

## Internal Equity for Small Museums

Oregon Museums Association

"Finding Common Ground" conference, 2019

**Nathanael Andreini, Co-Director  
Washington County Museum**

- Strategic about reaching a diverse community + bringing people into the museum
- Diversity in programming
- Developing the space + facilities to support welcoming events
- Collection / Research expansion / modernization (digitize, organize, maintenance, accessibility) in order to reach out more to community partners. Accentuate use for student + research projects.

Staff retreat notes, spring 2018.

## Beginnings



## Today's museum



These beautiful wapato represent  
our dedicated volunteers



Molly Alloy *They/Them*



Nathanael Andreini *He/Him*



Rachel Brumit *She/Her*



Victoria Sundell *She/Her*



Let's discuss

What does internal equity mean to you? (principles, practices, policies, etc.)



- We have come to understand that:
- ◆ Creating a pathway for internal equity is ground zero for making meaningful changes across an organization.
  - ◆ Every pathway is unique - there are no silver bullets or copy/paste methods.
  - ◆ Equity, like change, is on a continuum that takes proactive management.
  - ◆ Humane values drive internal equity.
  - ◆ Decentering singular authorities allow ideas to flourish across differences.
- What can be decentered at a museum?
- ◆ Co-Director model vs. CEO model
  - ◆ Guest Curators vs. Curator
  - ◆ Facilitator / Co-Learner vs. Educator
  - ◆ Inquiry- & Arts-based vs. Lecture-based





What do you think?

What can improved equity lead to in your organization?

"Oregon Trail of Tears & Other  
Hidden Native Histories"  
10/5/2019



Groundbreaking for the Tigard Street  
Heritage Trail & Outdoor Museum  
8/29/2019



Turquoise Pride,  
Honor Song  
8/15/2019



September 18, 2019  
7:00 – 9:00 PM  
Beaverton Library Auditorium  
12375 SW 5th Street  
Beaverton, OR 97005

Welcoming Week - Beaverton  
9/13 - 22/2019

# Inspiring texts

- *The Future of Nonprofit Leadership: Worker Self-directed Organizations* by Simon Mont ([article](#))
- *Decolonizing Museums* by Amy Lonetree ([link](#))
- *The Art of Relevance* by Nina Simon ([link](#))
- *History: why it matters* by Lynn Hunt ([link](#))
- *Transgender Inclusion in the Museum Field* by AAM & LGBTQ Alliance ([link to PDFs](#))
- *Learning from 'Decolonize This Place'* by Ilana Novick ([article](#))

