

DIVERSITY TEAM: Big Idea, Goals and Activities 2016-2017

Big Idea:

To ensure* diversity and inclusion in all aspects of CCM life by incubating ideas, supporting practices, and informing policies.

**ensure = to secure or guarantee; to make certain or safe*

Goals:

Incubating Ideas

- To create a series of open *forums* where staff can share, reflect on, and discuss ideas and issues related to diversity and equity (on a quarterly or *as needed basis*.)

Supporting Practices

- To *support* practices and *respond* to emerging issues of equity and diversity in a *timely* manner.

Informing Policies

- To provide relevant input and resources to anyone working on museum *policies*.

Definitions:

FORUM: D-team members will set up a dedicated time and space during museum hours, providing an agenda (some open discussion, some pre-determined topics), note taking, "gentle facilitation", and thoughts about next steps.

AS NEEDED BASIS: D-team members can schedule additional pop-up forums based on museum incidents or staff requests.

Definitions:

SUPPORT: includes providing a platform, lending advice, helping navigate systems, contributing social capital, recommending staff or financial resources

RESPOND: includes creating safe spaces, submitting formal requests, providing resources

TIMELY: Provide initial response to inquirer within 2 weeks.

Definitions:

POLICIES: Guidelines or plan that direct actions or decision-making.

BROADEST (below): As inclusive as possible

Activities by March 2017:

Incubating Ideas

- Schedule Forums:**
- Set up quarterly and "as needed" forums, communicate about time and purpose of meetings to all staff, assign facilitators (D-team members.)
- Develop Forum Content:**
- Collect topic ideas as they arise
- Create and communicate about possible outcomes of forum discussions: continued discussion, move to "supporting practices/respond to emerging issues", move to "informing policy", other.

Notes:

Supporting Practices

- Check-in with these existing cross-departmental diversity initiatives:**
- LGBTQ Inclusion
- Play For All
- Translation Team
- Check-in with these CCM departments re: diversity:**
- HR staff (hiring practices and staff training)
- Marketing (images of diverse families, ad placements)

Notes:

Informing Policies

- Add a lens of Diversity to policies
- Apply broadest possible perspective
- Create a time and place for discussion/process
- Be/Communicate resource to all-staff
- Funnel to entire Diversity Team

Notes:

This group helps **inform** policies, it doesn't not have the power to *approve* policies.