



DOING THE WORK:

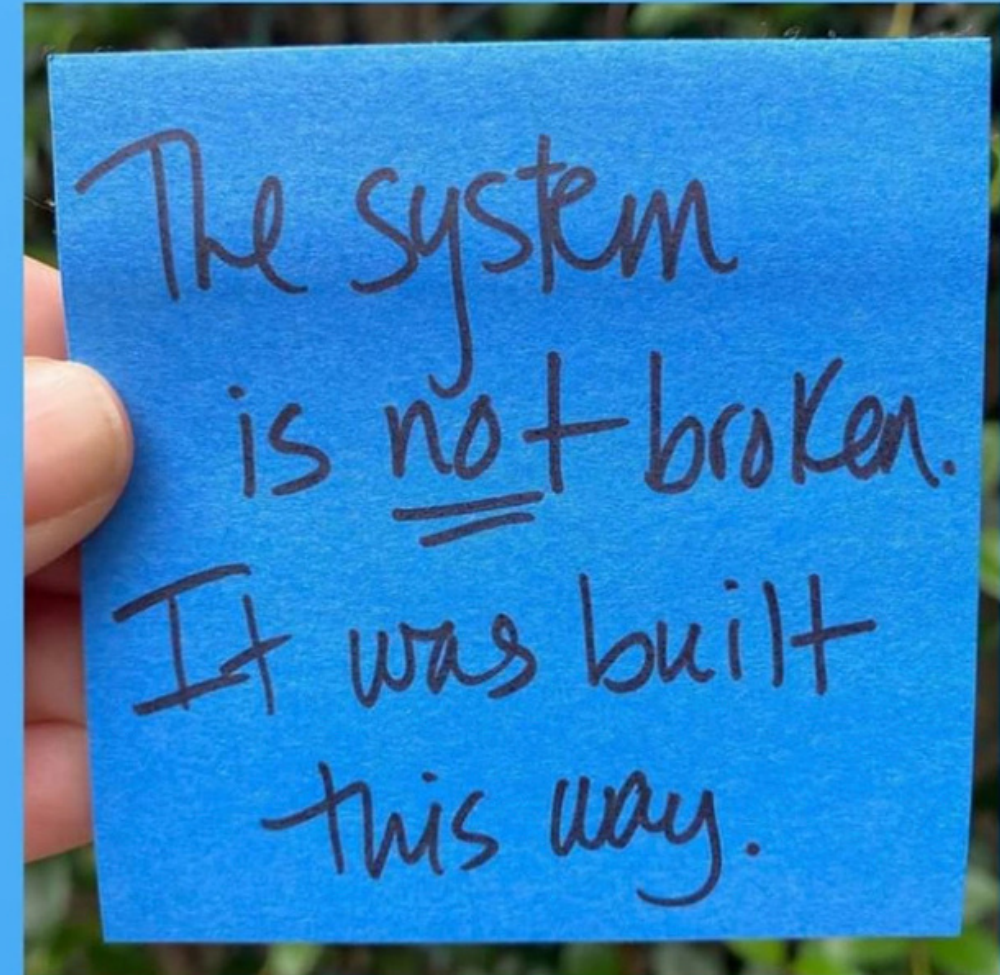
**MOVING FROM STATEMENTS
TO ACTIONS**

COALITION OF STATE MUSEUM ASSOCIATIONS

WHY WE NEED TO CONTINUE TALKING ABOUT THIS:

(AAM)

- Every museum professional must do personal work to face their unconscious bias
- Debate on definitions must not hinder progress
- Inclusion is central to the effectiveness and sustainability of museums
- Systemic change is vital to long-term, genuine progress
- Empowered, inclusive leadership is essential at all levels of an organization

A hand is holding a blue sticky note against a blurred background. The note has handwritten text in black ink. The text reads: "The system is not broken. It was built this way." The word "not" is underlined with two horizontal lines. The note is held by a thumb and index finger on the left side.

The system
is not broken.
It was built
this way.

@brenebrown

INTRODUCTION:

HOW WILL WE WORK TOGETHER TODAY?



GUIDING PRINCIPLES:

- Be curious and open.
- Listen for understanding & check your assumptions.
- Recognize that this is not a debate.
- Be patient and bring your whole self.
- Try to acknowledge when you are uncomfortable.
- Be open to changing your mind.

- **DIVERSITY:** all the ways that people are different and the same at the individual and group levels. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.
- **EQUITY:** the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.

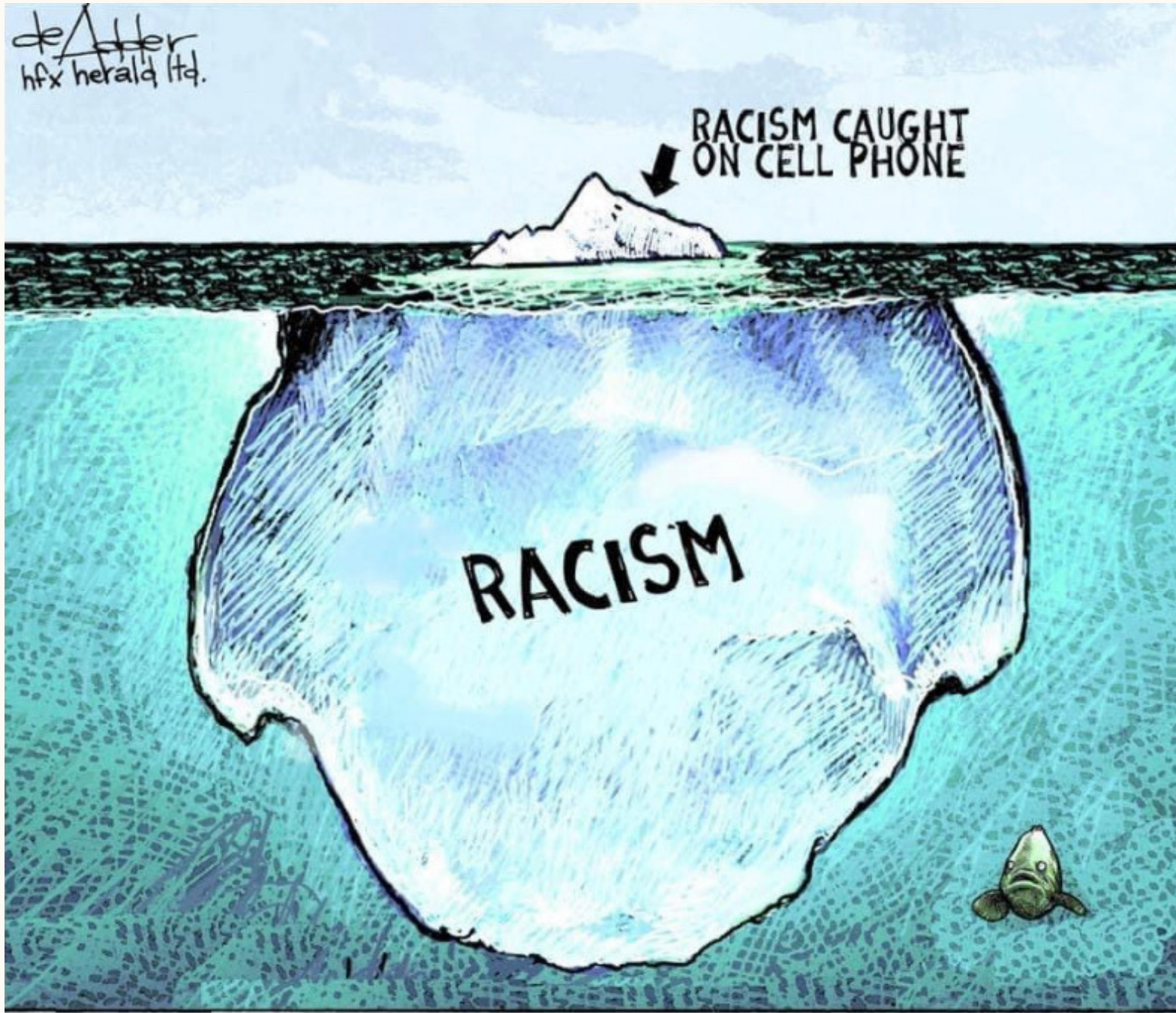
- **ACCESS:** giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.
- **INCLUSION:** the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

ANTI-RACISM:

DEAI & ANTI-RACISM ARE NOT THE SAME

"the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

- NAC INTERNATIONAL PERSPECTIVES: WOMEN & GLOBAL SOLIDARITY



NEXT UP:

WHAT COMMITMENTS HAVE YOU MADE?



RECENT SOLIDARITY STATEMENTS

WHAT'S GOING ON BEHIND THE SCENES

- Fear & Frustration
- Reaction & Response
- Scarcity & Abundance
- Intention & Impact

HOW TO SUCCEED

DEEP DIVES

- Stay true to yourself
- Reframe, realign, or recreate your plan
- Turn fear into opportunity
- Consistently work toward your vision
- Take care of yourself
- Keep perspective
- Remember that this is a journey
- Take the first step - then take another one

FINALLY:

WHAT ABOUT RESILIENCE?



RESILIENCE:

LIFE DOESN'T REALLY COME WITH A MAP

"Psychologists define resilience as the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.... As much as resilience involves 'bouncing back' from these difficult experiences, it can also involve profound personal growth."

- AMERICAN PSYCHOLOGICAL ASSOCIATION

RESILIENCE AS EMPOWERMENT:

(IT TAKES PRACTICE, TIME, AND INTENTIONALITY)

- Prioritize connections, relationships, & partnerships.
 - Don't isolate; you are not alone.
- Take care of your mind, body, and spirit.
 - Don't fall into negativity or fear traps.
- Find your purpose.
 - Be proactive in looking for teachable moments and lessons learned.
- Embrace that everyone is doing their best.
 - Accept change as a part of life.



QUESTIONS & ANSWERS



**BE BRAVE ENOUGH
TO SUCK AT
SOMETHING NEW.**



THANKS FOR SHOWING UP!

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