Women in the Museum Workplace

A facilitated discussion
Introductions, Please
Who is in the room?
Why are you here today & what do you hope to walk away with?
Agenda for our session

- Discussion on women in the museum workplace both generally and in Utah
- Small group discussion around several topics including leadership and championing women
- Group strategies & takeaways
Ground Rules

- Brave Space & Cone of Silence
- Listen respectfully and actively
- Don’t commandeer a conversation--let everyone speak
- Anything else?
Women in the Museum

Stats and information from the 2019 publication
6 Myths

1. Feminism is all about women being in power
2. The contributions of women in museums are evident
3. The salary disparity between male and female workers is a thing of the past
4. There are so many women in the museum field now that gender equity will happen on its own
5. It’s not about gender anymore
6. Change only happens from the top down

From *Women in the Museum: Lessons from the Workplace*, Ackerson and Baldwin
Museums & the Pink Collar Professions

- Pink Collar = women’s work
- Came about in the 70s with more women entering the working field
- Pink Collar includes professions such as nursing, teaching and now museum work—the caring jobs, which pay historically less than other fields
- The more women in one sector, the “pinker” it becomes
- Ackerson and Baldwin: Equity in gender may lead to more equity in pay; the balance of gender is critical.
455 individuals surveyed

- 50% under 40 years old
- 9% were people of color
- 67% expressed workplace culture changes when dominated by one gender
- 62% have experienced or witnessed gender discrimination in the workplace including verbal or sexual harassment, salary inequities, & being talked over
Women dominate the museum sector for museums with a budget of $250k or less

- But white women only make $0.91 on the dollar that white men make
- Women of color even less
So, where does this leave us?
Let’s Talk About Leadership

- Do you have professional goals?
- Do you have a plan in place to achieve those goals?
- How and when will you evaluate your professional goals?
- What are the BARRIERS to achieving your goals?
Championing Women in the Museum

- What does this look like to you?
- How do you support one another?
- If you’re an ally, how do you support the women in your workplace?
Tips & Takeaways: Individuals

- Know your value
- Have a career plan
- Speak up in the face of inequity, for yourself and other women
Tips & Takeaways: Institutions

- Walk the Talk
- Make hiring, promotions, and salary transparent
Tips & Takeaways: Boards/ Trustees

- Commit to gender diversity and equity
- Build healthy relationships and check abuses of power
Wrap-up/ Next Steps
Building a Support Network

- Look around the room!
- Informal and peer mentors

What do you feel are next steps?
What are your biggest issues?
Thank You!

Conversation Table: Friday | September 20 | 11:30am