, it's a it's a big, it's a big shift to turn. And so I think that one of the things that's really interesting, that's different than what's going on right now is there's this really strong sense of urgency. And there's a lot of conversation going on. And and I'm, I'm hopeful that that things will change much more rapidly and significantly, and, and permanently because of this, but, but certainly, there are all kinds of conversations going on in, in the different kinds of groups that are possible to facilitate, kind of an organized way, during this, you know, shut down. So that's mostly in kind of the department level conversations are going on. And then there are all kinds of different groups of people who have formed around, you know, working parents are there, all these sort of setup groups, but then informal groups. But I think that, you know, a lot of the conversation is, is really going on right in social media. And it's, it's a very active conversation, it's a, it's a highly charged one. And, and then in my life, I work more on the programming side, we're very actively and we had this exhibition that was, there was like, two thirds of the way installed, like our book is, our book is our book is here is done. And our exhibition

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was mostly on the wall. And we do have narratives that are related to The Met's history with collecting, for example, the works of black artists. And so that's already there. But we are like, in my direct life, we're talking very, very much about how can we make sure that we update our terminology, how can we make sure that we're as direct as we can be, we're really trying to be responsive to what's going on in the world now. And then also, you know, there are a lot of things we can't change, but but to bring out what we can to update what we can and then to host programming to help amplify some of those stories during the run of the show, which will be we just announced our opening date will be August 29. And the show will run through the end of the year. So there's some good opportunities there. But I think a lot of the conversation is really happening in terms of sort of human human resources kinds of things, and we'll see the conversations are happening. We'll see what changes.

22:44 Student Moderator

Thank you, Laura. Jillian, your thoughts?

22:47 Jillian Smith Chisari

Sure, I can speak from my experience at NARS. And I can say, as a brand that's known for their shade inclusivity we've had a lot of internal conversations that have been very candid, still about not doing enough as it relates to Black Lives Matter and making sure we are being as inclusive and diverse. We recently both at the corporate level were owned by Shu Saito, we started a diversity inclusion and inclusion Task Force. And we also have one at the NARS level at the NARS level that's led by a team of black executive women, which is very exciting to see these are women that I work with very closely on a daily basis. And we are having candid conversations about the way we're going to market the messaging we're having how we're appearing on social, what we can do in terms of changing our hiring practices, making sure that we are making it clear that these members of our team are valued making sure that they have ample opportunity to mentorship and career pathing. And all those things which haven't historically in the beauty industry happened and the way they should, should happen and need to be happening. We've also from a social perspective, we're partnering with Nupol, who's the leader of Black Lives Matter, she's the president of Black Lives Matter, the New York chapter, and she did an Instagram takeover for us last Friday. And so she's shared a number of resources specifically within our channel to really speak to our community of NARSsist. That's what we that's our Instagram channel and basically, talk about resources, talk about different opportunities and really use our platform as another way to reinforce what we're doing as a company. But there's definitely a lot of work to be done. I'll say that.

24:40 Student Moderaor

Thank you. Jenna?

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24:43 Jenna

Yeah, similar to Jillian and Laura, obviously a lot of conversation happening at artsy about our team and then also the content we're presenting. On the marketing team. It's been interesting because it's been my team's job to communicate the message that artsy wants to communicate to our users, almost 2 million people who are subscribed to our emails and follow our social accounts, something that we put out if you go on to artsy dotnet, on the homepage, there's a banner where we share a page where we've compiled antiracism resources for the art world specifically, highly recommend checking it out, the team did a really great job putting it together. Um, there's a few different parts of that. We have editorial articles from our fantastic team, where they've written a variety of things, including a list that they compiled of black owned galleries in the United States and around the world. And in addition to that, we have created a task force that's specifically going to look at our marketplace content and the algorithms that we use to suggest artworks to our users. To be totally honest, a lot of the algorithm recommends work by dead white men, that's just what people have been buying. And because the algorithm is effective, it continues to recommend that. And we really want to take a look at that. And think about how we can promote more artists of color, more female artists, and just really start from scratch there. And then finally, the last thing I wanted to share about what we're doing is, we've committed to hosting benefit auction benefit auctions on the platform to raise money throughout the year, and we've committed by the end of the year, we're planning to raise a million dollars for various, various causes. So I'm really proud of what the team has been doing, obviously, a lot more to do. And we'll continue to do it. But yeah.

26:48 Student Moderator

Thank you guys, for the transparency in those answers. We also kind of want to move to the idea of networking in this time. The question is towards directed towards Lynn, Jason and Jesse, if you could speak to how can students and alumni find a balance between staying in touch with alumni about career opportunities during this time, while also respecting that people may be facing different challenges right now? So it's Lynn, if you want to jump in on that?

27:17 Lynn Matheny

Sure. Um, the first thing I would say is that people that go into the field of the arts, I think, in general, are super passionate about what they do, and are really happy and generous with their time in talking about it. And so that's an invitation to to reach out, I think, you know, my colleagues, when they get calls from, from, you know, people early in their career, or students really like to do that, that they feel that's important to do. And, and so I think, first and foremost, is don't really hesitate, do it, make some contacts, and, you know, it doesn't mean a job is going to be on the other end, but hopefully something beneficial for you. You will learn something you will think about something new a new aspect of, of the industry that maybe you didn't consider and so forth. So that's first and foremost is

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yes, go ahead. But do be self aware when you do it. Right now, in this COVID era, the arts industry is really hit hard, as are many industries, you know, restaurants, so forth. But the arts industry is being hit very hard. There are many museums that have had significant layoffs, furloughs, pay cuts, hours cut, I'm sorry to sound grim, but I do need to be realistic. And even so I'm at a federal institution. So we have thus far been spared. We are very fortunate. But even so we're in a position with concerns about if there are furloughed that we we get furloughed every time there's a government shutdown. So that's something we're familiar with. But also programming is is you know, public programming in C two is probably cut for the year, even when we reopen everything, you know, what can move to digital is moving in that direction. And you know, so these are, these are real issues that that we all have to contend with. So that means when you reach out, just be sensitive to that and know, you know, think about what the person on the other end also is sort of dealing with and that might mean doing a little research knowing what their institution is and what the current circumstances are, then Again, our institution has been really fortunate we are continuing forward, we've welcomed on new interns this summer. They're all in their homes. It's all remote, but it is happening. And we're thrilled to have that. We just welcomed on, I think, 10 new DC students for a high school level internship, and then we have college level ones and graduate. So, you know, absolutely reach out, but just just be conscious of the moment as well.

### 30:36 Student Moderator

Thank you, Jason, if you want to share your thoughts?

### 30:40 Jason Rosenfeld

Sure. You know, I think the do community is strong community, and we're always happy to hear from fellow doohickeys. So never hesitate, you have to be proactive, and all this stuff, and contact people. And if you don't hear from someone, straight away, I know, we're living in this sort of culture of immediacy, where we expect an immediate response. But it's okay to send a follow up email and say, maybe this slipped through the cracks. And that always gets me shoot, I need to reply right away. You know, everybody's busy, not busy at the same time. So I encourage people to reach out to alums, I mean, everyone feels like this community is special. I know, I've done a couple of demon panels. We've had people who were grad students at Duke, and undergrads at other prestigious universities, but they consider themselves do keys, it's just part of the DNA. And I think maybe you guys don't even say do keys anymore. But the idea is that, you know, this is this is a place for you in perpetuity, and you should not hesitate to reach out to us. And also, you know, at this moment, like other people are saying, it's a tough time in terms of obviously job markets, internships, etc. But it's not a tough time in terms of trying to figure out your preparation for the future. And that's the kind of thing that you can be doing, as an undergrad, and even a recent grad, sort of getting into this slot where you need to be when the world opens up again, so that you're ready to go and thinking about how you may fit in into this universe. And for that, you know, I think professional advice is always really helpful.

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32:19 Student Moderator

Thanks, and Jesse.

32:22 Jesse

Yeah, I echo a good bit of what's been said, I might use some different words to articulate what I'm thinking. I'm working in equity and community engagement, I think a lot about relationship. And that's sort of just the song I always sing, you know, people like to work with, and be with people they know and like. And so I think, as Lynn was sort of describing, I think we should be empathetic, right? If you're reaching out to someone, you know, consider that everyone is doing their best with what options they have. Everyone is in a crisis, or at least know someone who is facing a crisis. And I think the more we are honest about that, and genuine about that. I think it opens the door for more connection, and more relationship. I also think, you know, people may be more willing and available than you think right now, I think there are some people who are much busier than they've ever been right there, deep in emergency mode, deepen urgency mode.

But I think Laura alluded to this that, for some folks, they're slowing down, you know, they have to move at a slower pace. And some people have more free time they can handle especially being at home if they have little ones they have to look after. And so I echo what Jason said, reach out, like, ask for what you need, and be okay with how people respond. You know, even in preparation for this, I received an email, a text, Instagram, LinkedIn, I mean, you know, and I'm here, right? So I think use the resources, you have to be relational, to make those kinds of connections. And the last thing I'll say is just be open. I think if you're really listening and connecting with people, you'll hear the opportunities that they have around them. And it may not necessarily be what you might have anticipated. I know many Duke students, myself included, and I had my plan. I had my idea of this is what I'm going to do. I'm going to do this. I'm going to do that. I'm going to go there, I'm going to accomplish this. And I can tell you in the 10 years since graduating, it so much has happened that I did not anticipate so much has happened that Didn't plan you couldn't have told me I'd be back working at Duke at the Nasher and so be open, there can be really great opportunities that actually set you up for more success than you could imagine or anticipate if you're just remaining open to the possibility that you haven't considered be creative, be entrepreneurial and be open. So those would be my comments, be relational, ask for what you need. And be open.

35:33 Student Moderator

Thank you guys. There we go. Thank you. The next question thinks a little bit about how you all have navigated to the places that you are currently. And this question is specifically for Christina and Gary. So the question asks, as you've navigated a variety of professional roles, what drew you to ultimately

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pursue the direction that you did and where you are now? And how is that work pivoted during the pandemic? And we'll start with Gary.

### 36:06 Gary Yeh

Yeah. So I mean, my career has, or my interest in different industries has really taken a roundabout route. When I was at Duke, I studied art history and economics, but interned in finance one summer, interned at a tech startup another summer, then graduated with a job at a tech company that provided back end technologies to mortgage providers mortgage on, you know, just loan provider, so nothing to do with the art whatsoever. But with that said, I think throughout this whole time, I was always interested in art. Obviously, having studied art history, I really spent most of my free time on Instagram, or go into galleries, going to museums, traveling to art fairs, and like really making me that the focus of my everyday outside of work.

And I think, after a certain point, I worked at that job for about a year and a half. And it reached a point where, you know, I was in Miami for Art Basel. And I don't think my boss knew that I was there. And it was just, you know, I was trying to do work on the side, while checking out the art fairs, doing work a little bit more work, going back to the art fairs. So it's like, at that point, I really knew this is I really had to do something different. You know, I think, ultimately, the passion took me down that route. And I don't think I could have done it had I started in art. But I think what I would encourage students is definitely, you know, if there's something one, one piece of advice that I got that was really great was just like, you know, when you pick up the newspaper, what sections do you read, and whatever section that you just naturally gravitate to, that's probably a pretty good indicator of what it is that you want to do, or what sort of industry that you want to be involved in. And, you know, for me growing up, even in high school and middle school, I would always pick up The New York Times or The Washington Post and go straight for the Arts section. I read finance and whatever as kind of a veil of, oh, I think I should read this stuff. But in the end, I really just cared about the arts. And so you know, now what I do with art drunk is working a lot with video content and trying to spread that passion to a younger generation, millennials and just people who haven't had that exposure to art. And what's really changed in this time of the pandemic is you can't really film or create video content, while social distancing. And I think while some people are it's really forced me, especially being in Virginia away from for most artists are based, to really rethink okay, how do I continue reaching my target audience and right now it's for the past month and a half, that's really shifted to newsletter content. So forming the the Art Drunk newsletter after millennial newsletters, like Morning Brew or The Skimm to, you know, bring art or distill art in a way that is very accessible and very digestible to an audience that might not know that much about it. Got it.

### 39:18 Student Moderator

Thank you. Thank you, and Christina?

39:26 Kristina Brown

Um, Amy is probably going to laugh when I tell this story. But I found Amy and I found DEMAN when I was going through a crisis in my senior year because I had been pre med for all four years, had even taken the MCAT and was going to be applying to go to medical school probably would have taken a gap year but I realized similar to what Gary was saying what I was consuming and what I got energy from where my real passion lied was with fashion and with beauty. So in the second semester of my senior year, I found Amy and told her I thought I was gonna amount to nothing because I had no experience and the didn't know how I was gonna launch myself into this area with no prior experience, but to also talk on to the last question the Duke network was, was and has been amazing to me and very impactful to my career.

Um, and in in experiencing DEMAN, meeting people through DEMAN, I realized that this was really where I wanted to take my career into, into fashion and now into beauty. Um, so it was really about where I felt like I was getting energy from and around senior year was when fashion blogs started to get really big. And I was consuming those all the time I was going to my pre med classes, but what I really was looking forward to was, what are brands doing? What are the what are the, what are the bloggers wearing now? And then trying to figure out what about fashion I wanted to get into. Um, so then that's what took me to New York to really just figure out where we are in the industry I want it to be. And so my advice when I talk to students now is to say, don't ignore a fire that you have for a certain topic, don't don't go with what you thought that you should be doing. Be flexible in that way and give yourself the grace to to experience something that that you have an interest for. Those careers that that we go into, and me being a first generation American, my family, they're like you always wanted to be a doctor, how are you going to move away from that you need to go do that that's a surefire way to have a successful career just being able to step away from that and realize that that your life is your own and you have the resources especially being at a place like do to really to really leverage that that network and get to where where you'd like to go.

Um, and then I think the second question was, how has it impacted my work how is Coronavirus impacted my work? It's impacted it a lot. Because working in beauty, we have our campaigns lined out for the entire year, we have distribution lined out, we have launch dates, we want the focus of the year to be and because of Coronavirus, we've had to really, really adapt to what's going on. So a lot of my launches have been postponed some of them even to next year, we were going to be rethinking events in a very big way this year and and doing some really cool launches. And that has also gotten postponed to 2021. So it's really been about backtracking and undoing a lot of the work that we had done to plan this year working with our forecasting teams, working with my product marketing counterparts, to really to really figure out what launches are the best for right now and how we should

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adjust distribution. So it's really it feels like a lot of the work was done. And now we're kind of undoing it backtracking and now figuring out the best way to reach the client. So it's it's a busy time, but it's exciting. And I'm grateful to be working still. That's a privilege in this time. So..

### 42:51 Student Moderator

Thank you. Yeah, that makes so much sense.

### 42:54 Student Moderator

Yeah, thank you for sharing those experiences. This next question is along the lines of professional development, and it is for for Laura and Kwesi. The question is what books, movies and resources would you recommend we check out during this time to develop as professionals? What skills would you suggest students and alumni gained during this time if they want to pursue creative industries? That start with Laura?

### 43:23 Laura D. Corey

Sure, well, there's so much there's so much out there to read and whatnot. And one of the things that I will say is that, especially now, with the shutdown, I think that so much of what's current is online. You know, Jason mentioning the program, not just written things, but things to watch, you have this opportunity now to see people, you know, like the Jason's Brooklyn Rail, things, they're all kinds of events, there are a lot of great podcasts like the Getty has done a podcast talking to various museum directors about their thinking about shutting down due to the virus. So a lot of and a lot of this is going on on Instagram. I mean, again, we can kind of even coming back to what I was talking about before. There's so much conversation happening in museums right now about all of you know, the topics of the moment. And, and it's amazing to me, I mean, I my like home base at the MET is in the Department of European painting. And that's a department that had no Instagram account as a department unit until until the shutdown. And now the amount of time that that my colleagues are spending talking about it. But many of them had never really participated in discussions about social media before is significant. And a lot of thought goes into what people are saying it doesn't always doesn't always turn out well. If you read The New York Times from yesterday, but but that's a very active space where people are talking about things otherwise.

My the book, Making The Met, it looks very much at the history of the Metropolitan Museum and you get to meet a lot of the characters Along the way, if you're interested in the history of the way, that institution and as a reflection of other museums has developed, and people who work for them, that's a great resource, a book 11 museums 11 directors from five years ago by actually my first mentor, Michael Shapiro, is a great look at interviewing different museum directors about their career paths, and particularly looking at the importance of mentoring and, and then they're more fanciful things that are really wonderful. Chris Colson, a former colleague from the Met, recently published a book called

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metropolitan stories that are really fun, kind of funky, a little bit of time by moments, but look into what it's like to work for the Metropolitan Museum. I have a friend who's working on a movie about it, but that won't be out for a few years. So stay tuned. But But yeah, like I said, there's so much you can get your hands on just on the internet, the latest articles and whatnot, so they you can stay up to date there.

### 46:03 Student Moderator

Thank you, Kwesi.

### 46:07 Kwesi Blair

Yeah, I was, I was thinking, for me, I have actually been thinking a lot about actually, the past and history. And I think, now more than ever, this need to try and connect to people and community and hearing the stories of where people come from, I think is super important. And understanding like the true value of, of a place and of a story is, is really important. And so, I've been looking at like my favorite. So some of my favorite novels, including James Baldwin and Toni Morrison. And I think that in some of these stories, and recognizing the importance of telling them now, because not only because of the context that we're on, but you know, you learn so much by hearing stories, and by and by, you know, using your imagination and creativity to to see where people are coming from. And so I found myself kind of rereading Giovanni's Room and just being re inspired, which I've really enjoyed. But I'll also say like some of my other like, favorite novelist, or people who I think are great storytellers. Hanya Yanagihara, who wrote A Little Life is one of my favorites. And she's also the editor in chief of T magazine. And I think T magazine is an excellent resource for culture, art, fashion, and I think they do a really good job of, of telling important stories across different communities. So I read that every week, along the theme of storytelling, I also like California Sunday, which is produced that the California and they take kind of the long form route, and really storytelling and hearing from different perspectives of people and communities. So as it relates to skills, I think it's so important that I think it was Jesse and talked about empathy, that regardless of industry, or whatever you choose to pursue. Now more than ever, this idea of empathy and understanding people is so so critical, and it can't be I think it can't be like under undervalued. And so I use story as that creative mechanism to pursue that.

### 48:34 Student Moderator

Thank you, Laura, and Kwesi for sharing those avenues of inspiration. Next, we'd love to hear from Jenna, Laura and Gary. What are some ways that you applied your Duke experiences to your current role? And what opportunities do you suggest students take advantage of while at Duke?

### 48:55 Jenna Poczik

Yep, um, so for me, the Nasher really was just like the most formative part of my Duke experience for so many reasons. When I first came to Duke, I really didn't know what I wanted to study. I was maybe

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thinking political science, but I wasn't sure I really just was dabbling in a lot of different things freshman year. And at the end of freshman year, a friend told me that there was a class that you could be an intern at the Nasher and I was like, Oh, the Nasher is a pretty cool place. Like I've always liked art, I decided to apply for the internship. Through the class in the marketing department, I got it. And I loved it so much that I interned there for the rest of my semesters at Duke. And it just really showed me that the art could be a legitimate career option, which I really didn't know and it also allowed me to discover marketing and how I could combine the two and how marketing's just like a way to like share my love of art with everyone and like you're able to like my job at Artsy is basically to get people to learn about read about look at love and buy art and that's just so much fun.

And then in addition to actually working at the Nasher, which I highly recommend obviously, also being a member of the Student Board was a really amazing experience, Nasher MUSE, which Ashley is on. She mentioned, you get to meet people from the gnashers actual board, which is a really amazing group of people to network with. And with the events and dinners with them. That was just a really cool experience to have the student board also be with the real board. And then finally, I know that Len touched on this a little bit before but just reaching out to people in this network is so important i i When I was a student cold reached out to both Lynn and Laura. I don't know if you remember talking to me on the phone, but you both answered my cold emails where I was like, Hi, I'm Jenna. I work at the Nasher like I love art like you work at a cool museum. Do you want to talk to me on the phone? And similar to what you said earlier, Lynn, like it's all about timing. And neither of you had a job to offer me but what you did have to offer me was just like an amazing conversation and amazing advice and talking me through your career and you just really needed to have a lot of those conversations until you have the right one that leads you to a job. So yeah, the Nasher and the alumni network, have both really gotten me where I am today.

51:37 Student Moderator

Thank you, Jenna. Laura?

51:40 Laura D. Corey

Definitely ditto to Nasher. It was just started it was opened while I was there. So in its earlier stages. But Jenna did a great job talking about that. I think what I would add in the alumni network is is so important to you. In fact, my my first mentor, who I met because he had been briefly a Duke professor, he was he was then the director of The High Museum actually mentioned him his name is Michael Shapiro who wrote the book I mentioned 11 museums, 11. Directors, Michael, I got to know him because of because I was a Duke person, we just made that connection and, and he is in touch, I was just in touch with him last week. And I don't think I want to leave them out. But he put my name in the ring for an exciting job. So I mean, you never know, these things go on for a very long time. I've known him since I was 20 years old. I would also say that but you know, for what I do, as a curator I, I have a

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PhD also from the Institute of Fine Arts, which we have several other IFA alumni on this call, which is in the Duke mansion in New York. So we're a certain kind of double duty, as I like to say, but the you know, the academic side is really important. And I got a great education at Duke. And not only in the art history department, which is which is so key and really getting to know those professors, which is essential if you're applying to graduate school, especially for PhD programs have close relationships with professors and to get their advice on getting into graduate school. But also, I mean, even just as of recently, and you know, with all of the discussion where we're all trying to learn so much about anti racism and whatnot. And I feel like I've really been brought into back to my Duke education of thinking, I'm so fortunate that I had this really rich, three dimensional education. And so much of this kind of intellectual engagement has just been a part of that, you know, a part of my education forever, and it's not as new perhaps, to me as it is to, in some cases to some colleagues. So. So, you know, staying really engaged in that in the academic side, I think is is key to for particularly, the size of the career that involves a lot of education.

53:53 Student Moderator

Thank, Laura. Gary, what are your thoughts?

53:56 Gary Yeh

Yeah, so I would say everything that Jenna said is like, identical to how I experienced Duke as well. I interned at the Nasher for a period of time, did work study. I served on Nasher MUSE, and that really, I think the opportunity she spoke to getting to meet the board of advisors from the Nasher like as a student like these are incredibly reputable people that are Duke alums in the art world. You have people who run museums, museums, major collectors, major traders from, you know, the Guggenheim, NCMA and even I mean, not from the board of the Nasher, but you know there are people in China to like really all over the world that if you know where to look and know where to ask, there's probably a Duke alum. And I think that global aspect to to add on to just more broadly my experience having studied abroad, that definitely shaped a lot of what I wanted to do because I think with the art world it's in my opinion is one of the few industries that's truly global in the sense that, you know, there's artists and galleries, smaller the world, people fly around to go to art fairs, exhibition openings. I think fashion is maybe similar in that they have, like New York Fashion Week, Paris Fashion Week, and all that sort of thing. But there are really few industries that I thought could really provide that global experience. And before COVID, for example, I probably spent seven or eight months out of the year just traveling. And I absolutely loved it. I just I can't imagine any other sort of job that for any other industry that could really let me do that. So I think that's that was definitely key part of, you know, studying abroad, having that experience of being so immersed in cultures and wanting to make that a part of my career, as well.

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### 55:52 Student Moderator

Thank you all so much for those tidbits of information. Um, I just wanted to mention, I know we're nearing up on time, but we have a couple more questions left, if everybody wants to kind of stick with us through them. The next question similar, it's kind of about advice to students. And it's directed towards Christie and Jillian. So the question is, what advice do you have for students or alumni who are hoping to break into your industry during this time? And how can they set themselves apart as candidates either for internships or full time roles? So Christie, if you want to kick us off?

### 56:26 Christie Mitchell

Yeah, definitely, um, I think there's no straight path to success, or to getting the job you want or to kind of breaking into an opportunity, which I think probably everyone has experienced in one way or another. The biggest advice I can always give people who are interested in working in the arts, I think, is to really follow your interest, follow your passion, there's so many avenues that you can find within this world. And you're going to be a stronger candidate, if you have a clear vision of what you're interested in, you're knowledgeable about that. And you're really passionate about it. Because at the end of the day, you know, we're all doing this because we care we're interested in it's a really incredible job in a lot of ways. But we're not really doing it for the money if you work in the nonprofit art world. And so the more that you can show that you really kind of know your stuff and know what you want to do, I think is what always really strikes me. And, you know, I hire interns and research assistants and Research Associates, and specificity, I think, can get you a long way. You know, you don't have to know everything, you're never going to know everything. This is a great privilege that we get to constantly learn on the job and learn about experiences other than our own, represent people and artists and artworks who maybe you know, aren't exactly what we know. But we get to learn about them. And you can do that too. Anyone can do that. And so I think that's like the most important thing you can do. You know, we've already talked about networking and all those things. But really kind of following your heart and your interests will get you a long way, too.

### 58:04 Student Moderator

Thank you so much, Christie. Jillian?

### 58:07 Jillian Smith Chisari

I would say aside from networking, because that does work. Make sure you're doing your research on the types of companies you want to work at. And make sure you enter any kind of interviewer, even informal conversation, letting your passion shine through and making sure you've done your research in advance whether you want to ask someone about a specific company or their career path. People tell me all the time I looked you up on LinkedIn, I think that's great. And they come prepared and they can ask me pointed questions about my career. And it makes it a much more structured, or easier

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conversation to make sure that it's helpful to the person asking the questions. I also give this advice to anyone that will listen but there was someone who when I interned at CHANEL during business school gave me very helpful industry advice. She took my resume that was basically a business school cooker, cookie cutter resume, and was like you need to throw this whole thing out. Like you're a creative person, you're in a creative industry. Even though you're in a marketing slash tech type function, make sure you're showing your passion and creativity through that. I had a conversation with Sydney, hi Sydney, a few weeks ago, or maybe I don't remember the exact timing, I apologize. But she sent me her resume afterwards. And it was a glowing example of her showing her creativity and sort of letting her personality shine through on her resume. And I encourage everyone that's sort of in a field that's not you know, say finance or consulting no offense to those folks to make sure that they have a little bit of personality on their resume, and that they're getting something so that it's not just you know, sitting there in a pile looking like every other resume does catch people's eyes and I know that it has caught my eyes. I also know that I have always kept doing and students that reached out to me sort of back of mine for internship opportunities, or passing along their resume, should I see something or if a friend of mine who's a hiring manager says, you know, I'm looking for someone at this level, like, do you know anyone or I'm looking for interns? Do you have any recommendations?

So I always encourage people to make sure that they're proactively networking. And while some companies might not be open to this, I don't think it's, you know, terrible with certain companies, if you reach out to someone, we've been talking, I'm on a career committee here do trying to carve out more more in different kinds of opportunities for students. And one of the things we were talking about during this time in particular, is, there could be companies out there that are willing to sort of have you work on a project basis. And if I were, you know, someone who might not be able to get an internship right now, or is having trouble networking due to COVID, it doesn't hurt to reach out and just see through the alumni network, their company would be willing to, or if you have an idea, even going as far as to pitch it, provided that it's fully baked and all of that. So just try to be creative with your time and spend the time researching and learning about the in the industry, whether it's fashion, or beauty or art. So those are some my tips, at least.

### 1:01:32 Student Moderators

Thank you. Yes, thank you so much for that was actually really helpful, especially someone like me, who's graduating and trying to think about ways to set yourself apart in the job market in the age of COVID. This question is for Jesse, Jason and Lynn. And the question is looking back at your career, what is one piece of advice you wish you could go back and give yourself earlier on in your career, and we'll start with Jesse.

### 1:02:16 Jesse

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This was a tough one. Thankfully, I feel like I had a lot of great mentors and coaches and guides who offered a lot of helpful tidbits and insights along the way. So it was hard to think of something that I wish I'd known. So I'm going to struggle to answer but I'm going to do my best to be honest. In that, one thing, i i One piece of advice I wish I had known sooner in my career is, quite frankly, not everyone is for you. Um, and that can be hard to accept because you, I think sometimes I thought, well, what's wrong with me? Like, did I do something? Did I say something. And what I had to realize was that it has nothing to do with me, it has everything to do with them, and their own complexes, their own traumas, their own unresolved issues, that while they have an impact on me, in some ways, at the core, have nothing to do with me. And so once I realized that their conflict with me, or their their tension against me, didn't actually have to do with something that I had done or said that it sort of freed me to not police myself, you know, I think, as has been mentioned, you know, we're talking about the, the, the undeniable attention to the Black Lives Matter movement, and so many others, right, where that where people have proactively been vocal about Mee Too, about violence against trans women, around issues around immigration.

I mean, there's there's a, there's an endless amount of causes. But if you identify with any of those kinds of causes or other experiences, it's easy to feel like, oh, it's hard to show up as my full self in institutions that don't look like me, that don't reflect my experience. And quite frankly, there can be people who are who are who are in those institutions, who may be uncomfortable with your presence who may feel threatened or intimidated, and that isn't your fault. That might be your problem. But it's not your fault. And I hope that slight distinction is helpful for folks who may think that they can never measure up, that you do measure up, you are worthy, your life does matter. And you show up as your best self, and trust that the gifts that you have, and the energies that you have to offer will be met. Well, that's been my experience. And while there certainly has been real adversity, I've again been so grateful for the people that have been for me, right. But it also helped me recognize when people weren't, and do different things to protect myself so that I could be successful, and continue to move forward in ways that were meaningful for me. And for the folks that were around me. So somewhat challenging answer, but I hope that you hear my heart and in my feedback,

1:05:53 Student Moderator

Absolutely, I definitely do. The next person is Jason.

1:05:59 Jason

Thanks, Ashley. Impossible to follow Jesse, because he's so awesome, and so honest, but I will try. I would say thinking about my Duke experience, and bearing in mind that I was at Duke during the Ronald Reagan era, and the George HW Bush era, it was a very different time, in in so many ways, but I really agree with what Kristina said earlier in her question or comments, and also what Christie said, and it and sort of, you know, the idea that you have to follow your interest, it's really important,

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especially in undergraduate if there's stuff that that makes you you know, want to sing, you have to take classes in that I came into Duke as an economics major. And I realized pretty early, that that really wasn't my thing. And it took me a while to fully embrace art history and say, Okay, I'm just gonna throw finishing economics and go all in with art history, you have to kind of follow the things that that are your passion and your interest, as people have been saying, because college is the time to do it. And the things that were limiting about Duke when I was there in the 80s, were, you know, the curriculum was limited, right? I never had a class in African art. I never had a class in Islamic art. I never had a class in, in any sort of non western Asian art, right. And I wish I did. And the thing, the time to do it is in undergrad, because when you go to grad school, it's specialization. You have to know languages, it's much more difficult to jump into that kind of stuff. And also, there were less opportunities, right, I had one internship at Duke, it was at the North Carolina Museum of Art, which was a much smaller institution then, but I was in the registrar and it was the wrong place for me. Because I know now that I wanted, I should have been doing curatorial stuff, I would have known I was interested in curatorial I would have done curatorial at the Institute of Fine Arts with Lauren Christie went, which I did not do because I was, you know, sort of unsteady about it. So the more internships you do, the better. And also, you have at your disposal. Now, as students you have DukeCreate, you have DEMAN, you have Duke careers, you have all these elements, which the college has brilliantly put together to give you these kinds of opportunities, in addition to the national, which you are all rightfully singing its praises. So, you know, I have students now, at Marymount Manhattan College, they do so many internships, and it's the best thing because it lets them see where they want to be in what they want to be doing. So that's my advice, I wish I'd been able to take better advantage of the opportunities that were present for me or that had not evolved yet, and which are open to you now at school.

### 1:08:33 Student Moderator

Absolutely, thank you. And before I get to one, I do want to give a shout out to Professor Dillon, my thesis professor, as well as the chair of our history department. Thank you so much for joining with this. But after that, I want to make sure I asked Lynn, what are your thoughts as well.

### 1:08:53 Lynn Matheny

Also took the last the last person on the last question, I'll give a meta answer. Because it's a reflective question. And in reflecting on the question, I was thinking about how I wish I have spent more time reflecting I think that's something in this era of COVID where we may still be busy, but we're busy in a different way. I'm not commuting into the district and taking Metro and you know, we found different types of time on our hands. And that has been something that, you know, really from the beginning of my career on I've been busy. I've been busy at work and I've been busy with family responsibilities and even in free time. You know, like Duke students today, you know, I have things I want to do and you know, I'm reading books and you know, going into my book club and, you know, running my half marathons and training and I'm what I haven't given myself is his time to reflect enough. And so that's

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something I I have been thinking about. And I think our institutions to need to do more of that. And I think we're in a period where that is happening. I can speak for my own. And, you know, the question came up earlier about types of conversations that are happening. And we have a large group called relevance. It's the relevance group, and it's talking to people about what makes our jobs and our institution relevant. We have, you know, committees on diversity, we have a strategic plan. So we are doing this more now. But if you ask me what one thing I wish I had done more all along, I would say you take time to reflect all the way along.

### 1:11:00 Student Moderator

Thank you. Alright, so this is our last question for the night. So thank you guys for sticking with us, even though we're a little over time. Um, this question is for everyone. And it's a big question. How do you think both the COVID 19 pandemic in the spotlight on racial equity will affect the future of your industry? Kristina, would you like to start, or whoever wants to jump in?

### 1:11:37 Kristina Brown

I'm hopeful, I can I can start. I'm hopeful that it impacts it in a in a very significant way. Because coming from beauty, there's a lot of work to be done in terms of diversity and inclusion. And not just saying that, that we care about diversity and inclusion, but making sure that it's a part of our fabric, who we are as a company. And I've seen some positive changes in CHANEL so far. So I'm hoping that the brand continues in that way, it really picks up momentum and addresses or addresses systemic racism, not just externally but internally as well. So I know Jllian was speaking about hiring practices. So making sure that you're not always hiring the same candidate, the same type of candidate because to be honest with you, I feel like I've been able to do so well, in my career, because of my Duke degree that has helped me in a lot of ways. And this sounds problematic and not to sound grim. But I feel like as a black woman, the Duke degree legitimate legitimate legitimizes me in ways that are very problematic. So I'm hoping that, um, as a response to this, my industry and other industries as well really looks at hiring practices to see who they're taking in, and not just people who, who are like them who are like typical candidates, but also looking broader. And then in terms of diversity inclusion, I'm hoping that my company and I've tried to become more of a voice for this, especially with, with what's been happening, but making sure that we have conversations that we make space for people of color within the company. And then also, when you're there and and if you have leaders that will listen to you, I've been trying to use my voice and even to make sure that there's representation in, in senior leadership, because it's one thing for it's one thing for junior employees to be diverse, but what is it looking like to me if I can't see away from myself to us anything the company, so I'm hoping that that changes to leadership reflects, reflects who we are as a nation. So I think that these industries will really they'll be forced to change. I don't know how fast that change will come. Um, but yeah, I'm hoping that that with what's been happening, that the companies really adapt to what's going on and what we what we need to see.

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1:14:05 Student Moderator

Thank you. If anyone has a few more thoughts, if not, we can wrap up tonight.

1:14:13 Laura D. Corey

I can jump in if you want. No, but in fact, just been writing this since that first statement that we're going to make right outside of making The Met. And and I think that in fact, you know, I mean, this we've been thinking so completely immersively about our history and what these different chapters have been we tell the story in terms of 10 transformative moments, and we became acutely aware that we were living a transformative moment during the shutdown. And and since then, I think it's telling that I've rewritten the statement probably four or five times because the world keeps changing. But one of the themes that really I think stuck out to me is thinking about we're thinking so much now about what is the museum's role in society? You know, what is it that we do to serve our community and and that has evolved so much since you know the Met founded is like a museum for New York. And then it started to think more in terms of being a museum kind of for America and then for the world, but really, for people to come to us. And, you know, I think that this shutdown period of time has made us really I mean, we've been, of course, thinking about our global audience and digital and whatnot, but it's really brought to the fore, how can we serve these audiences around the world? And then I think with the Black Lives Matter movement, and even just with the fact that we don't think our international audiences are going to be able to come to us, probably all that soon, maybe even our national audiences. But really, what is our purpose inside the committee, you know, in the community, and all of these forms and how, you know, we're so much more than just a building to put art in, you know, the museums exist to connect art and people and I think that the human side is something that's really being brought out, both by the pandemic and the, you know, personal crises, health crises, but also by Black Lives Matter and all of the the dialogue going on now. And really thinking about, you know, what is our role in serving our people.

1:16:09 Student Moderator

Thanks, Laura, for ending on that note. We're so glad that all of us can make it tonight. And on behalf of DEMAN and my fellow student moderators, we'd love to thank the panelists for being here with us tonight and also for everyone for joining this conversation.

OUTRO: Dave Karger 57:28

That's it for this episode of DEMAN Live. I'm DAVE KARGER, DEMAN is a signature program of Duke Arts and Duke Alumni Engagement and Development. Follow DEMAN on social and stay updated at DukeDEMAN.com, that's d e m a n.com where you can find our full archive of episodes. Thanks so much for joining us. See you next time.

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This episode was produced by me, Lilly Clark, in collaboration with Hear at Duke, Duke's student run podcast hub. Our theme song is "Carolina" by Cameron Tompkins.

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