

*Webinar*

Reopening with Equity in Mind:  
Opportunities for culturally relevant practice  
for museums

May 19 at 3:00 p.m. EDT



**CCLI**

Cultural Competence  
Learning Institute



# CCLI

## Cultural Competence Learning Institute





# Speakers

**Dana Whitelaw**, Executive Director, High Desert Museum (Bend, Oregon)

**Elizabeth Pierce**, President & CEO, Cincinnati Museum Center  
(Cincinnati, Ohio)

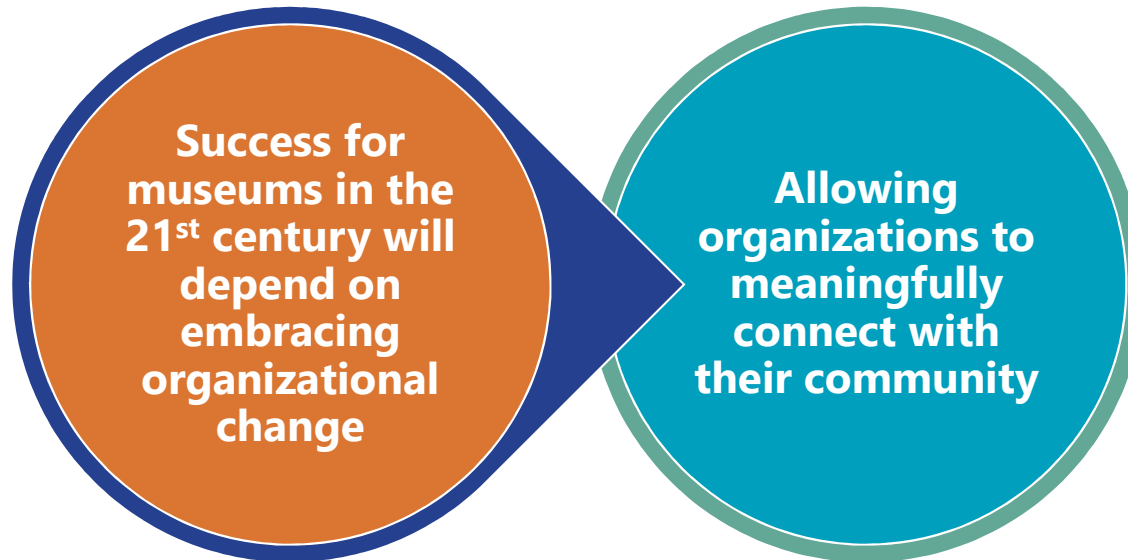
**Jennifer Farrington**, President & CEO, Chicago Children's Museum (Chicago, Illinois)

**Cecilia Garibay**, President, Garibay Group, Inc. (CCLI)

**Laura Huerta Migus**, Executive Director, Association of Children's Museums (CCLI)



# What is CCLI?



**CCLI helps museum leaders catalyze diversity and inclusion efforts in their institutions**



# A Few Definitions

**Equity:** fair access to resources that advances social justice by allowing for full participation in society and self-determination in meeting fundamental needs. This requires addressing structural and historical barriers and systems of oppression.

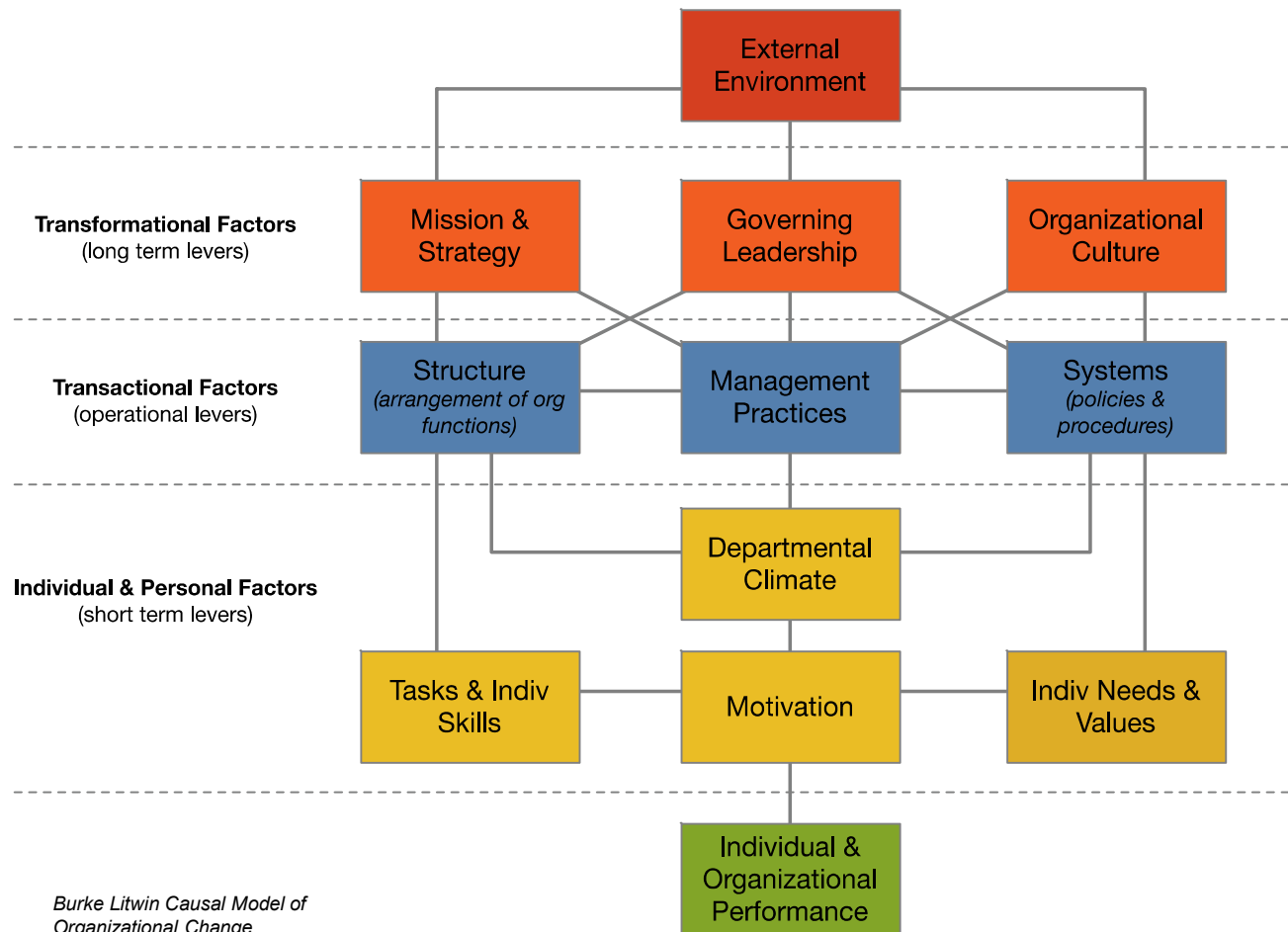
**Diversity:** the ways in which human beings are similar and different, including but not limited to identities, social positions, lived experiences, values, and beliefs.

**Inclusion:** culture that creates an environment of involvement, respect, and connection in which the richness of diverse ideas, backgrounds, and perspectives are valued.

**Accessibility:** Ensuring equitable access to everyone along the continuum of human ability and experience.



# Change Model: Anchoring DEAI to Action



*Burke Litwin Causal Model of Organizational Change*



# Dimensions of DEAI

## Foundational

**Vision & Values:** DEAI is explicitly stated as value and organizational commitment

**Leadership:** Demonstrates commitment to DEAI

**Governance:** Board demonstrates commitment to DEAI

**Resources:** Adequate resources allocated to support DEAI

## Internal

**People & Operations (HR):** actively build, support, and advocate for diverse workforce and inclusive policies, and work culture

**Vendor Diversity:** promotes and nurtures a diverse supplier base

## Public-Facing

**Community Engagement:** anchored in, informed by, and created with its community

**Services/Products:** offerings integrate DEAI values, reflecting and meeting the needs of diverse groups. (Exhibits, programs, events, collections, physical space)

## X-Cutting

**Evaluation:** Data is collected and used to inform DEAI practice & assess performance



# Foundational: Example

## Vision & Values

*Equity Practice* DEAI is embedded in organizational culture and is not seen as an isolated program but rather as a core value, a source of innovation, and a means to growth and success.

*Action* Develop a strong rationale for DEAI vision and strategy and align it to organizational goals

*Sample Indicators*

- Strategic plans include DEAI initiatives with clear goals, measures, and timelines
- Resources to assess goals and measures are allocated and findings are acted upon





## What will the National Landscape Survey data enable CCLI to do?

- Describe some factors more or less common that drive or inhibit DEAI changes.
- Inform the conversation in the museum community and within museums regarding what can be done.
- Design and offer more targeted support and resources for the museum community.
- (If desirable) compare the future answers to these questions to the current answers to track progress.



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[www.community.astc.org/ccli/home](http://www.community.astc.org/ccli/home)