

Art Adventure Guide

Brown Bag

Wednesday, November 15, 2017

Inclusion, Diversity, Equity, and Accessibility

Mia is committed to championing policies and practices that value diversity, foster equity, and empower an accessible and inclusive environment. Our strength lies in the diversity among the broad range of people who contribute their time and talents to Mia. We consider inclusion and accessibility a driver of institutional excellence and seek out diversity of participation, thought, and action. It is our aim, therefore, that our employees, trustees, interns, and volunteers reflect and embrace these core values.

Inclusion = Welcoming

Inclusion: While diversity always exists in social systems, inclusion and equity must be fostered.

At Mia, we do this by cultivating an environment where people feel supported and listened to, and are able to do their personal best. As a museum with a global collection, it is our mission and responsibility to ensure that our employees, trustees, interns, and volunteers demonstrates cultural competence, and that our collections and programming reflect and respond to diverse needs, interests, and cultures of our communities here in Minneapolis and beyond.

Self-reflection and Feedback

- Self-reflection as a tool to focus on gallery experiences (tours and art carts)
- Individualized process: what do YOU want to work on?
- Focus on being welcoming and inclusive to our audience (Strategic Plan goal)
- Reflect on what goes well and how that contributes to a successful experience
- Identify ways to improve interactions with visitors

Self-reflection Process

- Complete on-line self-reflection form to identify what you want to work on
- Schedule observation with staff member (1 hour)
- Discuss immediately after with staff observer (30-45 minutes); focus on area you identified
- Receive notes from staff observer within 2 weeks

What do you do during tours or art carts to help visitors feel welcome?

What do you think goes especially well on your tours/art cart facilitations, and how do these aspects contribute to the overall success of your tour/art cart facilitation? (Please give specific examples.)

Identify one area in which you would like to improve. (Examples discussed included developing themes, transitions, certain types of open-ended questions, group management, wait time, initial engagement at art cart, and so forth.)

Hey! Where'd that artwork go?

- Picture Person Training: still talk about what's off view
- School Tours: use a substitute

- All updates get e-mailed monthly and posted on the IPE site
 - Tour routes
 - Object locations
 - Suggest substitutes

- Binder in Target coat check

Amazing Animals		
Yutei	<i>Flock of Cranes</i>	Off
American Stories		
Lakota	<i>Winter Count</i>	Off
Huie	<i>Kids Playing, Frogtown</i>	Off
Artists' Inspirations		
O'Keeffe	<i>Pedernal</i>	Off
Stearns	<i>Fishing Party</i>	TBD
Cultural Reflections		
Hunter	<i>The Wash</i>	Off

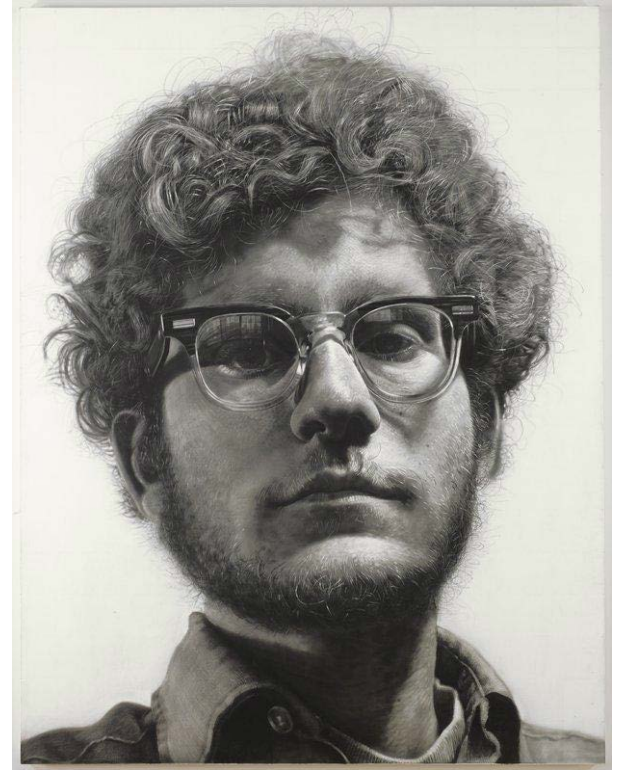
Dressed for the Occasion		
Van Der Zee	<i>Wedding Day</i>	Off
Family, Friends, and Communities		
Keita	<i>Dressed in...</i>	Off
Morisot	<i>The Artist's' Daughter</i>	Off
How People Lived		
Catlett	<i>Sharecropper</i>	Off
Dakota	<i>Cradleboard Cover</i>	Off
Let's Celebrate Life		
Lakota	<i>Woman's Dress</i>	Off

People and Their Environments		
Canaletto	<i>Grand Canal</i>	E.V. until 12/31
Gates	<i>Suitcase</i>	Off
Abbott	<i>New York at Night</i>	Off

Sources of Strength		
A'aninin/Nakoda	<i>Shirt</i>	Off
Lange	<i>Migrant Mother</i>	Off

Future changes

- *Soundsuit* off view permanently beginning Dec. 3rd
- *Frank* off view beginning Dec. 3rd, hope to return



What makes a good AA substitute?

Cranes with Bamboo (from a pair of Cranes with Pine and Bamboo)





G252
Amazing Animals
(Flock of Cranes)



American Stories,
(Lakota Winter Count)
G261

Joseph No Two Horns,
Tipi Cover G261



Unangan or Alutiig, Vest,
G260
Sealskin, wool, bird quills,
animal membranes, fur



Artists' Inspiration
(O'Keeffe, Pedernal)

Georgia O'Keeffe
City Night
G377

Georgia
O'Keeffe,
Black Place
G301



Artists' Inspirations (Stearns, Fishing Party)

Ludolph Backhuysen, Fishing Vessels
Offshore on a Heavy Sea, G309



George Morland, Selling Fish
G306



Cultural Reflections Hunter, The Wash

Portrait Gallery G360 Kunin Collection

Prosperity Gate
Qing Dynasty
or
Yuji Honbori, Eleven-headed
Bodhisattva G200



Dressed for the Occasion
(VanDer Zee, Wedding Day)



George Bellows, Mrs. T
in Cream Silk
G302

Gari
Melchers,
Marriage
G302



Douglas Volk,
After the
Reception
G302



Family, Friends and
Communities
(Seydou Keita, Dressed in a
loose boubou...)



Chokwe, Citwamo Ca
Mangu (Throne)

Marion Hunt
Doig' Button
Blanket
G261



Family, Friends and Community
(Morisot, The Artist's Daughter,
Julie, and her Nanny)



Edgar Degas,
Portrait of Mlle.
Hortense
Valpinçon
G351



Miao Clothing, G218

How People Lived (Catlett, Sharecropper)

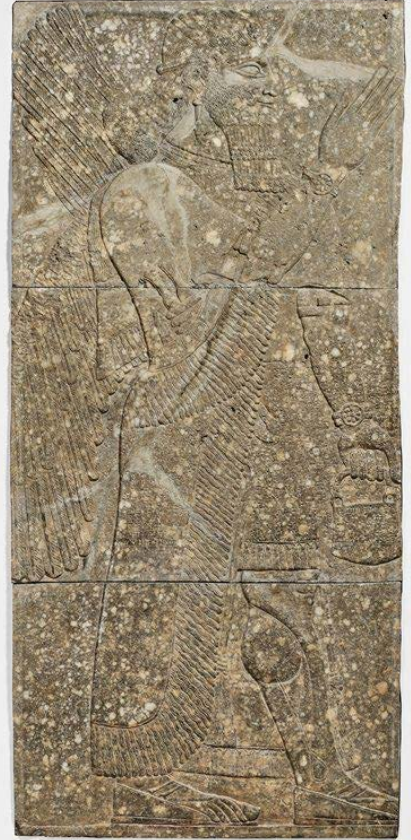
Pieter de Hooch, The Asparagus
Vendor G309



Ancient Egypt, Cartonnage of
Lady Teshat G250



Assyrian, Winged Genius
G240



How People Lived (Dakota, Cradleboard)



Joseph No Two Horns,
Tipi Cover G261

Edward K. Thomas,
View of Fort Snelling,
G303



Cradleboard,
Kahnawake Mohawk
G260



Let's Celebrate Life
Lakota, Woman's Dress

Sowah Kwei, Fantasy Coffin, G250



Dress, c. 1870
Ka'igwu (Kiowa)



People and Their Environments (Canaletto, Grand Canal)

Italy, Writing Desk, G308



England, Tudor Room, G325



People and Their Environments (Gates, Suitcase)

Lakhota, Pipe
bags and Doll
G261



George Morrison, Collage IX, Landscape G375



People and Their
Environments
(Abbott, New York at Night)



Jacob Lawrence,
Subway Acrobats
G359 (loan)



Vera Lutter,
Temple of Nettuno,
Paestum, XVI,
G242

Georgia O'Keeffe,
City Night
G377



Sources of Strength (A'aninin/Nakoda Shirt)

Japan, Red-and-blue-
laced Suit of Armor
from the Kii Tokugawa
Family
G340



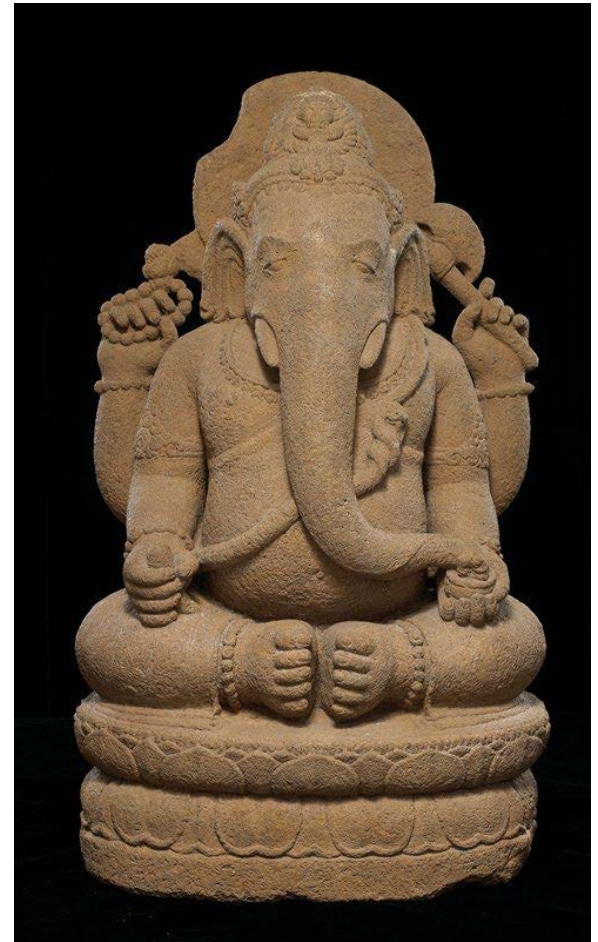
Headdress, Tsistsistas
(Cheyenne) or Lakḥóta



Sources of Strength (Lange, Migrant Mother)

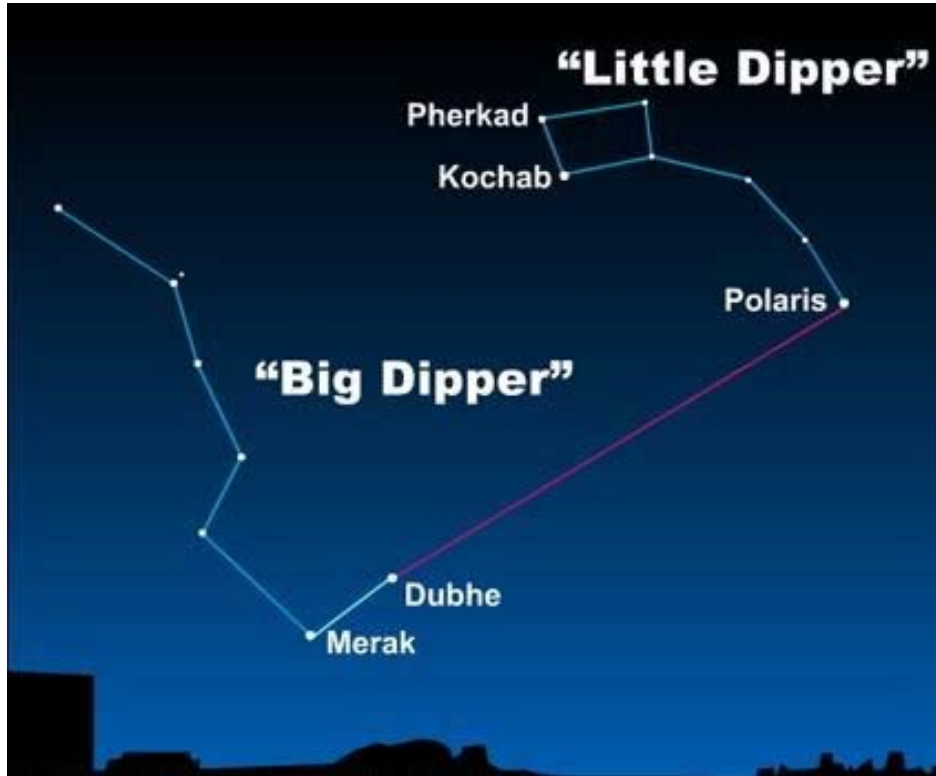
Indonesia, Ganesha
G213

Portrait Gallery G360 Kunin Collection



Martin Wong, Polaris, 1987,
acrylic on canvas, 2017.35





Polaris



Happy Thanksgiving!

