**A New Way of Seeing: Building Capacity Through the Lens of Inclusivity** (IMLS Museums Empowered) **Jan 29, 2021 DRAFT**

**Purpose Statement:** (TBD)

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| DEAI work already started at GOKM; institutional priority and staff engagement already underway  **Situation & Priorities** | **Inputs** | **Outputs** | | **Outcomes 🡪 Impact** | | |
| **What We Expect To Change** | | |
|  | **Activities** | **Participation** | *Thoughts Awareness*  *Skills Attitudes*  *Motivations Aspirations*  *Knowledge* | *Actions Behaviors*  *Policies Practice*  *Decision-Making* | *Big Condition Shifts*  *Social Political*  *Status Economic*  *Environmental* |
| **Our Resources** | **What We Do** | **Who We Reach** | **Short Term**  \*\*mind-shifts\*\* | **Medium Term**  \*\*behavior changes\*\* | **Long Term**  \*\*systemic change\*\* |
| IMLS funding  GOKM funding/resources  Project team (GOKM staff)  GOKM leadership  GOKM board  All GOKM staff, volunteers, docents  Dedicated time  Consultant team  (Bailey, Bahram, Timpson, Livingston)  Community stakeholders and partners  Training materials/ resources  Building, land, art/collection  Narrative of O’Keeffe’s life  Prior experience with DEAI  Lived experience of participants | Logic model; identifying desired outcomes  DEAI/equity audit  12 professional development workshop modules on unconscious bias and inclusive design  -Hands-on activities  -Self-reflection  2 public programs (i.e., *Addressing Issues of Inclusion in Cultural Institutions)*  -Community feedback  Road map and values for ongoing sustainability  -Shared publicly  Evaluation  -Multi-method, ongoing  Dissemination  -locally  -nationally (e.g.,  museum conferences) | GOKM staff  GOKM volunteers  GOKM docents  GOKM board  Community partners  Community members/public  Visitors | Internal “inclusivity mindset”  -Increase awareness of DEAI  terminology, issues, and needs  -Embrace multiple perspectives  -Consider all vectors of human  difference (e.g., age, ability,  gender, ethnicity, religion, etc.)  Internal and external “awakening” (i.e., internal focus needed, rather than only visitor-/public-facing)  Understanding of positionality and how it informs assumptions and actions  Understanding of history of museums and their role in systemic oppression  GOKM understands importance of diversity of staff and volunteers reflecting our community  Locals see themselves and their heritage reflected in the stories shared within GOKM’s walls, programming, and experiences  GOKM perceived as welcoming, inclusive, and accessible | Respectful communication and conversations about bias/racism  Documentation of GOKM DEAI values; operationalizing values  Design, create, and implement sustainable DEAI, inclusive design. and accessibility best practices (e.g., for exhibitions, interpretation, and collections management)  Revisions to all governance documents (e.g., policies and procedures re: salary gaps, benefits, hiring/retention, etc.) with input and participation from staff at all levels (FT and PT)  Expanded options for career growth and mobility within GOKM  Ongoing internal evaluation and accountability plan re: DEAI efforts  Increased programming and partnerships with underrepresented groups  Co-creation with community stakeholders (e.g., capital campaign and expansion project)  -authentic listening and  incorporation of community needs  Increase in local attendance | Internal culture of DEAI-informed learning and participation at GOKM  GOKM recognized for supporting women and minority artists  GOKM recognized for its authentic commitment to DEAI  Deep and lasting relationships within local communities and with community partners  GOKM seen as indispensable and trusted partner  GOKM relevant to and integrated into local and regional communities (e.g., part of the wider dialogue with those working to make Santa Fe more inclusive and welcoming)  Every person’s inherent worth is acknowledged, honored, and respected |
| **Assumptions—**in place now and we’ll continue to rely on  Staff, volunteer, docent, and board willingness to authentically engage in challenging topics | | | **External Factors**—out of our control, but could influence the above  Covid-19  IMLS funding/support | | |