

Long Beach Museum of Art

**DIVERSITY, EQUITY, ACCESSIBILITY
AND INCLUSION PLAN**

Long Beach Museum of Art



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STATEMENT OF POLICY

Seventy years ago, the Long Beach Museum of Art was founded “to foster transformative experiences inspired by contemporary art.” The Museum connects art to life through its collections, exhibitions, sculpture gardens and grounds that inspire discovery, spark creativity and promote cultural understanding. We are dedicated to serving people of all backgrounds, cultures and identities, ensuring an environment where differences are valued and respected and where all members of our community are fully engaged participants in our mission.

We are addressing the critical national need to build diversity in the arts through better audience development and recruitment for our board of trustees and workforce. Our arts education initiatives and ongoing professional development for Long Beach K-5 public school teachers further reflect our commitment to diversity and equity in the classroom, and we are continuing to expand efforts to engage multicultural college undergraduates in internships and a museum studies program that introduces diverse high school students to a range of museum careers. With free admission for Long Beach Unified school groups, support for individuals with disabilities, special programs for underserved communities, and access to ‘residency’ studio space for local emerging artists, the Museum encourages and supports attendance by individuals and communities, including those who might not otherwise visit or feel that they are welcome.

While much has been accomplished to date, there is also much to learn and more to do. The work ahead is multi-faceted, challenging and complex given the multiple and varied ways in which individuals interact with the Museum and with each other. Although our specific goals and strategies will evolve based on lessons learned and on our deepening understanding of best and most promising practices, our broad vision for the institution embraces the following:

- For the Museum to be recognized in the communities we serve as an anchor institution that values, nurtures and leverages diversity, equity and inclusiveness in all that we do and in what we present to the public.
- For Museum Trustees, Staff and Volunteers to reflect the demographic and cultural diversity of the regional community.
- For children and youth in the Museum’s education programs to continue to be representative of the city’s student population.
- For the Museum’s cultural programs and exhibitions to increasingly reflect the perspectives and contributions of and attendance by the city’s many cultural communities, as well as communities from across greater Long Beach.
- For the Museum to be viewed and experienced as a welcoming environment that enables visitors of all abilities and needs to enjoy its exhibitions and programs.

DEFINING DIVERSITY, EQUITY, ACCESSIBILITY + INCLUSION

The adoption of this plan formalizes and underscores Diversity, Equity, Accessibility and Inclusion (DEAI) as fundamental institutional values and provides a foundation for advancing our work across the institution and for our broader community.

Diversity: At the Long Beach Museum of Art, diversity is defined as the characteristics and attributes that make each of us unique at the individual or group level. Diversity has many dimensions, including gender identity and expression, race, national origin, sexual orientation, religion, disability, and age; as well as cultural and socioeconomic backgrounds, life experiences, skills, thoughts, perspectives, and ideas. Organizational diversity requires ensuring that multiple perspectives are represented. Our goal is to ensure visitors, volunteers, trustees, staff and collections reflect this diversity.

Equity: Equity involves acknowledging diversity, celebrating what makes us unique and working together to eliminate barriers that prevent participation of all people and communities. Building equity requires that we seek an understanding of the underlying causes of disparities within our society, and strive to address and overcome them, in order to fulfill our commitment to providing equal opportunities in our employment and other practices

Inclusion: At the Long Beach Museum of Art, we commit to listening to and learning from diverse voices and perspectives. We create a vibrant and accessible social space that encourages dialogue and the exchange of ideas through arts and culture. As a Museum with a global collection, it is our mission and responsibility to ensure that our staff, interns, and volunteers demonstrate cultural competence, and that our collections and programming reflect and respond to diverse needs, interests and cultures of our communities here in Long Beach and beyond.

Accessibility: An equitable, accessible museum is one that is inclusive of, and makes space for the characteristics that each person brings. At the Long Beach Museum of Art, we are committed to creating accessible environments throughout the institution's physical building and in our practices and providing the public with physical and intellectual access to the Museum and its resources. We believe these commitments strengthen the institution for everyone.

STRATEGIC ROAD MAP

ART & ARTISTS

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

Feature artists that facilitate equity and those who are equity champions.

Support residencies/ free museum space to local underrepresented emerging individual artists to enhance their creativity, value as an artist and importance to the community.

Use digital, social media and print publication platforms to present diverse perspectives on art.

PLACE

Integrate universal design principles throughout the Museum to make each visitor feel welcome.

Launch the Grounds Master Plan, which will incorporate a community engagement process, with the goal of maximizing the use of outdoor space and ensuring it is safe, vibrant and welcoming for all visitors. The newly renovated and curated Outdoor Sculpture Garden has put this plan in motion.

Conduct an accessibility audit and establish a timeline for new initiatives to better accommodate all audiences and that reflect best practices in the field.

BOARD OF TRUSTEES

Identify, recruit and retain well-qualified trustees from diverse backgrounds as a part of the Museum's DEAI strategies and board development efforts.

Identify, recruit and develop young trustees as a part of the Museum's, short-term DEAI strategies (age diversity). This strategy allows board service to be more accessible for future generations.

Activate a Board of Trustees, Diversity Policy and Practices Plan.

Maintain a strategic plan that aligns diversity and inclusion efforts with Museum's strategic goals and objectives.

AUDIENCES & PROGRAMMING

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

Cultivate partnerships with community-based organizations to ensure outreach and programming that address issues of equity and inclusion in the arts reaches underserved neighborhoods.

Cultivate and sustain existing partnership with educational institutions and a Museum Studies Program, to increase awareness of museum careers to junior and senior high school art students.

Maintain efforts to recruit and engage college undergraduates from multi-cultural backgrounds in internships targeted to curatorial/collections care and arts education.

Develop audience diversity to grow a new generation of individuals with an interest in the visual arts.

Present programming to reflect the value that all are welcome and strive to respond to a variety of needs, ages, communities, languages and perspectives and to include special events that focus on reaching a broad range of community members.

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

Build greater cultural equity and inclusion in arts audiences and programming with permanent and changing exhibitions that explore diverse facets of art, culture and history including the creative lives of female and male artists.

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

STAFF

Establish a multifunctional, cross-departmental DEAI group to strategize and monitor the Museum's efforts, holding ourselves accountable to one another, our supporters and all audiences.

Facilitate ongoing staff training programs to deepen and extend understanding of diversity, equity and inclusion. Survey staff to evaluate effectiveness.

Recruit, develop and retain high-performing, talented employees with diverse backgrounds and perspectives.

Highlight successes and reward team members for outstanding inclusion efforts.

THESE STRATEGIES WILL BE ACCOMPLISHED BY:

1. Examining current curatorial, collecting and education practices.
2. Training for all museum staff on DEAI terminology, concepts and cultural competencies.
3. Engaging local communities in conversation to build trust and co-create a new organizational model where they feel seen, heard, respected, represented and understood and the Museum feels empowered by the inclusion of their narratives and voices.
4. Establishing a staff team to identify and address issues related to diversity, equity, and inclusion as they pertain to the visitor experience, using visitor comment cards and survey data as a starting point.
5. Identifying best practices for Visitor Experience staff.
6. Monitoring and updating, as needed, diversity indicators for trustees and staff, collect baseline data, and implement and report periodically on policy and plan compliance.
7. Establishing benchmarks and measuring progress against the Museum's goals annually and adjust strategies and tactics accordingly. The DEAI is closely aligned with the Museum's 2020-2025 strategic plan. As priorities change, the strategies and goals of this plan will be revisited.

Adopted by the Long Beach Museum of Art Board of Trustees on October 6, 2020