

5 THINGS YOUR MUSEUM CAN DO TO SUPPORT GENDER EQUITY

MIND THE PAY GAP

Women earn anywhere from 53-80+ cents for every dollar a man earns in nearly every profession no matter their ethnic or racial background. Transgender and non-binary colleagues often earn much less. Institutions can address the gap by conducting equity audits of salaries and benefits, and addressing compensation barriers.



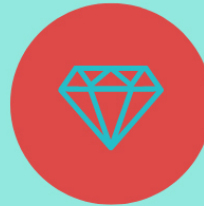
ADVOCATE FOR BLIND HIRING PRACTICES

To counteract the influence of bias in hiring, re-examine recruitment practices, including language of position listings, job descriptions, policies and procedures. Focus on skills and transparency, and incorporate blind hiring practices, such as omitting candidate names and locations, employment dates and other data that could influence decision-making.



THANK A "HIDDEN FIGURE"

Look around you -- there are people in your institution who make important, thoughtful contributions to your work everyday. These are colleagues who deserve recognition and support. Raise them up.



ENSURE MANY VOICES ARE AT THE TABLE

Leveraging the full range of thinking and problem-solving approaches are key characteristics of successful 21st century organizations. Value inclusion as well as gender diversity and make sure it's at the table -- every table. Be proactive.



PRACTICE EMPATHY

Empathy is a habit we can cultivate by being curious about others and challenging our prejudices in order to discover our commonalities. It requires active listening, opening up, and nurturing tolerance. And it takes practice. Organizations can be empathetic, too.



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