

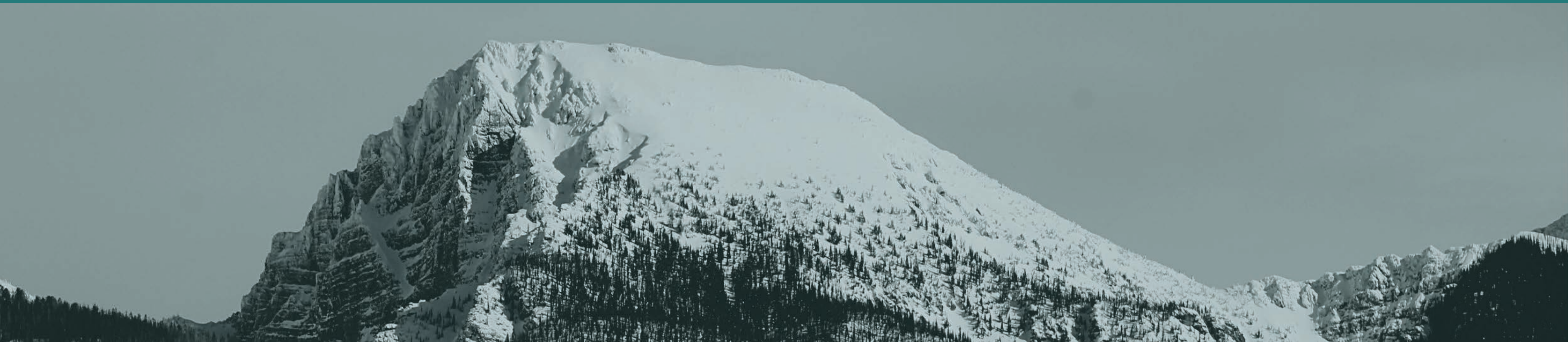


TAKING A MOMENT: REFLECTING ON OUR DEAI RESPONSIBILITIES

AAM -INDEPENDENT MUSEUM PROFESSIONALS NETWORK

FOCUS:

TAKING A MOMENT



HOW ARE YOU FEELING IN THIS MOMENT?

MINDFULNESS & INTENTIONALITY





MINDFULNESS:

MOUNTAIN TOP VISION



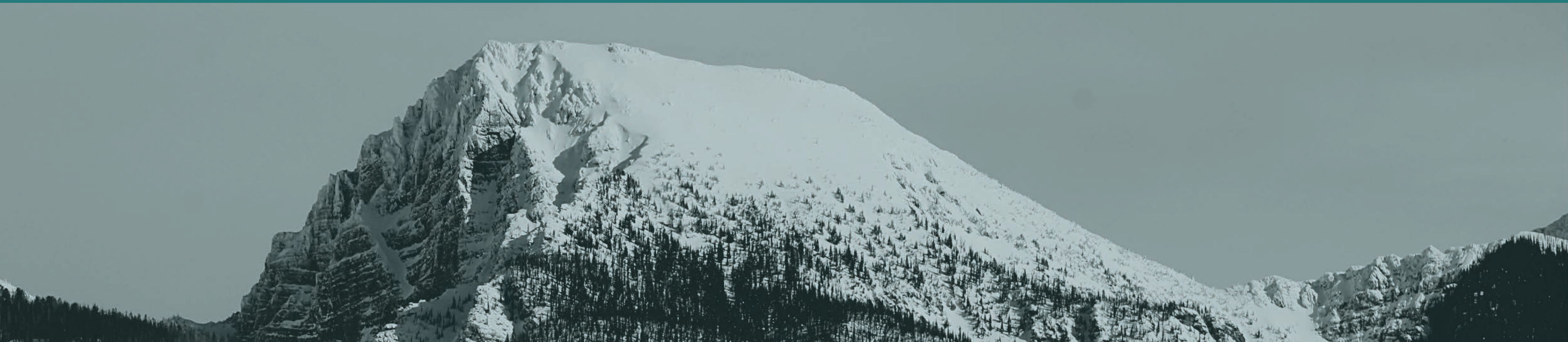
INTENTIONALITY:

GUIDING PRINCIPLES

- BE CURIOUS AND OPEN.
- LISTEN FOR UNDERSTANDING & CHECK YOUR ASSUMPTIONS.
- RECOGNIZE THAT THIS IS NOT A DEBATE.
- BE PATIENT & BRING YOUR WHOLE SELF.
- TRY TO ACKNOWLEDGE WHEN YOU ARE UNCOMFORTABLE.
- BE OPEN TO CHANGING YOUR MIND.

FOCUS:

SHARED UNDERSTANDINGS





IMPLICIT BIAS:

"REFERS TO THE ATTITUDES OR STEREOTYPES THAT AFFECT OUR UNDERSTANDING, ACTIONS, AND DECISIONS IN AN UNCONSCIOUS MANNER. THESE BIASES, WHICH ENCOMPASS BOTH FAVORABLE AND UNFAVORABLE ASSESSMENTS, ARE ACTIVATED INVOLUNTARILY AND WITHOUT AN INDIVIDUAL'S AWARENESS OR INTENTIONAL CONTROL....

THE IMPLICIT ASSOCIATIONS WE HARBOR IN OUR SUBCONSCIOUS CAUSE US TO HAVE FEELINGS AND ATTITUDES ABOUT OTHER PEOPLE BASED ON CHARACTERISTICS SUCH AS RACE, ETHNICITY, AGE, AND APPEARANCE."

- KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY

DEAI:

- **DIVERSITY:** all the ways that people are different and the same at the individual and group levels. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.
- **EQUITY:** 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 specific goals.

(AAM)

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

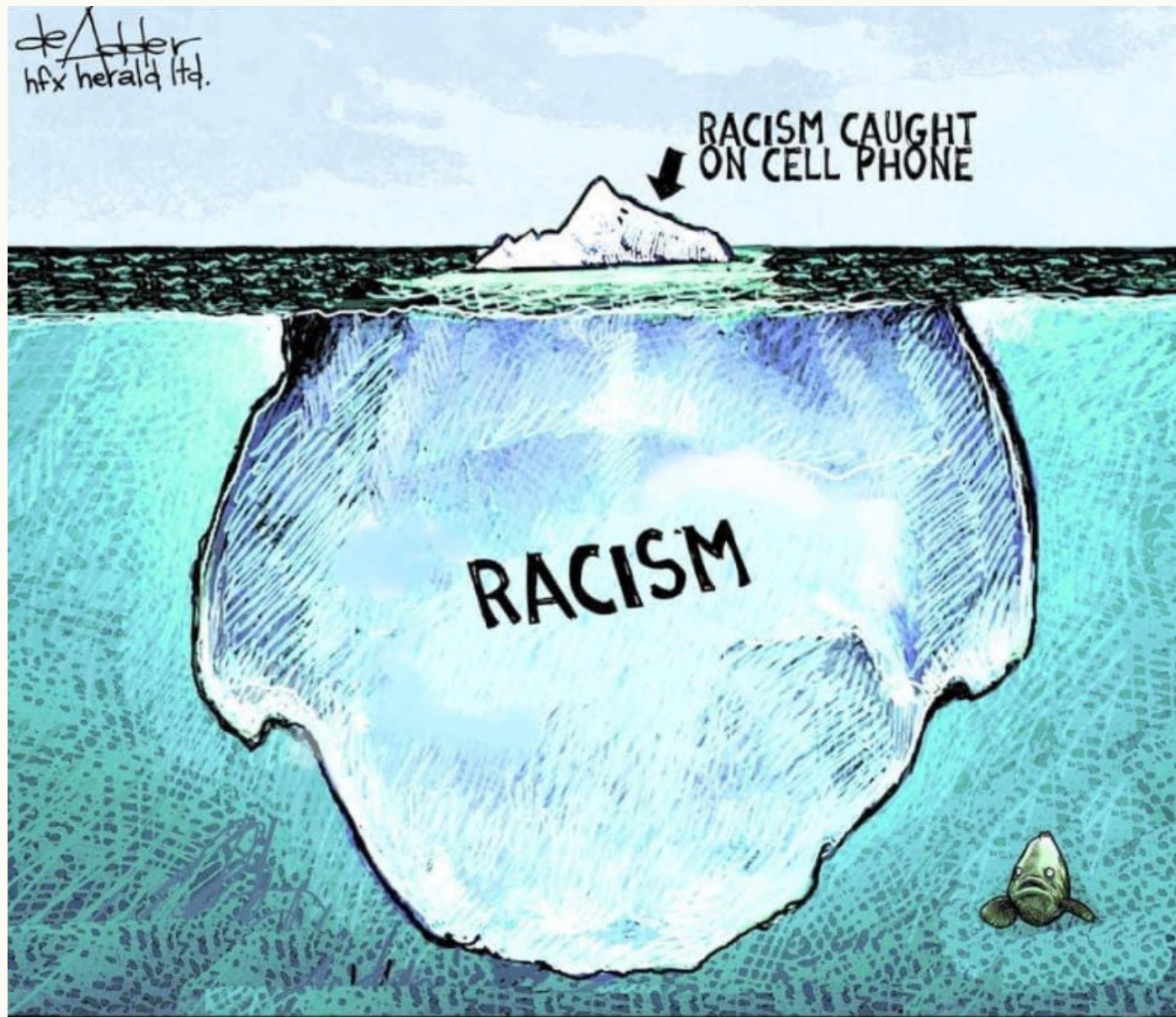


ANTI-RACISM:

DEAI & ANTI-RACISM ARE NOT THE SAME

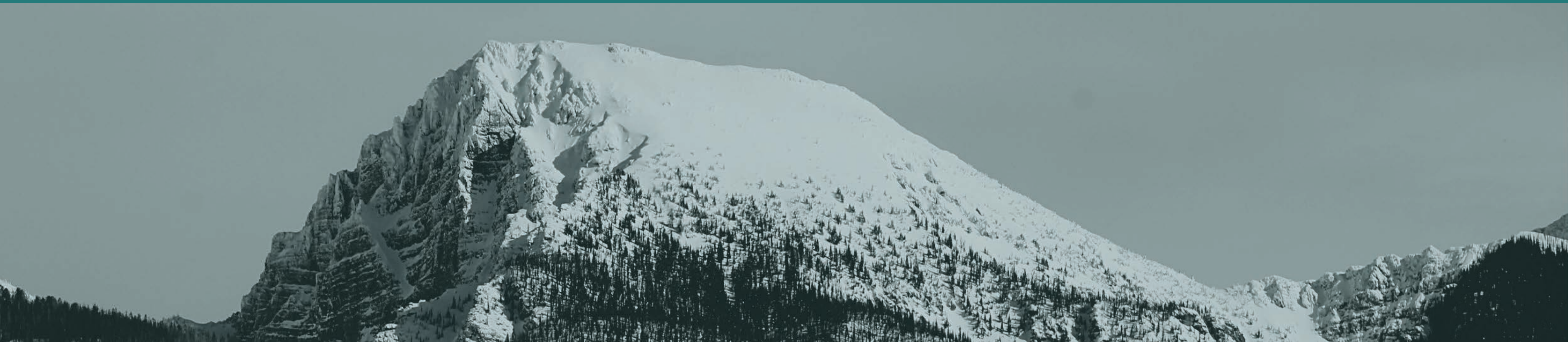
"the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

- NAC INTERNATIONAL PERSPECTIVES: WOMEN & GLOBAL SOLIDARITY



FOCUS:

OUR RESPONSIBILITIES



LEAD THROUGH AGILITY:

- ACCOUNTABILITY CULTURE
- EMPOWERING ALL LEVELS
- AGREEMENTS DEPENDING ON INTEGRITY
- TRUST EQUATION
 - CREDIBILITY
 - RELIABILITY
 - INTIMACY/SELF-ORIENTATION



LEAD THROUGH RESILIENCE:

LIFE DOESN'T REALLY COME WITH A MAP

"Psychologists define resilience as the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.... As much as resilience involves 'bouncing back' from these difficult experiences, it can also involve profound personal growth."

- AMERICAN PSYCHOLOGICAL ASSOCIATION



LEAD THROUGH EMPOWERMENT:

- PRIORITIZE CONNECTIONS, RELATIONSHIPS & PARTNERSHIPS.
- TAKE CARE OF YOUR MIND, BODY, AND SPIRIT.
- FIND YOUR PURPOSE.
- EMBRACE THAT EVERYONE IS DOING THEIR BEST.



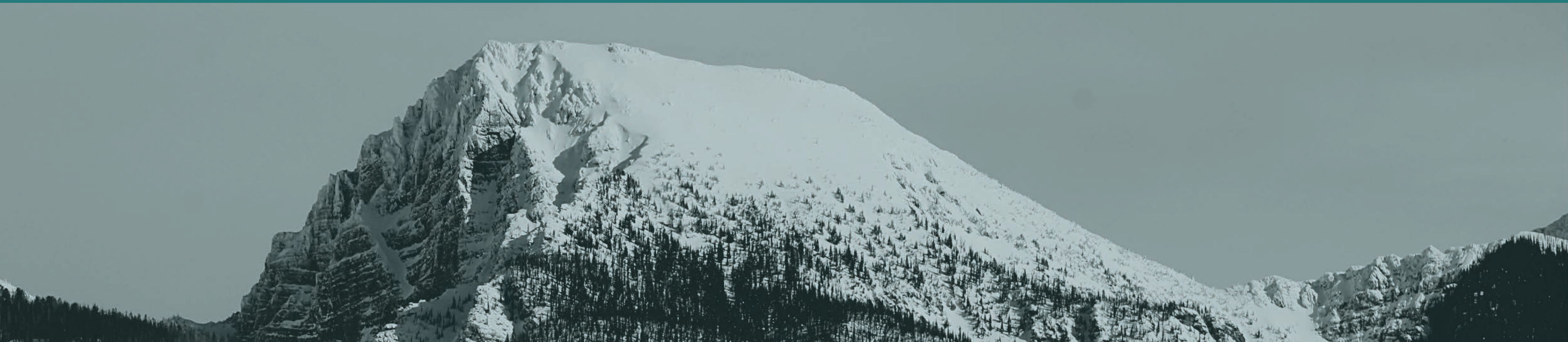
BE REALISTIC

FROM INDIVIDUAL PERSPECTIVE &
ORGANIZATIONAL PERSPECTIVE

- WHAT CAN YOU CONTROL?
- WHAT CAN YOU INFLUENCE?
- WHAT ARE YOU INVESTED IN?

FOCUS:

2020 HAS CHANGED US



HERE'S TO 2020:

TEACHABLE MOMENTS....

- WHAT HAS CHANGED?
 - WHAT DO YOU NEVER WANT TO EXPERIENCE AGAIN?
 - WHAT DO YOU WANT TO TAKE WITH YOU?
- HOW HAS THAT CHANGED YOU?
 - PERSONALLY?
 - PROFESSIONALLY?
- WHAT RESPONSIBILITIES DO YOU NOW RECOGNIZE?



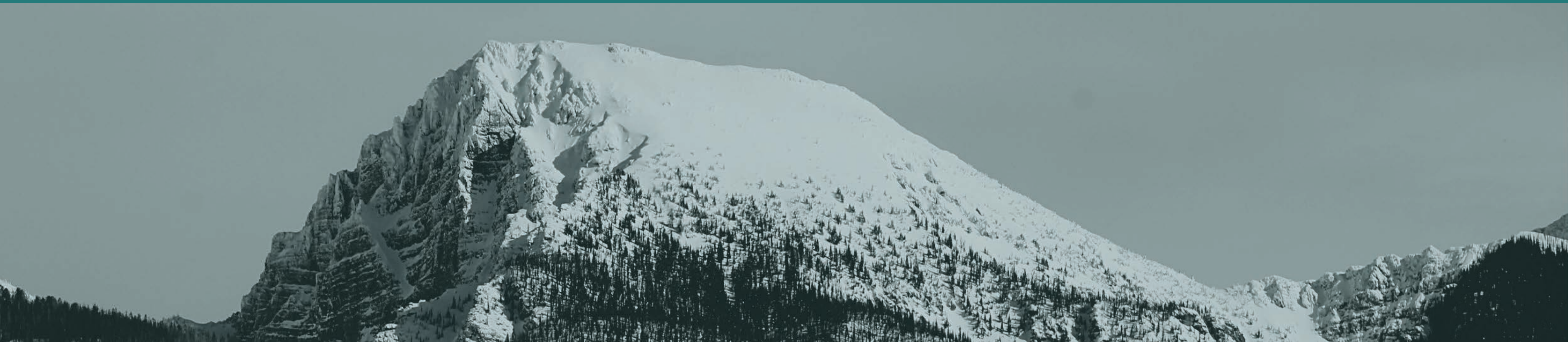


LEAD THROUGH LOVE LANGUAGES:

- GIFT GIVING
- QUALITY TIME
- WORDS OF AFFIRMATION
- ACTS OF SERVICE
- TOUCH

FOCUS:

THOUGHTS & NEXT STEPS






BIOMIMICRY

THINK ABOUT STARTING SMALL &
REPLICATING TO MACRO IMPACTS

- THE IMITATION OF THE MODELS, SYSTEMS, AND ELEMENTS OF NATURE FOR THE PURPOSE OF SOLVING COMPLEX HUMAN PROBLEMS.



PRINCIPLES OF EMERGENT STRATEGY

ADRIENNE MAREE BROWN

- SMALL IS GOOD, SMALL IS ALL.
- CHANGE IS CONSTANT.
- THERE IS ALWAYS ENOUGH TIME FOR THE RIGHT WORK.
- THERE IS A CONVERSATION IN THE ROOM THAT ONLY THESE PEOPLE AT THIS MOMENT CAN HAVE. FIND IT.
- NEVER A FAILURE, ALWAYS A LESSON.



HOW TO SUCCEED

THE ESSENTIALS FOR INDIVIDUALS &
FOR ORGANIZATIONS

- STAY TRUE TO YOURSELF.
- REFRAME, REALIGN, OR RECREATE YOUR PLAN.
- TURN FEAR INTO OPPORTUNITY.
- CONSISTENTLY WORK TOWARD YOUR VISION.
- TAKE CARE OF YOURSELF.
- KEEP PERSPECTIVE.
- REMEMBER THAT THIS IS A JOURNEY.
- MAKE THE FIRST MOVE - AND, THEN, MAKE ANOTHER.

INSPIRATION FROM:

ELIZABETH ACEVEDO

The world is a turntable that never stops spinning; as humans we merely choose the tracks we want to sit out and the ones that inspire us to dance.



THANKS FOR SHOWING UP!

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