



Association of Science and Technology Centers

ASTC Leadership and Field Development Committee

Resource List

The following resources were identified by the ASTC Leadership and Field Development Committee as a part of their landscaping efforts to surface resources that science center and museum professionals are using to address current workforce challenges. Further information can be found in the full report, [Priorities, Challenges, and an Action Plan for Strengthening the Science Center and Museum Workforce](#).

Retaining Staff and Supporting Staff Morale

[The Privilege of Low Pay: Informal Educator's Perspectives on Workforce Equity and Diversity](#)

This article discusses the results of a nationwide survey and selective interviews examining informal science educators' perspectives on workforce equity, diversity, and professionalization before and during the COVID-19 pandemic.

[Human-Centered HR Repository](#). This repository from the Museum of Us is a place for museums to share their experiments with new human-centered HR practices, categorized by themes such as "Recruitment & Hiring", and "Organizational Structure & Strategic Planning".

[Society for Human Resource Management](#). SHRM is the world's largest HR membership association, which offers education, certification, and networking opportunities to its members.

[Beating Burnout At Work](#). This book provides a framework to help organizations prevent employee burnout and includes case studies and specific actionable steps.

[The Empathetic Museum](#). This collective of museum professionals have produced numerous resources aimed at developing empathy in museum practice. One characteristic outlined in their "Maturity Model" rubric is "Institutional Body Language" which outlines how a museum might embody empathy through staffing, policies, workplace culture, and internal structure.

Recruiting and Hiring New Staff

[Rubric for Assessing Candidate Contributions to Diversity, Equity, Inclusion, and Belonging](#). This is a sample rubric for search committees to use in assessing candidates' knowledge, past activities, and future plans for contributing to DEIB in the workplace.

[How Do You Design a Fair and Effective Compensation Program?](#) How-to article with tips for designing a compensation program, written by the American Alliance of Museums' Director of Human Resources.

[Salary Bands: Valuing Talent with Intention and Transparency](#). Six steps for creating, implementing, and communicating salary bands, as well as an explainer for why and how salary bands can promote fairness, minimize bias, increase transparency, enhance communication and negotiation, and ensure rationality in how your organization compensates your team.

[Decolonizing HR in Nonprofits](#). This LinkedIn article provides a robust overview of important ways to get started in recruiting, hiring, and retaining Black, Indigenous, and People of Color (BIPOC) professionals.

[Rethinking Our Human Resources Practices to Build a More Equitable Museum](#). Micah Parzen, CEO of the Museum of Us, describes steps that he's taken to shift HR practices in order to rebuild the museum's team in more equitable and decolonial ways.

[Holistic](#). This Chicago-based DEI consulting firm helps companies build diverse, inclusive, vibrant workforces by using data and people analytics to attract, retain, inspire, and motivate top talent. They also provide a number of free resources, including people-first hiring and employee resource groups.

Supporting Institutional DEAI Learning and Change

[Museums & Race](#). This is a movement to challenge and re-imagine institutional policies and systems that perpetuate oppression in museums, including the Museums & Race Report Card for self-evaluation and a reading list.

[Accountability in Institutions](#). This slideshow, created by a science museum staff member, discusses examples of ways that institutions can truly become accountable for their historic and structural harms.

[The Intercultural Development Inventory](#). This evidence-based assessment examines individual's ability to understand and interact with other cultures and provides a customized intercultural development plan for improving these skills.

[Inclusive Science Communication Starter Kit](#). This toolkit helps science communicators apply the key traits of Inclusive Science Communication in their work, including strategies for facilitating difficult dialogues across difference.

[Institutional Genealogy](#). This PowerPoint describes the concept of institutional genealogy, a critical framework for assessing an organization's origins, ancestors and older forms.

[The Incluseum](#). This project includes a blog as well as tools and resources to advance new ways of being a museum through dialogue, community building, and collaborative practice related to inclusion in museums.

[Racial Equity Tools](#). This site contains a glossary of important terms, information about the history of racism, and an array of data and resources.

[The Ticking Crocodile: Performative Accountability in Cultural Institutions](#). This essay discusses how to spot false gestures at accountability, why acknowledgement is not enough, and what genuine reconciliation might look like.

[Project READY: Reimagining Equity & Access for Diverse Youth](#). These online professional development modules are aimed at school and library professionals who are interested in improving their knowledge about race and racism, racial equity, and culturally sustaining pedagogy.

[Diversci Spark Evaluation Workshop](#). This contains all the tools needed to run your own workshop for collective reflection and internal evaluation on the topic of inclusion.

[Nonprofit Learning Lab DEI Resources](#). This site contains a curated list of resources on DEI topics, sorted into categories such as Privilege, Policies, and Conversations about Race.

[YESTEM Equity Compass](#). This is a tool to help reflect on current practice and develop equitable practice, which is designed around eight dimensions of equity, including Transforming Power Relations and Asset-Based Approaches.

[Undoing Racism](#). These workshops, offered in various locations across the country, have been held for over 40 years, and bring people together to discuss structural racism and power and become a part of a network of anti-racist community organizers.

[The Art of Access: A Practical Guide for Museum Accessibility](#). This book describes how to build a comprehensive approach to accessibility that can be easily integrated into the fabric of your museum.

[Transforming Inclusion in Museums: The Power of Collaborative Inquiry](#). This book offers a new paradigm for understanding inclusion grounded in a retrospective of museum worker efforts to test the limits of inclusion, a reflection on inclusion's advantages and limitations in practice, as well as the integral concerns of racial equity and social justice.

[MASS Action](#) (Museum as Site of Social Action). Both a community of practice for museums to act and build on commitments to equity and social change and source of tools, including a [readiness assessment](#) and [toolkit](#) that outlines the theory and tools for practice towards creating greater equity within the museum field.

[iPAGE Leadership Program](#). A seven-month program for teams of US-based informal STEM professionals to develop skills to understand complex systems in new ways; practice novel strategies for facilitating highly productive teamwork and collaboration; and examine the relationships between identity, systems of oppression, institutional culture, power, and status.

[OF/BY/FOR ALL Change Network](#). A 12-month, fee-based, online program to help organizations to become more inclusive, equitable, and relevant through access to tools, progress reports, and coaching.

[Cambio](#). A year-long professional development program to help museums shift internal practices to better create STEM experiences that are culturally relevant, responsive, and sustaining to Latinx audiences.

Professional Learning and Leadership Development for Museum Staff

[Change Up Learning](#). Self-paced and live professional development opportunities for educators and youth development workers, that provide evidence-based advice drawing on the work of psychologists and learning experts.

[Reflecting on Practice](#). This is a professional learning program for informal educators to put the latest science of learning into practice.

[Cultural Competence Learning Institute](#). An institute that guides museum staff as they catalyze diversity and inclusion efforts in their institutions through cohort-based programs and online resources.

[CAISE Broadening Participation Toolkit](#). A toolkit to support science engagement professionals who are developing strategic efforts to broaden participation in STEM.

[Diversity, Equity, Accessibility, and Inclusion Booklet](#). The National Informal STEM Education Network rounds up tools, practices, and project examples that can support institutions in making their experiences more relevant and inclusive in order to promote a more equitable STEM future in local communities.

[ASTC New Leaders Fellowship Program](#). Provides skill-based leadership development opportunities to science center and museum professionals from historically underrepresented or marginalized backgrounds who aim to move into leadership roles in their career.

[Informal STEM Learning Professional Competency Framework](#). A tool for individuals, institutions, and organizations to understand, plan, and advance their professional capacity in the field of informal STEM learning. *A new NSF grant beginning Fall 2022 will support updates to the framework and tool development.*