**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 fundingGOKM funding/resourcesProject team (GOKM staff)GOKM leadershipGOKM boardAll GOKM staff, volunteers, docentsDedicated timeConsultant team (Bailey, Bahram, Timpson, Livingston)Community stakeholders and partnersTraining materials/ resourcesBuilding, land, art/collectionNarrative of O’Keeffe’s lifePrior experience with DEAILived experience of participants | Logic model; identifying desired outcomesDEAI/equity audit 12 professional development workshop modules on unconscious bias and inclusive design -Hands-on activities -Self-reflection2 public programs (i.e., *Addressing Issues of Inclusion in Cultural Institutions)*  -Community feedbackRoad map and values for ongoing sustainability  -Shared publiclyEvaluation  -Multi-method, ongoingDissemination  -locally  -nationally (e.g.,  museum conferences) | GOKM staffGOKM volunteersGOKM docents GOKM board Community partnersCommunity members/publicVisitors  | 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 actionsUnderstanding of history of museums and their role in systemic oppressionGOKM understands importance of diversity of staff and volunteers reflecting our communityLocals see themselves and their heritage reflected in the stories shared within GOKM’s walls, programming, and experiencesGOKM perceived as welcoming, inclusive, and accessible  | Respectful communication and conversations about bias/racism Documentation of GOKM DEAI values; operationalizing valuesDesign, 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 GOKMOngoing internal evaluation and accountability plan re: DEAI effortsIncreased programming and partnerships with underrepresented groups Co-creation with community stakeholders (e.g., capital campaign and expansion project) -authentic listening and  incorporation of community needsIncrease in local attendance  | Internal culture of DEAI-informed learning and participation at GOKMGOKM recognized for supporting women and minority artistsGOKM recognized for its authentic commitment to DEAIDeep and lasting relationships within local communities and with community partnersGOKM seen as indispensable and trusted partnerGOKM 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 onStaff, volunteer, docent, and board willingness to authentically engage in challenging topics | **External Factors**—out of our control, but could influence the aboveCovid-19IMLS funding/support |