

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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PAST
YEAR

NEW
GOAL

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:

D: indifferent, unaware, org embodies privilege

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

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

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

MUSEUMS & RACE

FACILITATION GUIDE

In this space, we recognize that we are each empowered individual professionals capable of acting in ways that recognize and seek to dismantle harmful and racist practices at our institutions.

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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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Transformation
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