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.
Respondents: Organization Type & Budget

- Art: 21%
- History Museum/...: 16%
- Historical Site: 12%
- Children/Youth: 12%
- Science & Tech: 9%
- Specialty: 8%
- Multi-Disciplinary: 6%
- Heritage & Culture: 4%
- Natural History Museum: 3%
- Botanic Garden/Arboretum: 2%
- Zoo/Aquarium: 2%
- Military Museums: 2%
- Transportation: 1%
- Nature Center: 1%
- Anthropology: 1%
- Presidential: 1%

Budget Distribution:
- Less than $1 million: 42%
- $1-4.9 million: 28%
- $5-19.9 million: 18%
- > $20 million: 9%
- No information: 3%

n=580
Dimensions of DEAI

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
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

### Staff

<table>
<thead>
<tr>
<th>Practice</th>
<th>Always; this is the way we work</th>
<th>Case-by-case basis only</th>
<th>Not at this time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purposely seek out candidates from minority groups</td>
<td>61%</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td>Review/revise job requirements and descriptions to avoid bias</td>
<td>53%</td>
<td>17%</td>
<td>29%</td>
</tr>
<tr>
<td>Review the section and hiring process to check for bias</td>
<td>55%</td>
<td>15%</td>
<td>29%</td>
</tr>
<tr>
<td>Offer orientation or onboarding that proactively protects against bias</td>
<td>50%</td>
<td>10%</td>
<td>41%</td>
</tr>
<tr>
<td>Review compensation &amp; pay equity to check for adverse impact</td>
<td>50%</td>
<td>12%</td>
<td>38%</td>
</tr>
<tr>
<td>Review/revise performance management process &amp; leadership…</td>
<td>37%</td>
<td>14%</td>
<td>49%</td>
</tr>
</tbody>
</table>
HR practices are more focused on staff than volunteers or board

Review/revise leadership pipeline for bias or adverse impact?

<table>
<thead>
<tr>
<th></th>
<th>Always; this is the way we work</th>
<th>Case-by-case basis only</th>
<th>Not at this time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>37%</td>
<td>14%</td>
<td>49%</td>
</tr>
<tr>
<td>Volunteers</td>
<td>23%</td>
<td>10%</td>
<td>67%</td>
</tr>
<tr>
<td>Board members</td>
<td>24%</td>
<td>12%</td>
<td>64%</td>
</tr>
</tbody>
</table>

Staff n=396, Volunteers n=340, Board members n=331
Offer DEAI training beyond what is required by law

- **Staff**
  - Regularly; at least every two years: 33%
  - Occasionally: 28%
  - Not at this time: 36%

- **Volunteers**
  - Regularly; at least every two years: 15%
  - Occasionally: 20%
  - Not at this time: 58%

- **Board members**
  - Regularly; at least every two years: 9%
  - Occasionally: 18%
  - Not at this time: 64%

n=428