Hiring Diverse Teams
Building Inclusive and Innovative Institutions

Monday, 9/26/2016
10:15am - 11:30am
Tampa Convention Center, Room 12
The right fit =

Different for every person, every position, every institution.
If your staff doesn’t reflect the communities we serve and strive to serve,

Why is that?
What are the barriers?
How can we change this?

Akiko Minaga
Exploratorium
Diversity =

All the differences that make us unique, which includes but is not limited to:

<table>
<thead>
<tr>
<th>Socio-economic status</th>
<th>Gender</th>
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<tbody>
<tr>
<td>Education</td>
<td>Language</td>
</tr>
<tr>
<td>Professional experience</td>
<td>Nationality</td>
</tr>
<tr>
<td>Behaviors</td>
<td>Sexual Identity</td>
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<tr>
<td>Workstyle preferences</td>
<td>Abilities</td>
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<tr>
<td>Race</td>
<td>Ethnicity</td>
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<tr>
<td>Age</td>
<td>Religion</td>
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Presenters

Akiko Minaga
Project Lead
Exploratorium
aminaga@exploratorium.edu

Ann Hernandez
Program Manager, Professional Development
Association of Science-Technology Centers
ahernandez@astc.org

Joey Rodriguez
Manager of Community Engagement
Center for Aquatic Sciences at Adventure Aquarium
jrodriguez@aquaticsciences.org

Tonya Matthews
President and CEO
Michigan Science Center
Tonya.Matthews@mi-sci.org

Sandra Bonnici
Associate Director of Education
Madison Children’s Museum
shoecherl@madisonchildrensmuseum.org
The Big I.D.E.A. is still under construction

Tonya M. Matthews, Ph.D.
President and CEO
Michigan Science Center
Know Where You Are Building

YOUR ENVIRONMENT
YOUR INSTITUTION
YOUR POWER

Tonya M. Matthews
Michigan Science Center
Know What You Are Building

THE IMMEDIATE GOAL

THE INTENDED LONG-TERM IMPACT

& WHY

(in multiple languages)

Tonya M. Matthews
Michigan Science Center
… then create an honest, realistic, ambitious plan and Build Buckle up, put your hard hat on, hunker down, stock your wine cabinet, but most importantly Make sure your army is ready.

Tonya M. Matthews
Michigan Science Center
Access, Diversity and Inclusion

Sandra Bonnici
Madison Children’s Museum

Access - I know where the front door is and I can get to it and through it

Diversity - I see myself and my values reflected in the organization

Inclusion - I have a voice in helping the organization fulfill its mission
Investing in institutional change

Sandra Bonnici
Madison Children’s Museum

Make the case to stakeholders internally and externally to resource change in policies, programs, staffing and community partnerships
Big Steps and Little Steps

Sandra Bonnici
Madison Children’s Museum

Use data to create urgency

Get buy-in from board and leadership

Do it in community - YWCA CCLI Professional Organizations

Build Change Teams with Board, Staff and Community

Show me the money - grants and foundations to help
Keep at it
You can do hard things

Sandra Bonnici
Madison Children’s Museum

Keep asking these questions:

- Why are we a great place to work for--?
- Who is not at the table or will be impacted by this decision?
- Not About Me With Out Me
Thinking Ahead:

What does the “Right Person” look like when hiring teens?

Joey Rodriguez
Center for Aquatic Sciences
Recruitment

❖ Where are you looking?

Have you evaluated to identify whether or not barriers are at a minimum....even better, eliminated?

It is important, everybody within your ability, has the opportunity to be:

❖ Informed about all job openings in your institution
❖ Provided the opportunity to apply (electronic & paper applications)

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Joey Rodriguez
Center for Aquatic Sciences
WHY?

- Why is this important to your institution? (Responses vary for each museum)
- CAUSE
  (Community and Urban Science Enrichment)
  - Provided Opportunity for professional & personal growth
  - Confidence building
  - They become advocates and representative of their community
  - Exposure to career and educational opportunities
  - Paid Job experience
  - Mentorship...And the list goes on...

Joey Rodriguez
Center for Aquatic Sciences
Interview in Teams

Ann Hernandez

- Different positions/departments in the room each time
- Limiting bias
- Be open to your colleagues opinions
Have Them DO

Ann Hernandez

- More creative the better
- What do you value in your workplace beyond the job skills?
- Discuss what they did—how and why
Be Honest About Your Work Culture

Ann Hernandez

- Where is it now?
- Where do you want it to be?
- Ask what they value