Public Engagement Session
10:00 a.m. Thursday Nov. 19, 2020

- Thank you for joining us today – we are currently admitting people from the Zoom waiting room and will begin shortly.

- For today’s session, we will begin with everyone on mute, while the speakers provide an update. We will hold time to take questions, starting with those that were submitted in advance and then opening it up to participants on the call. Please use the raise hand feature during that segment so we can recognize those with questions or comments.

- This meeting is being recorded.

- For anyone who has technical difficulties, or needs to leave early, please contact us at DEAI@pittsburghkids.org and we will share the content of the presentation.

- Thank you for joining us today.
public engagement session

Thursday, November 19
10:00 - 11:30 am

Speakers:
Cecile Shellman, Museum DEAI Consultant
Mónica Méndez, Head of Culture Change

Moderator:
Max Pipman, Senior Director Of Communications
Proposed Agreements

Communicate Past, Current, and Future Museum Activity

Answer Questions As Best We Can

Zoom Support or Questions

Speaking, Raise Hand and Follow Ups
What We Will Cover Today

• Max Pipman, Sr. Dir. Communications
  - Timeline / Recap
  - Activities Underway
  - Upcoming Activity

• Mónica Méndez, Head of Culture Change
  - Approach to Upcoming Work

• Cecile Shellman, DEAI Museum Consultant
  - Bias, culture, change, and inclusivity at museums
Our Commitment

Since March, we have been working to REIMAGINE the Museum to be new and different when we reopen safely. We have expanded the scope of that work to elevate diversity and inclusion because museums aren’t neutral spaces and the Children’s Museum is committed to being anti-racist.
Timeline

March
- Covid-19 Friday March 13th

May
- REIMAGINE

June
- Separations
- Open Letter

July
- New mission, vision, values, etc.
- New board committee

Aug
- DEAI work accelerates

Sep
- Values
- Public Engagement

Oct
- Dec
- Ongoing Work
- Reimagine
- New DEAI hire

2021
- Reopening
- Limited Capacity
- Limited Services
REIMAGINE

What would we do, if we had the chance to do things differently at the Museum? We are doing an assessment of how we deliver against our mission by looking internally and externally. This is an opportunity to reassess and evolve our work, and how we serve our guests, our members and our community. This a chance to reflect, change and go forward. We are talking to our partners and our community. We are focused on coming out of this pandemic stronger and tying social justice into this work.
To provide innovative and inclusive museum experiences that inspire kindness, joy, creativity and curiosity for all learners. We forge connections with artists, community partners and neighbors to work on behalf of children, youth and families.
Vision

**ORIGINAL**

To transform education through innovative museum experiences.

**REVISED**

To transform education.
We will leverage our experience in art/design, socio-emotional learning, research, equity and community partnerships to spark creativity, transforming learning for people of all races, cultures and abilities.

We will leverage our expertise and reputation in art and design, environments for learning, research on learning and community partnerships to extend the Museum’s impact to transform education for children, youth and families.
The Values We Use to Guide Our Mission

At Children’s Museum of Pittsburgh we have many values, some long held and others newly developed. And we understand that we must focus on these core values, while leaving room for growth in the future, so that ideas that are aspirational today can become values that we embody tomorrow.

We believe that children’s museums are special places that have great impact, and that we should build on the best of our practices and leave behind things that hold museums back from achieving their full potential. We will lead by example in our words, deeds, actions, and work.

At Children’s Museum of Pittsburgh we will continue to experiment, to learn, and to grow – as will our values.

We Value **Learning**
- We believe people of all ages can benefit from different types of learning experiences. It is important to try new things, even things that may fail, since success and failure are both great teachers.

We Value **Experimentation**
- We are audacious in our approach to taking risks, investing in new and different ideas, exploring new places, and trying out new things. We do this through prototyping and pioneering new ways.

We Value **Partnerships**
- We aim to be an inclusive and welcoming partner. We believe true partnerships, based on shared values, respecting differences and collaboration can create deeper relationships.

We Value **Diversity**
- We strive to provide an environment of inclusion and respect for visitors, staff and partners that is inclusive and equitable, and we believe that this is a journey that must continue, not a destination with an endpoint.

We Value **Kindness**
- We strive to be our most kind, authentic, versions of ourselves, grounded in humility and gratitude.

We Value **Good Design, Art, and Artists**
- We believe a commitment to quality design and attention to aesthetics creates functional, welcoming community spaces. We also believe that good, smart design can drive better practices in sustainable operations.

We Value **Reflection and Improvement**
- As an organization we must take time to understand our impact, and to learn where we can adapt and improve.
Programming and Partnership Updates

The Collective

A collection of seven, Pittsburgh-based, informal education and arts organizations, this Collective aims to not only improve organizations’ survivability amidst the COVID-19 crisis, but spark a seismic shift in our community that will address the changes needed to truly transform Pittsburgh into a city that supports and uplifts all of its residents. This project intends to weave together shared experiences, expertise, and professional practices among community partners for collective influence. This Collective will allow community arts organizations to thrive and support families in these unprecedented times. This Collective will support each organization’s operational needs, while striving to eliminate barriers to community engagement.

Making A Difference

Together these partners will engage youth during afterschool hours to 1) define a personal project that connects making and social justice, and 2) to support them in planning a series of youth-led events at Assemble and the museum for their peers, culminating with a Youth Social Change Expo. Assemble and the museum will also co-create and share a Tip Sheet and an Introductory Guide to Working with and Empowering Youth in informal education spaces.

Boom Jam Puppet Slam

Puppet Karaoke is a vehicle for the two to appreciate American popular music, engage black/brown audiences in culturally relevant puppet experiences, explore diverse representation in performance arts, and present intergenerational arts experiences for families.
Engagement Sessions

**You're invited**

**Engagement sessions for past and current staff**

- **Wednesday, August 12**
  - 4:00 PM
  - **Pastor Brian James Edmonds**

- **Thursday, August 13**
  - 10:00 AM
  - **Dr. Sheila Beasley**

**Community session to be announced**

- **Wednesday, August 12**
  - 4:00 PM
  - **Pastor Brian J. Edmonds**
    - Senior Pastor of the Macedonia Church of Pittsburgh
    - Community session date to follow

- **Thursday, August 13**
  - 10:00 AM
  - **Dr. Sheila Beasley**
    - Pittsburgh Partnership Specialist for the United States Census Bureau
Engaged Cecile Shellman to help guide us while the DEAIJ leadership is established.

Cecile is a DEAI Consultant

She has deep experience in the museum space

Her experience includes having worked in a leadership capacity for Carnegie Museums of Pittsburgh, heading initiatives at Carnegie Museum of Art, Carnegie Museum of Natural History, Carnegie Science Center, and The Andy Warhol Museum.

She holds a CMS from Harvard University and a BFA in Painting from Brigham Young University.

She was named an American Alliance of Museums Facing Change Senior Diversity Fellow in 2019, and she is licensed as a Qualified Administrator for the Intercultural Development Inventory (IDI), the premier research-based cultural competence assessment.

https://cecileshellmanconsulting.com
Board DEAIJ Chairperson / Committee

• Chair - Valerie Kinloch

• Joins Executive Committee

• Full and Permanent Committee:

• Members:
  - Melissa Bizyak
  - Mike Duckworth
  - Jenny Kilgore
  - Karen Larrimer
  - Rose Moriarty
  - Winston Simmonds
  - Darrell Smalley
New Hire – Dr. Mónica Méndez

- Mónica has joined us at Head of Culture Change
- Reporting directly to the Executive Director
- Relaunching Task Force
- Lead in educating museum staff how to dismantle oppressive systems and help hold the Museum accountable for the DEAI commitments it makes, thereby assisting the Museum in fully achieving its mission throughout the entire community
Southwestern PA Museums and Cultural Institutions – Task Force

**DIVERSITY & EQUITY**

This museums and cultural institutions group convened to plan for and share best practices regarding reopening and the response to COVID. From the first meeting, the group recognized the need to include designated action on diversity and equity issues as part of our broader discussion.

A Diversity and Equity team within the museums and cultural institutions group thus developed the following action items, which organizations are working toward:

1. Publicly acknowledge and support Black Lives Matter.
2. Educate themselves.
3. Articulate and demonstrate how they will keep Black staff and visitors safe.
4. Articulate how they will support Black artists, individuals and organizations financially.
5. Develop long-term strategies to truly change the composition of their staff and boards.

Every institution is unique and starting from different points; timelines will vary. However, this group looks forward to making effective and sustainable change, holding each other accountable and extending our leadership beyond our role in Pittsburgh’s vibrant arts and culture landscape.

Most importantly, these action items are only starting points. Institutions continue to discuss and expand upon these action items and are integrating the principles in their guidelines and operations. Through our collaboration, we will continue discussing and growing.
Reopening - Carrying Forward Momentum

- Doing Work Now
- Feedback
- Hiring
- Adjustments
Recap

**Reimaging**
- Cross functional teams
- Board involvement

**Program And Partnerships**
- Boom Jam Puppet Slam
- The Collective
- Afterschool
- And more....

**Engagement Sessions**
- Past Employees
- Current Team
- Ongoing

**Cecile Shellman**
- Leading our work and transitioning to Mónica

**Board Committee**
- Established
- Underway

**New Hire**
- Get Role Right
- Hired
- Underway

**Museum / Task Forces**
- Commitments
- Accountability Partners

**Reopening 2021**
- Capacity
- Timing
- Training
- And more...
Thank You

• This is a beginning
• We are very much thinking of it as a journey
• How can we do the next right thing
• We’ll share content out from this meeting as we can
• Questions: deai@pittsburghkids.org or mpipman@pittsburghkids.org
Mónica Méndez
Head of Culture Change
CHANGE is a PROCESS, not a destination.
• Recruiting through our partners, community organizations, job fairs
• Professional Development for managers on interviewing and hiring, including unconscious bias trainings
• Competitive pay & benefits
• Welcoming physical environment
• Comprehensive on-boarding for new staff and board members
• Regular evaluation of recruiting, hiring, and retention (RHR) practices
• Continued personal/professional development for all team members, including career progression and mentoring
• Removing hidden barriers to RHR
Socio-Ecological Framework (Model):
Creating Change Through Appropriate Channels of Engagement

- Personality
  - Individual Experiences
  - Values
- Sub-Cultures
- Work Team
  - Values
  - Experiences
- Cultures
  - Sub-Cultures
  - Goals
-Department
  - Goals
  - Policies and Procedures
- Organization
  - Norms
  - Policies and Procedures
  - Affinity Groups
  - Cultures
• Every museum professional must do personal work to face unconscious bias

• **Unconscious bias** refers to our automatic, often-unspoken beliefs about various social groups. These hidden assumptions—also referred to as implicit or unintentional bias— influence how we judge others’ competency. They shape our expectations for human interaction and form the basis of prejudicial actions.

• We *all* have unconscious biases. The urge to evaluate is an innate human response. Social and behavioral scientists note that the “ability to distinguish friend from foe helped early humans survive.”¹
Cultural Change and Policy/Practice/Process Change

- Individual work must be authentic and continuous
- Collective work must happen despite any perceived discomfort or difficulty
- Assume the best intentions
- Trust and team-building are essential
- Name, define, and acknowledge the harms you are aiming to redress
The road to becoming an anti-racist, anti-oppressive, fully inclusive organization

• For every museum (arts institution, etc.), it’s contextual and individual
• Begin where you are
• Assess and eradicate biases, audit practices that are exclusive and damaging
• Step out of comfort zone, listen to marginalized individuals and communities
• Continue to develop emotional IQ (EQ), empathy, ability to engage in self- and other-understanding
• Know that practices and policies do not drive themselves
“Racist and antiracist are not fixed identities. We can be a racist one minute and an antiracist the next. What we say about race, what we do about race, in each moment, determines what — not who — we are.”

--Ibram X. Kendi
Submitted Questions

What is The Children's Museums plan to actively recruit, hire AND retain diverse staff? How will the museum create an environment that is welcoming and reflective of the community in which it lives in?
Submitted Questions

I am White and worked for the museum for nearly one year. However, I am a minority in that I keep Saturday as the Sabbath day. Does your diversity committee see religious differences?
Submitted Questions

How did "Justice" become a part of your mission?
Submitted Questions

What are daily/routine shifts individuals can make to influence the systems we engage with?
THANK YOU