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
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?

Success for museums in the 21st century will depend on embracing organizational change

Allowing organizations to meaningfully connect with their community

CCLI helps museum leaders catalyze diversity and inclusion efforts in their institutions
**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.
What does CCLI include?

Change Model: Anchoring DEAI to Action

Burke Litwin Causal Model of Organizational Change
## Dimensions of DEAI

**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

**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

**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)

**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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