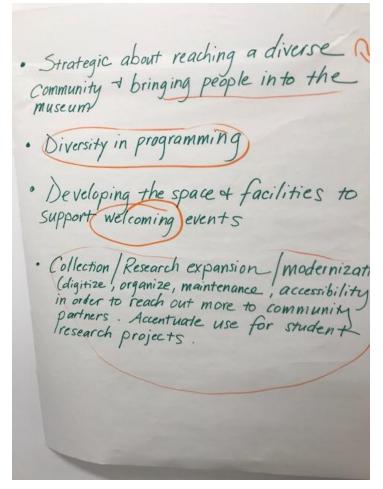
## **Internal Equity for Small Museums**

Oregon Museums Association "Finding Common Ground" conference, 2019

Nathanael Andreini, Co-Director Washington County Museum



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

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 can improved equity lead to in your organization?

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



Welcoming Week - Beaverton 9/13 - 22/2019







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

Turquoise Pride, Honor Song 8/15/2019

# 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 (<u>link</u>)
- → Transgender Inclusion in the Museum
  Field by AAM & LGBTQ Alliance (link to
  PDFs)
- → Learning from 'Decolonize This Place' by Ilana Novick (article)



