Our DEAI Journey & Juneteenth
Our DEAI Journey

- Conducted a staff survey in 2020; results revealed that we had some work to do regarding DEAI.
- Hired Demetria Miles-McDonald from Decide Diversity as our DEAI Consultant.
- Demetria conducted listening sessions to learn more about the culture of the Museum and guided our efforts through 2022.
- 30 small group debrief sessions were facilitated by members of the E-Team and other leadership to share the findings of the survey and to continue the discussion started in the listening sessions.
- It was decided that a DEAI Task Force was needed; conducted a “blind” application and selection process for the DEAI Task Force that was open to all staff.
- DEAI Task Force fully assembled in August 2021 and has been working ever since!
Where We Are Now

• Task Force work group areas of focus:
  – DEAI Learning Culture- creates a monthly calendar of observances & resources.
  – Equity & Accessibility- focused internally on equity & accessibility for staff.
  – Hiring & Retaining Diverse Staff, Volunteers & Interns
  – Internal Inclusion- focused on ensuring staff feel they can show up everyday as their authentic selves and that they will be respected and valued.
  – Neighborhood Inclusion- focused on ensuring our relationship with the neighborhood is positive, mutually beneficial, inclusive and equitable.

• Work groups hunted & gathered from August 2021 – May 2022 & provided a set of recommendations to the Executive Team.

• Demetria and Shanna conducted an audit with each department to review policies, procedures and practices.

• New (different from the one in 2020) DEAI annual staff survey completed in April 2022 to establish a baseline moving forward.

• The Executive Team, in partnership with the Task Force, is reviewing all findings and recommendations and identifying implementation strategies that will launch in early 2023.
What We’ve Accomplished

• Use of pronouns: stickers for staff, included in introductions in meetings and trainings.
• Implemented Equitable Hiring Tool and added DEAI statement to all job postings.
• Increased base salary from $12 to $15 in 2021.
• Intern program transitioned from unpaid to paid internships.
• Implemented a new Vendor Code of Conduct with explicit DEAI guidelines included.
• Helping to educate families that visit the Museum about systemic racism, prejudice and discrimination through our exhibit offerings: *Stories from Our Community: The Art of Protest, Boundary Breakers and Emmett Till and Mamie Till-Mobley: Let The World See.*
Key Lessons Learned & Practices

Advantages of Partnership and Collaboration
- Bridges the gap in expertise and knowledge
- Access to strategic connections
- New perspectives
- Moral and emotional support

Be Good Listeners
- Builds trust
- Enables problem-solving
- Helps create healthier relationships
- Helps with empathy

Stay Committed to Continuous Improvement
- You don’t have to have it all figured to take action
- Progress over perfection
- Be flexible
## Creating Equity

Commited to making the museum an accessible a resource to all communities

### Community Membership Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Free Foster Family memberships</strong></td>
<td>for IN foster families in partnership with Department of Child Services</td>
</tr>
<tr>
<td><strong>Free Neighborhood Club membership</strong></td>
<td>for residents in Mid-North neighborhoods in partnership with Old National Bank</td>
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### Reduced Admission Program

- State-wide cultural arts accessibility program that provides opportunities for under-resourced/underrepresented communities
- Partner network consists of 13 Indiana cultural arts/science/education attractions and 11 historic sites
- **$2 for general admission** per household member per visit

### Free and Reduced Days

**Free**
- Martin Luther King Jr. Day
- Presidents’ Day
- Fiesta de la Familia
- Christmas Eve (open until 2 p.m.)

**Reduced Admission Days**
- First Thursday of each month
  - Admission is $6 per person, 4-8 p.m.
  - Community partners on-site share resources
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**Old National Bank Mid-North Promise Program**

Free college and career readiness program that provides:

- 1:1 support for families
- Direct service referrals along with invitations to special programs and events focused on education, career, community, wellness, and more.
- College and Workforce Scholarships

**StarPoint Summer Camp**

Low cost, curriculum-based multi-week summer program for youth ages 6-12 years old in the Mid-North community and local Access Pass program members.
Collaborative Partnerships

Emmett Till & Mamie Till-Mobley: Let the World See

- Assembled an Advisory Committee comprised of Subject Matter Experts and Community Members to develop exhibit experience and programming

- Partnered with NAACP to educate museum staff on the history of racism and segregation in Indianapolis and market exhibit to schools
**Juneteenth Programming**

**Education**
Partner and consult with Subject Matter Experts such as Indy Juneteenth, NAACP, Sam Collins III (Juneteenth Legacy Project) and other Subject Matter Experts to facilitate staff training and education on Juneteenth.

**Planning Team**
- Assemble a planning team that includes community members
- Create an Advisory Committee to provide input and guidance on event and programming

**Juneteenth Community Calendar**
Work with other Juneteenth event organizers and arts community to create Juneteenth community events calendar to spread events/programs throughout the month.

**Support Juneteenth Community Events**
- Partner with Indy Juneteenth to:
  - Host Miss Juneteenth Pageant
  - Display Miss Juneteenth Pageant dresses
  - Provide resources for Kids Zone at Indy Juneteenth main event
- Explore collaborating on city-wide community engagement project – possibly something like Absolute Equality, a Juneteenth public arts initiative
Absolute Equality Public Art Initiative

Founded by public artist, Reginald C. Adams, the initiative serves as a national platform for highlighting and amplifying the story of Juneteenth and helps to give voice to the voiceless while remembering and celebrating the contributions of Black freedmen and formerly enslaved people who fought for their freedom and the freedom of others.
Juneteenth Programming

Project Description

- Local artists will create a site-specific mural that builds community through hands-on community engagement experiences for local students and residents to be part of the co-creation process
- Create an interactive website and augmented reality applications to support the local mural project
- Produce a 30-minute documentary film that documents the mural creation process

Website: www.absoluteequality.org
Juneteenth Programming

Absolute Equality Miami

https://www.youtube.com/watch?v=Fo3bZjJrLwI
To learn more and/or join the exploratory discussions on Indianapolis being part of the Absolute Equality national series, contact Angelina Moore.

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