

DEAI Practices in Museums

The Study

The CCLI (Cultural Competence Learning Institute) National Landscape Study sought to map the current state of organizational-level diversity, equity, accessibility, and inclusion (DEAI) practices in U.S. museums.

Why We Did It

CCLI (Cultural Competence Learning Institute) sought to obtain a clearer picture of practices, gaps, and progress in advancing equity and inclusion. Our ultimate goal was to begin building shared expectations and metrics about what DEAI practice in museums can and should look like.

What We Learned

Museums report that DEAI is an organizational priority, but have not taken strategic, consistent action at an organizational level foundational enough to support and achieve enduring equity and inclusion.

What are the ways in which museums practice DEAI?

There are currently no set DEAI industry standards for museums, so this study identified potential practices and organized them to create potential benchmarks. These indicators of successful DEAI practices can be categorized under the four dimensions of Public-Facing, Internal, Foundational, and Cross-Functional practices.

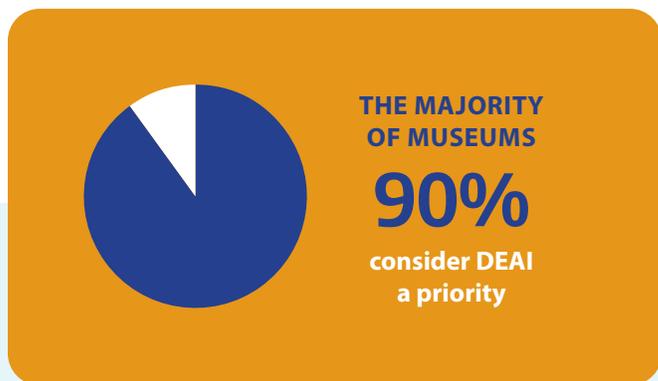


Foundational Practices

Without strategic and consistent action, museum leaders risk not being able to support and achieve organization-wide equity and inclusion.

Are museums prioritizing diversity, equity, accessibility, and inclusion (DEAI) efforts and integrating these values into their core work?

The recent CCLI (Cultural Competence Learning Institute) report, *CCLI National Landscape Study: The State of DEAI Practices in Museums*, presents a pivotal benchmarking analysis using data collected from 580 U.S.-based museums of all sizes and disciplines.



ACTIONABLE INSIGHTS

Museums report that DEAI is an organizational priority but have not taken strategic, consistent action at an organizational level that is foundational enough to support—and achieve—enduring equity and inclusion. Below are some best practices for supporting long-term DEAI work drawn from the landscape study. Use this information to benchmark your museum’s work.

- ➔ **Identify roles and responsibilities for prioritizing DEAI efforts to ensure accountability and focus on chief executive engagement.** More than a third (34%) of museums indicated that no person or group held responsibility for DEAI efforts. Even fewer, under a quarter (21%), identified the chief executive as responsible for this work.
- ➔ **Boards should take concrete action to ensure policies and processes advance DEAI efforts.** Although most (73%) museums reported that their Boards understand the importance of DEAI, only 38% of Boards have asked for or approved changes to policies or processes necessary to support DEAI efforts.
- ➔ **Ensure that task forces and committees established to support the museum’s DEAI work include staff from across departments.** Only 30% of museums report having a DEAI committee.
- ➔ **Support sustained commitment to internal and public-facing DEAI work by allocating resources to these efforts.** More than half (52%) of museums allocate operating funds for public-facing DEAI while just over a third (37%) do this for internal DEAI activities like professional development.



CCLI (Cultural Competence Learning Institute) guides museum staff as they catalyze diversity and inclusion efforts in their institutions. CCLI believes that leaders reside at every level of an organization and the program works with museums of all sizes and disciplines to center equity.