Earth & Space Project-Based Professional Learning Community

NISE
NATIONAL INFORMAL STEM EDUCATION NETWORK

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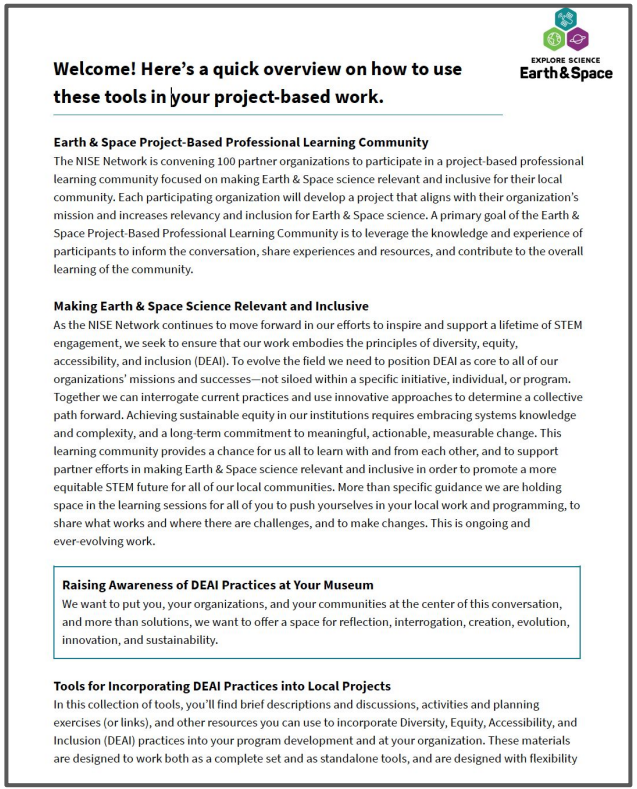
Diversity, Equity, Access, and Inclusion (DEAI) Tools and Practices Overview

Recorded in December 2021 as part of the Earth & Space Project-Based Professional Learning Community

Tools Overview

DEAI Tools

- Defining Diversity, Equity, Accessibility, and Inclusion in Your Project
- Social Identity & Perspective
- Building Inclusive Teams
- Equity and Inclusion in Community Engagement
- Partnership Approaches & Strategies
- Culturally Responsive Programs
- Collaborative Program Development
- Multilingual Engagement
- Developing and Using Land Acknowledgments



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Welcome! Here's a quick overview on how to use these tools in your project-based work.

Earth & Space Project-Based Professional Learning Community

The NISE Network is convening 100 partner organizations to participate in a project-based professional learning community focused on making Earth & Space science relevant and inclusive for their local community. Each participating organization will develop a project that aligns with their organization's mission and increases relevancy and inclusion for Earth & Space science. A primary goal of the Earth & Space Project-Based Professional Learning Community is to leverage the knowledge and experience of participants to inform the conversation, share experiences and resources, and contribute to the overall learning of the community.

Making Earth & Space Science Relevant and Inclusive

As the NISE Network continues to move forward in our efforts to inspire and support a lifetime of STEM engagement, we seek to ensure that our work embodies the principles of diversity, equity, accessibility, and inclusion (DEAI). To evolve the field we need to position DEAI as core to all of our organizations' missions and successes—not siloed within a specific initiative, individual, or program. Together we can interrogate current practices and use innovative approaches to determine a collective path forward. Achieving sustainable equity in our institutions requires embracing systems knowledge and complexity, and a long-term commitment to meaningful, actionable, measurable change. This learning community provides a chance for us all to learn with and from each other, and to support partner efforts in making Earth & Space science relevant and inclusive in order to promote a more equitable STEM future for all of our local communities. More than specific guidance we are holding space in the learning sessions for all of you to push yourselves in your local work and programming, to share what works and where there are challenges, and to make changes. This is ongoing and ever-evolving work.

Raising Awareness of DEAI Practices at Your Museum

We want to put you, your organizations, and your communities at the center of this conversation, and more than solutions, we want to offer a space for reflection, interrogation, creation, evolution, innovation, and sustainability.

Tools for Incorporating DEAI Practices into Local Projects

In this collection of tools, you'll find brief descriptions and discussions, activities and planning exercises (or links), and other resources you can use to incorporate Diversity, Equity, Accessibility, and Inclusion (DEAI) practices into your program development and at your organization. These materials are designed to work both as a complete set and as standalone tools, and are designed with flexibility

Example Tool: Building Inclusive Teams

Building Inclusive Teams

Integrating inclusion from within and from the start

s important to build a team that reflects the communities you are trying to engage. Who we are defines our work and how others perceive us. Having a diverse and inclusive vision for your program builds trust in the communities you serve, especially when you reflect the voices of the audiences you serve from within your team and center non-dominant cultural perspectives.

People from the intended target audience should always have a voice in the development/ or implementation of the project or activity. For example, if the project is being developed for target Latino/Latina/Latinx communities, people who identify as Latino/Latina/Latinx should be included, preferably leading the content development and delivery. This doesn't mean that professionals from other backgrounds can't participate, it means that priority is given to individuals that can represent the voices, interests, and questions of the intended community. This approach will provide the project with depth and culturally relevant experiences for both the public and professional participants.

How does having a diverse team impact the project's viability and relevance?

Motivates meaningful and diverse **conversations**

Creates more opportunities to reach out to diverse **communities**

Makes the team feel that **inclusion** is not just for participants

Collaboration within a multicultural team brings **different lived visions** to the museum and its projects

Ensures a **longer-lasting relationship** with the communities and their desire to collaborate with and support the museum's efforts

nal impact

the importance of diversity and inclusion within the organization encourages a culture s each team member's authentic identity, welcomes them, and makes them feel that they project. Team members should feel empowered, included, and able to thrive ly. This will in turn have a great impact on your communities, making audiences feel a of representation and belonging. One of the best ways to build a diverse team is to start e and inclusive team of employees, but teams can also include the addition of volunteers, yees, community advisory members, or partners who are called on for specific roles luence, expertise, and experience.

usive and diverse teams also builds institutional capacity for DEAI and is critical at all orth noting that too often in our field, institutions make diverse hires for positions created unity engagement"or "partnership" in the title and potentially limit building inclusive s the entire organization. Compartmentalized DEAI hiring practices such as this hinder the overall efforts.

ultimate goal of diverse hiring is not to bring in people of color in order for the nization to continue as usual but to bring in diverse colleagues so that the

ings & [illegible]mizi, 2017)

TUDY

gon Museum of Science and Industry's (OMSI) staff include team members from ifferent backgrounds, including countries such as Mexico, Venezuela, Colombia, Costa Rica, and Chile. Partners at the Latino Network gave this feedback about the *We* feel safe and happy to bring our community to OMSI because we know that the will feel comfortable having Latinas that speak in Spanish to them. It is a way to s feel at home."

REFLECTION QUESTIONS

1. Who are you developing this experience for? How will community members see themselves represented in the staff of educational programs and experiences that have been created for them?
2. "Target audience" is a common phrase used to define the community a program may be intended to serve or belong to. How does the language we use show how we think about things or "other" people? How can we be more inclusive?
3. How are the voices of staff, volunteers, and collaborators representing diverse communities included in the planning of your project?
4. If you don't have staff or volunteers that can represent your community audiences, what are some ways to address this issue? For example, could you recruit new volunteers, or could your community partner help by co-staffing your program?

PREGUNTAS DE REFLEXIÓN

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sources building inclusive teams

Jennings, Gretchen & Jones-Rizzi, Joanne (2017). Museums, White Privilege, and Diversity: A Systemic Perspective. Dimensions. 63–74. Retrieved from https://www.astc.org/astc-dimensions/dimensions-special-edition-growing-toward-future-the-welcome-heard/

Watch a recording of a webinar from MuseumExpert, Diversity is the Bare Minimum: https://www.youtube.com/watch?v=GLGPwTZHxnI

The Free Management Library has a section on valuing diversity. It includes self-assessments, team building exercises, and resources on teaching tolerance, building trust, and managing conflict.
https://managementhelp.org/interpersonal/multicultural-diversity.htm

Thank You

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