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.
When it comes to equity and inclusion practices, museums concentrate less on internal efforts than on public-facing work.

Where do museums stand when it comes to their internal diversity, equity, accessibility, and inclusion (DEAI) work?


ACTIONABLE INSIGHTS
Approaching DEAI across all facets of an organization is essential to creating lasting change. Sustainable DEAI efforts are as much about an organization’s internal operations as they are about the experiences that museums create for the public. Below are best practices to support equitable human resources processes drawn from the landscape study. Use this information to benchmark your museum’s work.

- **Review the selection and hiring process to check for bias or adverse impact on staff.** Just over half (55%) of museums report always checking and even fewer do so for volunteers (44%) or Board members (43%).

- **Review compensation and pay equity to check for adverse impact.** Only half of museums report always doing this.

- **Review staff performance evaluation and leadership pipeline process for bias.** Just over a third (37%) report always doing this, and less than a quarter do so for volunteers (23%) and Board members (24%).

- **Offer targeted development opportunities for staff from non-dominant groups.** Only one in five (20%) report always doing this and just 7% do so for volunteers and Board members.

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Adverse impact is the negative effect of an unfair and biased action on a protected class or minority group. In employment law, it refers to employment practices (e.g., recruiting, promotion, training, etc.) that appear neutral but have a discriminatory effect on a protected group.

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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.