



## ASTC Equity and Diversity Initiative Statement

### Equity and Diversity Initiative Mission

Our commitment to equity and diversity will be reflected in our collective efforts to create a dynamic process that helps ASTC members build an awareness and understanding of the needs and the promise of their communities, and subsequently, implement practices and policies that:

- Ensure that boards and staff at every level reflect, welcome, celebrate, and benefit from diversity
- Develop exhibits, programs, and print materials that reflect, welcome, celebrate, and benefit from the diverse communities currently and potentially served by ASTC members
- Work in partnership with diverse constituents (visitors, funders, contractors, supporters, etc.) to identify ways to meet their needs, and
- Engage in dialogues that examine issues of diversity and equity with a proactive commitment to fundamental human rights.

### Background

In October 2001, the ASTC Board of Directors approved a new plan developed by its appointed Equity and Diversity Committee. The plan, which formed the basis for the E&D initiative launched at the 2001 ASTC Annual Conference, was based on a two-part vision: 1) that ASTC would become a model of excellence in equity and diversity, and 2) that ASTC members would be recognized by their communities as truly inclusive institutions.

The plan has five major components, leadership support, assessment, professional development, communication, and career pipeline/recruitment. The component objectives are:

- **Leadership Support**—Provide ASTC's board and directors of member institutions with information, strategies, and tools to enable them to lead this initiative and monitor its progress.
- **Assessment**—Create a system for collecting baseline data and monitoring changes in the status of diversity in the science center field.
- **Communication**—Develop vehicles to present the cast for this initiative to multiple audiences to gain buy-in from ASTC members, to disseminate information, to publicize professional development resources, and to disseminate promising practices of members.
- **Professional Development**—Create and use multiple vehicles to move science center employees from awareness of the need for diversity to knowledge and action.
- **Career Pipeline/Recruitment**—Develop and implement short-term and long-term strategies to meet the field's current and future workforce needs, and introduce cohorts of pre college youth to careers in science education and science centers.