

# MUSEUMS MOVING FORWARD

## MMF Kick-off Convening Common Themes

April 23 2021

Breakout Rooms:

### **Culture & Structure**

- DEI/DEAI/DEIA/etc. training.
- The people who needed the training most are not getting it: Board, curatorial, and senior staff.
- People who lead DEAI need to be trained.
- POC staff members need to be paid to do this extra DEAI work on top of their work.
- Training should be ongoing, not even just once a year but an ongoing deep conversation
- Boards need anti-racism training -- they talk a lot about quality and value, which are tied to whiteness, white artists, etc.
- Lack of transparency.
- Lack of meaningful relationship between board members and most staff.
- Culture shift is so critical.

### **Legal & Resources**

- HR dept is set up as a protector of the institution and not the staff.
- How to build a place of trust when that isn't provided by HR?
- Need an independent ombudsman entity. Could MMF be a place where folks could come with complaints of harassment and discrimination?
- Insufficient management training. Need to train and make sure leaders enforce BEFORE it even becomes a legal issue. 360 reviews need to be required for all managers and actually used as tools.
- Share guidelines between organizations through MMF as a third party.
- Needs to be a set of standards and guidelines for labor.
- Also need to provide more information for employees about their rights, which vary greatly from state to state
- Would be good to gather data on unionization efforts over the years; what they have and have not done for the field

### **Program & Audience**

- Split relationship between Curatorial and Education's contact with community. Education works on every show, curators work on one show.
- Need for more voices than Curatorial. Not just Educators but Visitor Services, etc.
- Need more equity in the budget as well, between education and

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- curatorial.
- Systemic change is needed from the top in order to effect change.
- Systemic change requires changing the systems.
- Discussion of need for quotas to clarify goals and priorities. Collect data. Do quotas work?
- Also need to gather data not only on collecting but exhibiting; you can collect diverse artists but do you show them?

## GROUP DEBRIEF

- Salary transparency and benchmarking for the field; also need to compare to other sectors; pay equity is priority; museums need to pay living wage • Need transparency about how you move up and get promoted; shroud of secrecy around this; no clear path
- Also hiring practices and search firms are so biased; could MMF offer help “monitoring” and supporting elimination of biases?
- Paid family leave badly needed
- Would also be helpful to consider alternative leadership models, co-directorships that are about power sharing rather than enabling bad leadership
- A lot of consensus on need for “ombuds” entity to monitor and survey the field; possibly produce annual reports on what is being reported; offer support and services to staff as well as best practices “certification” or grading of orgs
- Discussion of fear as major obstacle and the need for building solidarity across institutions