



Landscape Study Goals

- Better understand the current state of diversity, equity, accessibility, and inclusion (DEAI) practices in the field
- Describe practices that appear to drive or inhibit DEAI efforts
- Foster conversation within the field about what more can be done to advance DEAI efforts
- Identify what types of supports and resources may be needed



CCLI National Landscape Study:
The State of DEAI Practices in Museums

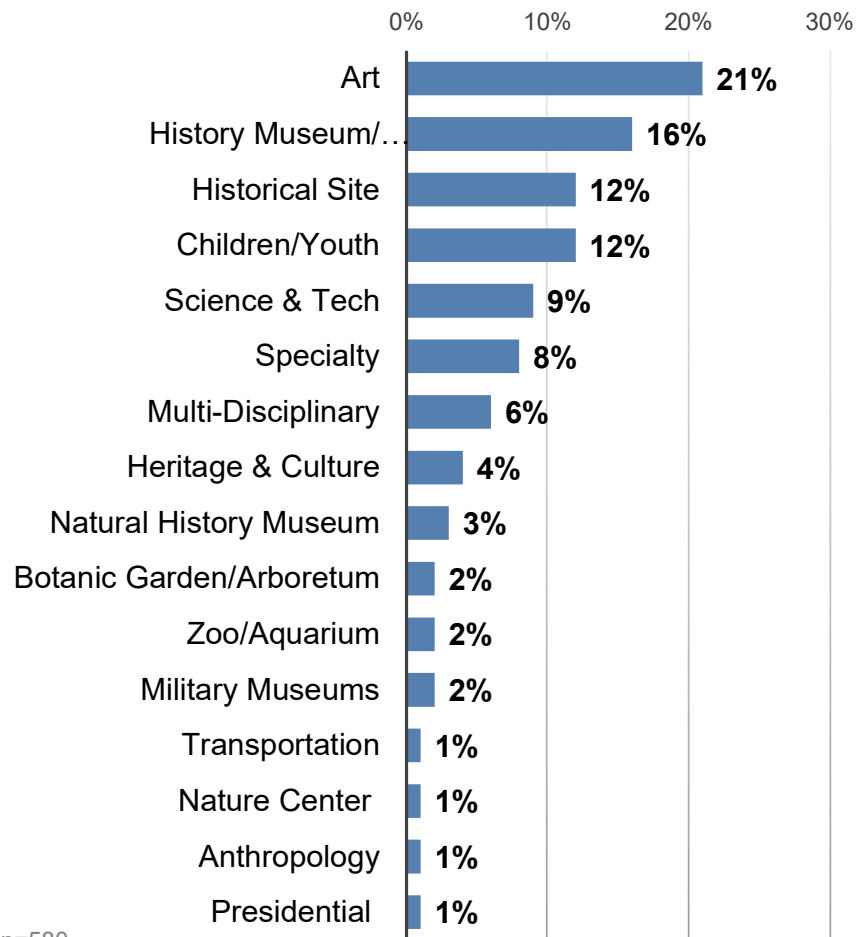
Cecilia Garibay, PhD and Jeanne Marie Olson, MSed



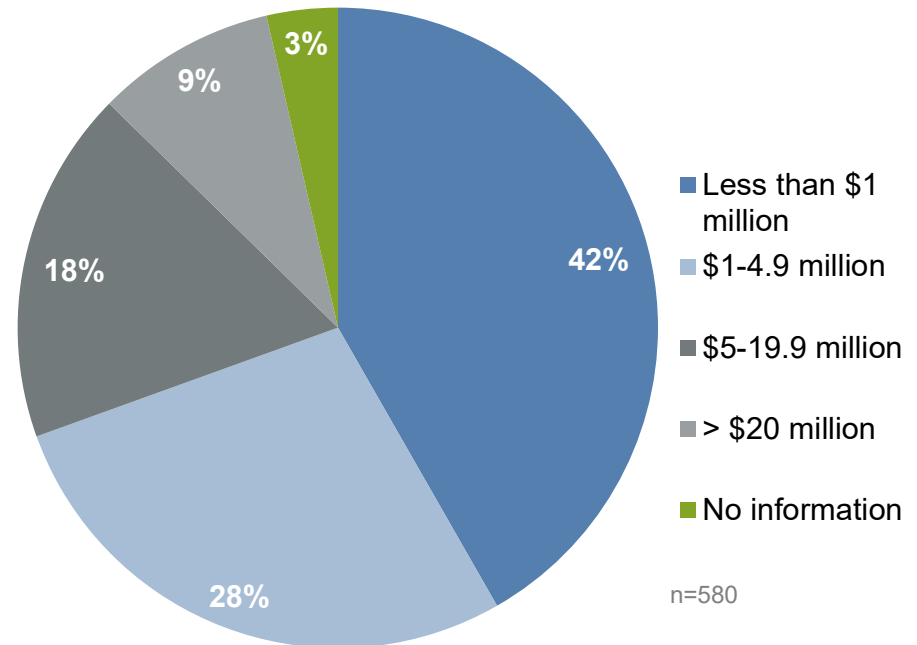
CCLI Cultural Competence
Learning Institute



Respondents: Organization Type & Budget



n=580



n=580



Dimensions of DEAI

Foundational

1. **Vision & Values:** DEAI is explicitly stated as value and organizational commitment.
2. **Leadership:** Leadership demonstrates commitment to DEAI. They advocate for and lead DEAI and are held accountable for its progress.
3. **Governance:** The museum board supports, advocates for, and shares accountability for DEAI.
4. **Resources:** Adequate resources allocated to support DEAI.

Internal

5. **People & Operations (HR):** The organization actively builds, supports, and advocates for diversity of staff at all levels. Its policies, processes, and work culture are transparent, inclusive, and equitable.
6. **Vendor Diversity:** DEAI is considered in vendor selection with the goal of working with suppliers that reflect the community's composition across a range of diversity dimensions.

Public-Facing

7. **Community-Centered Engagement:** All aspects of the museum's work are anchored in, informed by, and created with its communities, particularly those underrepresented, through equitable collaboration and power-sharing.
8. **Services & Products:** Offerings integrate DEAI values and practices, reflecting and meeting the needs of diverse groups. This dimension includes exhibits, programs, events, collections, and physical space.

X-Funct.

9. **Data Collection & Evaluation:** Data are collected and used to inform DEAI practices and action plans, assess performance, and ensure accountability.



SOME KEY FINDINGS

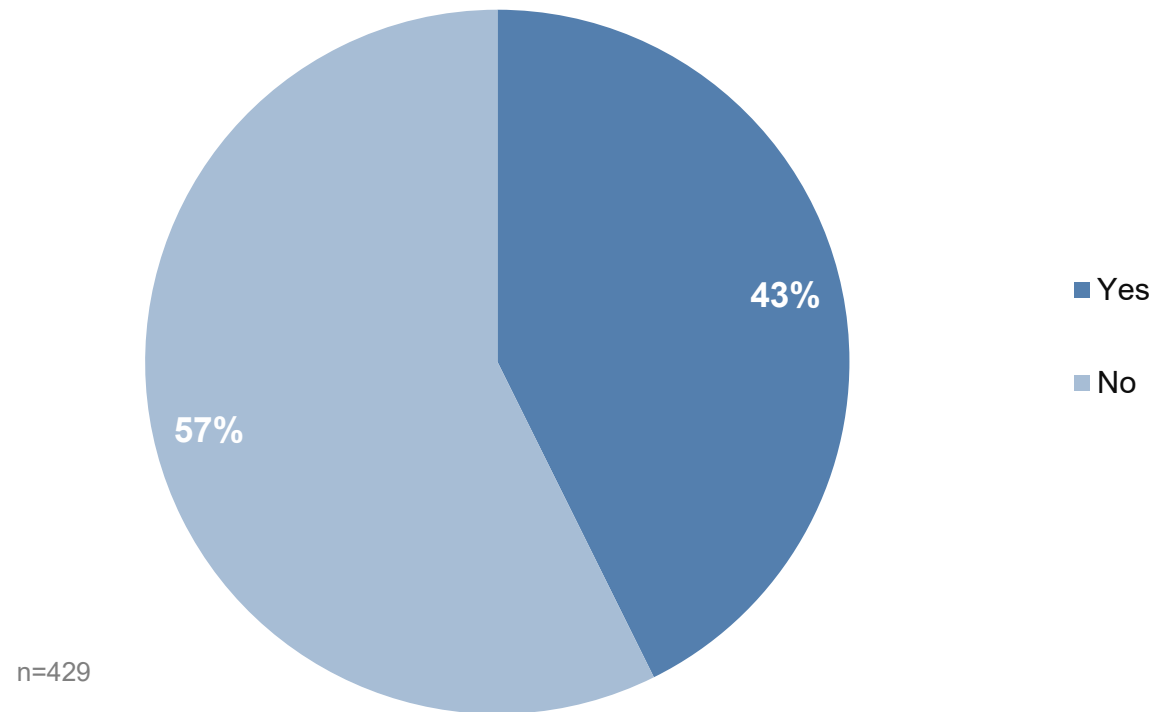
- In general, there is less focus on the internal organizational dimensions of DEAI
- There is no common staff position (i.e., role) driving organizational accountability for DEAI efforts.
- Collecting and using data to inform DEAI efforts is not a common practice



Photo credit: Project Exploration (Garibay Group)

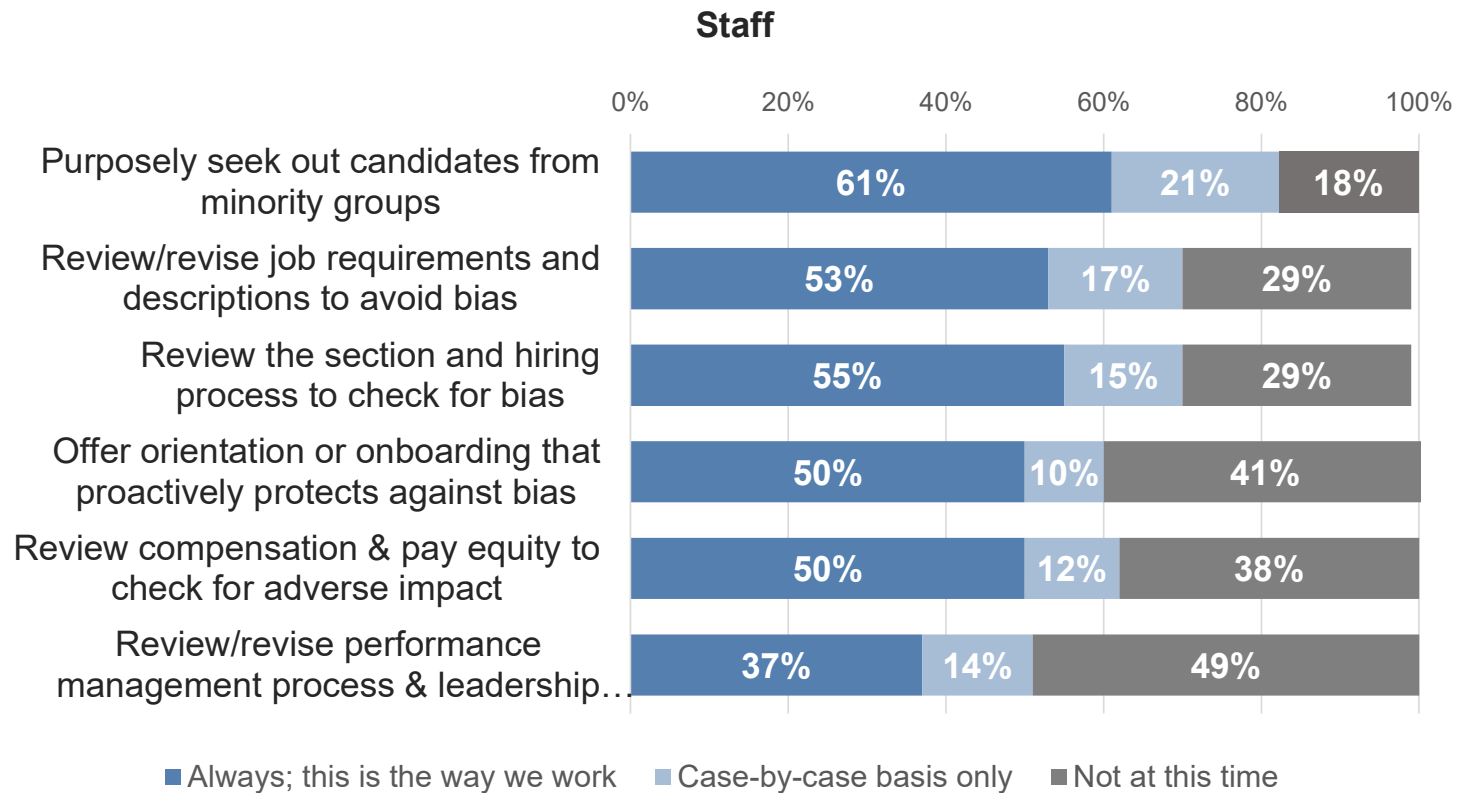


Fewer than half of responding organizations collect internal feedback regarding internal aspects of DEAI





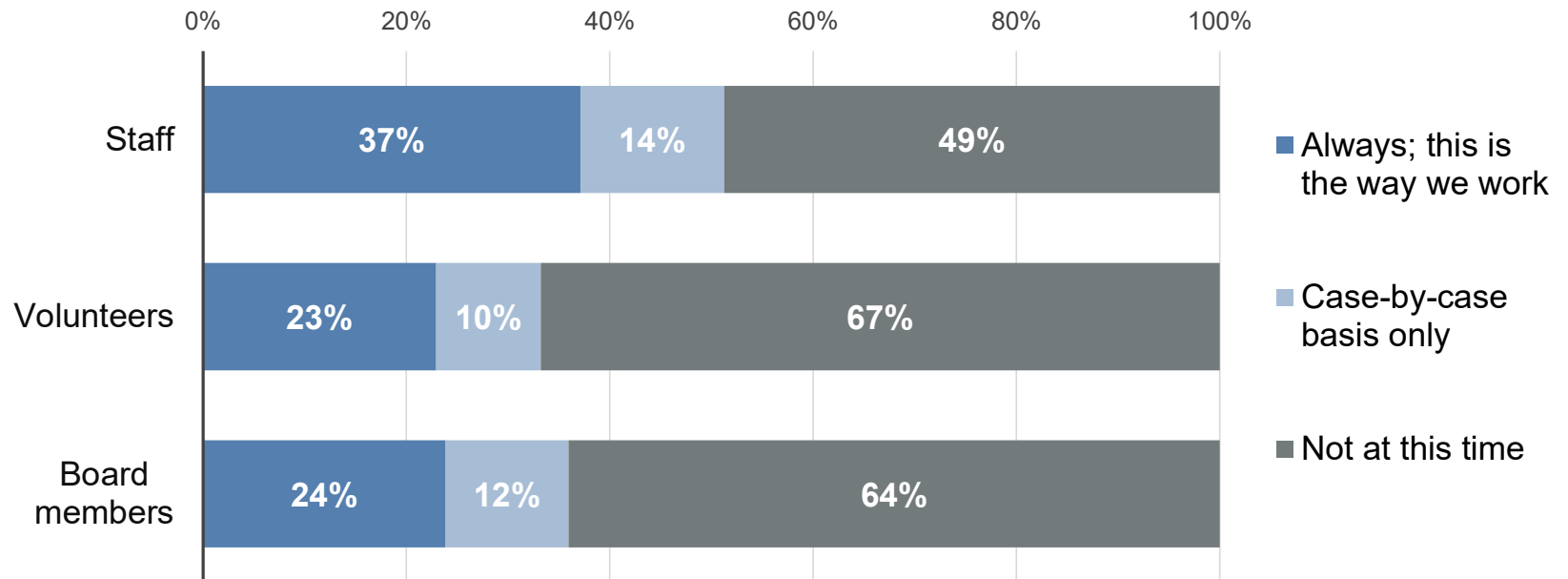
More DEAI-related HR practices take place during hiring and recruitment than at later stages





HR practices are more focused on staff than volunteers or board

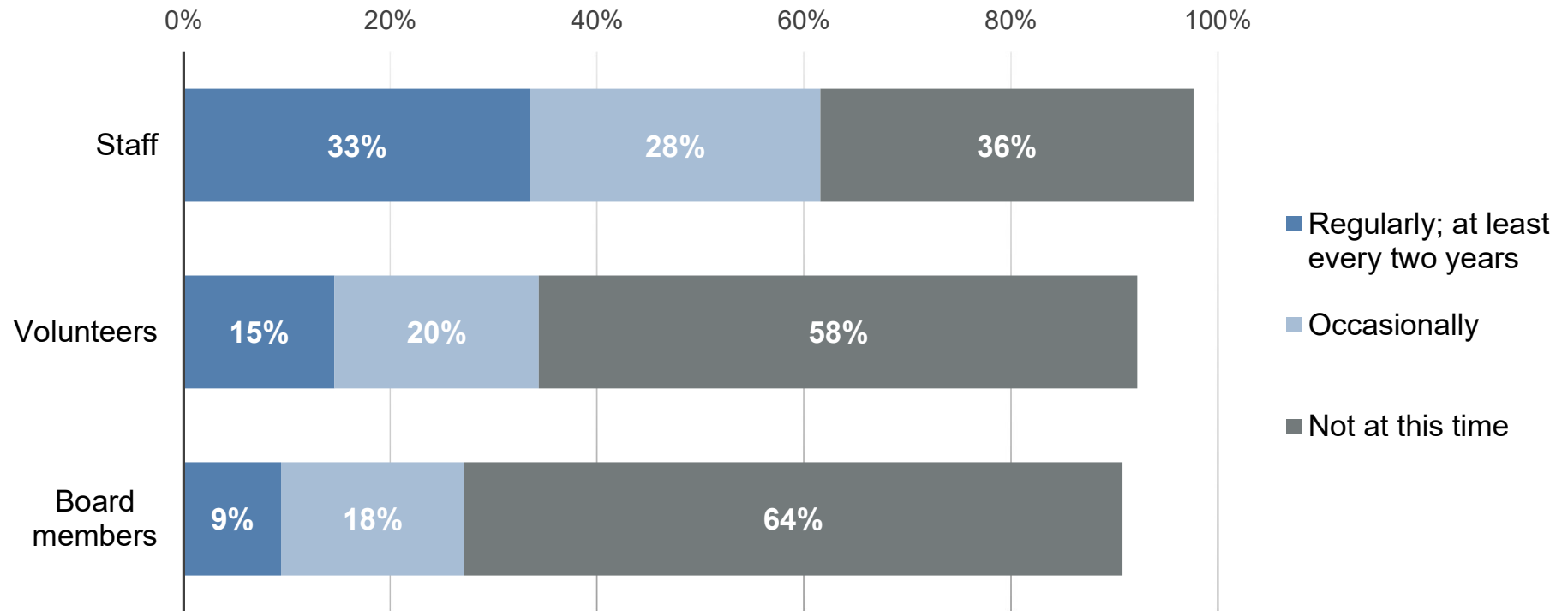
Review/revise leadership pipeline for bias or adverse impact?



Staff n=396, Volunteers n=340, Board members n=331



Offer DEAI training beyond what is required by law



n=428