

# MUSEUMS MOVING FORWARD

## 10 Ways to Move Museums Forward

2019

1. **Time is up.** Dismantle the sexism and systemic racism of our institutions.
2. **No means no.** Commit to a zero-tolerance policy around discrimination and sexual harassment; enforce a safe and anonymous process for reporting bias and harassment transgressions.
3. **Enough said.** Equal pay for equal work.
4. **Make our galleries look like the world.** Present a consistently balanced and equitable program that prioritizes diverse stories and dedicates major exhibitions to historically and culturally marginalized artists, including women-identified artists and artists of color.
5. **Language is power.** Commit to interpretive texts and educational programs that address diverse narratives and gender equity; symbolic representation is not enough. Surface the racism at the foundation of colonial histories.
6. **Put your money where your mouth is.** Allocate at least 50% of the exhibition and acquisition budgets, 50% of total square footage, and/or 50% of overall programmatic slots to art made by historically and culturally marginalized artists, including women-identified artists and artists of color.
7. **Prioritize people.** Commit to a fair, equitable, and flexible policy for parental and family leave, and a recognition of the working conditions necessitated by child and family care. Offer comprehensive health care that includes paid sick leave and mental health support.
8. **Disrupt the old boys club.** Commit to racial and gender equity and inclusion in hiring practices, including salary transparency. Ensure equal representation is supported by job searches that create a pathway for BIPOC. Support women, especially BIPOC women, in leadership positions and on boards. Create a safe workplace that protects BIPOC from racism, women from sexism, and actively supports the retention and promotion of all staff from historically marginalized backgrounds.
9. **Tongues untied.** Mitigate the trend toward forced arbitration and non-disclosure agreements for bias and harassment claims by allowing individuals to own their stories and experiences.
10. **Shine a light in the shadows.** Implement policies of review for directors and senior staff to ensure that the process includes feedback from all levels of staff. Track staff and board demographics and relative compensation by gender and race and make this data transparent to a governing body such as the board or, best of all, the public.