

ALBUQUERQUE MUSEUM DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION PLAN - 2022

EXECUTIVE SUMMARY

Albuquerque Museum (the Museum) opened in 1967 at the old airport location. The Museum was established to collect, preserve and present the rich histories, the art, and the culture of the city. The Museum expanded to its current Old Town location in 1979 and established itself as a central gathering place, as a hub of educational and cultural programming, and continued to grow the size and scope of its Art and History collections and exhibitions. Museums anchor the communities they serve, and Albuquerque Museum embraces its role as a preserver of cultural memory, a steward of credible information, and a promoter of lifelong learning. Museums can exercise significant influence in a community and also have the great responsibility to ensure that the Museum is for everyone.

The Albuquerque Museum welcomes more than 120,000 visitors annually and continues to work to broaden audience engagement and to create a welcoming space for people of diverse races, ethnicities, classes, genders, ages, and abilities.

The Museum strives to be a leader in New Mexico's cultural sector by making our collections broadly relevant, by expanding our audiences, and by serving the diverse populations that live in and visit our state. Part of this work includes the Museum continuing to develop and offer new perspectives in programming, in presenting the Museum's permanent photo archives and art and history collections, and in hosting traveling art and history exhibitions.

The Museum's Diversity, Equity, Access, and Inclusion Plan is integrated with the Museum's 2021 Strategic Plan, Museum policies, and Collections Plans. Together, these documents provide a road map for caring for collections, organizing exhibitions and programs, engaging with communities, and creating an organization based on museum best practices and principles of diversity, equity, access, and inclusion.

STATEMENT OF POLICY

Albuquerque Museum's mission statement reflects a commitment to collecting, presenting, and elevating diverse narratives through Art and History. Albuquerque's rich heritage and many cultures are central to the Museum's mission which states, "As a cornerstone of our community, Albuquerque Museum cares for important collections of art and history, presented through well-curated exhibitions and programs that inspire and promote learning across cultures." The Museum also recognizes its role in bringing national and international experiences to our state as many New Mexicans may not have access to these experiences through travel.

The Museum's mission statement is dependent upon a culture and policies that reinforce the organization's commitment to creating a museum where everyone is welcome. The Museum seeks to integrate and ensure that a diversity of voices, perspectives, knowledge systems, and skills are represented in our exhibitions, programs, collections, and policies. The Albuquerque Museum strives to ensure that the populations of Albuquerque are represented in every level of

policymaking, hiring, governance, collections, and programming. Based on 2018 Census Data published on the City of Albuquerque's website the demographic makeup of Albuquerque is as follows.

Population of Albuquerque (2018 Census Data): 560,218 people

Population of Metro Area - Bernalillo County, Sandoval County, Torrance County, Valencia County (2018 Census Data): 910,726 people

Albuquerque Population by Race and Ethnicity (2018 Census Data):

American Indian and Alaskan Native: 4.6%

Black or African American: 3.2%

Asian: 2.8%

Hispanic or Latino: 49.0%

Two or more races: 4.5%

White alone, not Hispanic or Latino: 39.4%

For purposes of this document, the following definitions of Diversity, Equity, Access, and Inclusion are applied based on the American Alliance of Museum's definitions as follows.

Diversity

Diversity is all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

Equity

Equity is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.

Accessibility

Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

Inclusion

Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

Exploring the intersections of art, history, and culture, the Museum shares multiple perspectives and experiences that tell the broad-ranging stories of our city, our region, and beyond. The Museum recognizes the necessity for diverse voices, perspectives, and skills to be included in the work the Museum does and in the materials the Museum presents to the public. The Museum strives to create equal access to opportunities, which may require accommodations to ensure access. The Museum acknowledges past exclusion and is working to achieve genuine inclusion. Achieving equity requires deliberately applying time, resources, and consideration to achieve this goal. In addition, our Museum values its relationships with the community through building trust and understanding.

The Museum strives to be an organization in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute to the organization's success. Inclusion requires intentional, ongoing effort to ensure that diverse individuals are represented in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

The Museum's commitment to diversity, equity, access and inclusion ensures:

- The Museum is accessible. The Albuquerque Museum strives to provide programs and exhibitions that address barriers of language, ability, or income.
- The Museum is welcoming. The Albuquerque Museum acknowledges it sits on traditional Tewa homeland and is the beneficiary of a rich heritage and knowledge. The Museum is welcoming to all residents of New Mexico including Pueblo peoples, Latino/Hispanic communities, and many other diverse Asian, African, and Indigenous communities, newcomers, and visitors.
- The Museum promotes trust and equity and minimizes disparities and marginalization by seeking to engage the creative sector with the broader community in creating and developing collaborative opportunities.
- The Albuquerque Museum strives to embed diversity, equity, access, and inclusion in its operations, from staff to volunteers to Board of Trustees to its programming, exhibitions, and collections. The Museum supports pay equity, diversity in hiring and employment practices, and in providing a safe and welcoming place to work in and to experience.

EXHIBITIONS AND PROGRAMMING

Present art and history exhibitions and programs that represent diverse perspectives. Present art and history exhibitions and programs that connect to current events and issues that impact people's lives in order to broaden the Museum's reach and relevance.

Survey and track the Museum's art collection and art and history exhibitions to determine the representation of historically marginalized people. Review existing data on program participation to determine gaps in service to the community.

Strive to create more opportunities for community collaboration in order to reach new and broader audiences. This effort includes the continuation of a community focused gallery, broadening photo archives to represent a broader range of Albuquerque's neighborhoods, and engage with artists, scholars, and community members to assess and update permanent collections exhibitions *Common Ground* and *Only in Albuquerque*. Develop community partnerships for programming with underrepresented audiences in mind.

Form a community advisory committee to provide feedback on collections.

Use digital, social media, and print publication platforms to present diverse perspectives on art and history. Provide web-based programming and exhibitions to promote access to the Museum.

Provide Spanish translation when possible. Comply with ADA accessibility standards. Develop partnerships to expand accessibility to exhibitions and programming for visitors of all abilities.

PLACE

The launch of the Albuquerque Museum's Education Center plan incorporated a community engagement process, with the goal of expanding classes offered, programs, and the use of outdoor space to create a vibrant, and welcoming space for all visitors.

Seek contracts with diverse vendors across a broad range of services.

Develop a community advisory committee to assist the Center in developing policies and programming that are equitable, inclusive, and accessible to our community.

Seek partners to support programs that connect with neighborhoods across the city.

Prioritize inclusion in the Center's programming and hiring. Develop partnerships with community partners to present inclusive programming.

Research, pilot, and implement new approaches to visitor engagement in the galleries, considering the roles of security, visitor services, and volunteers.

RESOURCES

Cultivate partnerships with civic, cultural, and educational institutions to build our audience and develop programs that address issues of equity and inclusion.

Develop marketing and communication strategies to effectively reach first-time and occasional visitors in order to build sustained relationships.

Monitor audience satisfaction data to identify and address recurrent DEAI-related issues.

To attract new and existing audiences, offer a broad range of programs that serve as an introduction to what the Museum offers. Solicit and apply feedback from target audiences to identify areas of interest and to develop dynamic programming.

ORGANIZATION

Establish a multifunctional, cross-division DEAI group to strategize, monitor, and enact the Albuquerque Museum's efforts.

Research and develop staff and volunteer training programs to deepen and extend understanding of diversity, equity, access, and inclusion.

Retain high-performing, talented employees with diverse backgrounds and perspectives.

Support the development of internships and work-study programs that reach students

Establish coaching and mentoring opportunities to maximize performance and career potential.

Make staff aware of the channels through which they can voice concerns and ask questions regarding aspects of diversity, equity, access, and inclusion.

Communicate the importance of equity and inclusion in staff orientations, planning, and trainings.