



## **Leadership Through Diversity**

*Building audiences and strengthening the workforce for tomorrow's museums*

The American Alliance of Museums and the Smithsonian Center for Education and Museum Studies present "Leadership Through Diversity" in collaboration with the AAM Diversity Committee, the New England Museum Association, the Mid-Atlantic Association of Museums, and the Mashantucket Pequot Museum in Connecticut.

### **Overview**

This intensive one-day workshop addresses how museum professionals can work more effectively together to develop exhibitions, create public programs, and resolve conflict in a diverse museum workplace. Developed by the American Alliance of Museums (AAM) and the Smithsonian Center for Education and Museum Studies (SCEMS) in collaboration with the AAM Diversity Committee, this workshop:

- Provides new perspectives on progress of diversity in museums
- Uses a strategic planning tool, New Visions© Tools for Change in Museums, to identify institutional goals and strategize action steps
- Enhances cultural competency skills.

### **Goals**

1. To build communications skills for multicultural organizations
2. To understand how cultural competency impacts museum work.
3. To motivate the leader in all of us to make a difference.

### **Toolkit**

The workshop toolkit contains resources to help strengthen personal leadership skills, information about workforce diversity, a glossary, and an extensive bibliography to improve cultural competency.

### **Agenda**

- Cultural Competency Assessment - By completing an assessment, participants gain insight into their current cultural competency.
- Envisioning the Perfectly Diverse Museum - What does the diverse museum look like? What kinds of policies, programs and relationships should museums implement to be more inclusive?
- Curating for Change: The Power of Objects - Participants work in teams to curate an exhibit that addresses diversity issues.
- Mapping Progress in Diversity: Museums and Society - How has diversity changed over the last 20 years?
- Managing Conflict: Museum & Community Collaborations - Participants work in teams to develop a community-specific festival.
- Leading Up and by Example - After a short assessment of leadership styles, participants will be presented real-case vignettes. The scenarios help to identify leadership qualities and assist participants in resolving potentially conflict-ridden issues to lead their organizations to significant change.
- Strategies for Action - Based on the visioning exercise in the morning, participants will identify three to five actions steps to achieve goals for the museum field.