

# DEAI | REFLECTION GUIDE

*This is a tool to reflect on your own organization's work as you consider whether affiliating with the Smithsonian is right for your organization. The questions are meant to serve as prompts for internal discussion and reflection but you'll also find highlighted sections that signal information relevant for the Affiliate application process. If you choose to apply, the guide and your answers can serve as a reference for your team as you complete your application.*

## I. THE FOUNDATION

Reflect on strengths + opportunities as it relates to your current Diversity, Equity, Accessibility, and Inclusion efforts.

### **Your Communities**

*Which communities (think Geography, Identity, or Affinity) do you currently serve? Do they reflect the diversity of your broader community? In what ways are you building bridges and connections between your organization and diverse communities\*?*

### **Your Content + Programming**

*Reflect on your current content and programmatic offerings. Are they relevant to the needs and interests of your communities? Are there ways in which your programming calls your communities to action? Do these offerings take into account different barriers to engagement and accessibility- from physical accessibility to a culture of inclusion?*

### **Your Staff + Leadership**

*How does your staff reflect the identities of the communities you serve? In what ways is your leadership representative of diverse identities— not just in terms of racial or cultural background, but also in skills, age, and experience? How does your organization create opportunities for leadership and development for staff at all levels?*

## II. THE VISION

How do you want to strengthen your Diversity, Equity, Accessibility, and inclusion practices in the future?

### **Empowering New Voices**

*If the communities you currently serve don't represent the diversity of your broader community, in what ways could you invest in outreach and engagement- either directly or in partnership with existing community organizations? How can you ensure your engagement goes beyond the superficial to meet the needs of your community in meaningful + intentional ways?*

### **Aligning Programming + Values**

*How would you like to increase accessibility, relevance and actionability in your work? Who would like to partner with to ensure changes align with your organization's values and mission? Think about the Smithsonian, Affiliates, and other organizations that serve your community.*

### **Building Inclusive and Equitable Teams**

*Considering the realities and constraints of your organization, what are some actionable measures you hope to take to build or strengthen the diversity and inclusivity of your team? How could you build in opportunities for leadership and development or equity of voice for members of your staff?*

## **III. THE BUILDING BLOCKS**

Reflect on the assets, resources, and supports you would need to realize your vision.

### **Celebrating Strengths**

*What internal and external resources are you already using to ensure the strength of Diversity, Equity, Accessibility, and Inclusion in your organization? Note: Use the answer to this to prepare your Statement of Purpose.*

### **Identifying Opportunities**

*For the areas you have identified as needing improvement or support, how might Smithsonian resources and/or expertise help move your vision forward? Are there specific projects you feel could be advanced with Smithsonian support? Note: Use the answer to this to prepare your Statement of Purpose.*

### **Activating Peer Support**

*In what ways would you want to engage the Affiliate network to support your work? What areas would you like thought-partnership on? What resources would you like to receive from or share with the network? Note: Use the answer to this to prepare your Statement of Purpose.*