As the museum industry comes under increased scrutiny about policies surrounding race, diversity, inclusion, and representation, I take this opportunity to reflect on the past year: to celebrate excellence, challenge mistakes, and identify opportunities for continued growth.

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**GOVERNANCE**
What policy changes will directly impact the museum experience? How will the impact be felt by guests, staff, and board? What resources are needed to act?

**FUNDING**
Who is responsible for sustained funding obstacles? What systemic changes need to happen to sustain for the greater good?

**REPRESENTATION**
Are we creating space (literal or figurative) for people who are impacted by issues of race/ethnicity? Do we ask AND support bringing their ‘whole selves’ to work?

**RESPONSIVENESS**
How often do we engage in conversation or action around race, diversity, inclusion, or representation? Is it sustained or reactive?

**RESOURCES**
Who has access to decision-making and influence in board decisions? Do we engage those with the most experience solving issues?

**TRANSPARENCY**
How do we communicate issues directly related to race in the workplace? Whom do we talk to? What actions are we willing to take beyond just talk?

**Maturity Model:**

A: proactive to what’s communicated; diverse work culture & leadership; understands self-care & burnout

B: assesses biases; finds community partners; has inclusion policies

C: wants ‘diverse’ audiences but no subst. change to board/staff/ exhibitions/programming

D: indifferent, unaware, org embodies privilege
FACILITATION GUIDE

We are asking each of you to help create a new paradigm. And to that end, our process is deliberately **open-ended**, encouraging your continued exploration beyond our time together.

**TAKE THE NEXT STEPS**

- **Draw your 6 month, 1 year, and 3 year visions of racial equity in your professional network, institution, and community.**

- **Who are your current (& potential) allies and "co-conspirators" for the journey?**

- **Which colleagues, both inside and outside your institution, will you contact to be accountability partners?**

- **Document your process, and share your progress, using these hashtags on social media:**
  - #MuseumsAndRace
  - #ReportCard

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