Cambio

Transforming Our Capacity for Inclusive and Authentic STEM Experiences for Latinx Audiences

ACM 2023
Geography and Identities

Birth Location

Museum Location

Family Heritage Origin
Geography and Identities
Geography and Identities
Helping museums shift internal organizational practice to better create STEM experiences that are culturally relevant, responsive, and sustaining to Latinx communities.
Cambio Program Components

- Cohort Teams of 3-5 members including Senior Leadership
- 3-day kick-off workshop
- Monthly interactive virtual meetings
- Strategic Initiative/Action Plan
- Mini-grant support
- Professional peer networking
- Coaching to support a yearlong strategic initiative
- Resources and tools, including frameworks, models, and topical articles
- Alumni Culminating Summit, Spring 2025
Cambio Year at A Glance

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<th>Event</th>
<th>March</th>
<th>April</th>
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Cambio’s Vision

Museums pursuing ambitious goals through incremental change.

Cambio’s vision centers on encouraging organizations to shift their practices at all levels by examining the cultural dimensions and intersections of Latinx communities, STEM, and organizational change.

The Cambio experience focuses on incremental change in organizational practice, building on strengths, and improving what they do well, with a goal of long-term transformational change that includes questioning assumptions, examining systems, and changing structures toward more equitable institution-wide change.
Three Strands Woven Together

- Latinx Communities
- Cultural Expressions of STEM
- Organizational Shifts
develop awareness, skills, and practices to understand our local Latinx communities.

shift museum practice from dominant to non-dominant approaches of STEM that value people’s lived experience.

examine the role of systemic oppression as part of shifting organizational practices, systems and structures towards equity.
- Consider Identity
- Build Relationships
- Value Cultural Expressions
- Examine Structures
- Share Power & Decision Making
- Take Risks and Change
Cambio Panelists

Aylaia Sifuentes, Development and Membership Coordinator
International Museum of Art and Science

Hilary Van Alsburg, Executive Director
Children’s Museum of Tucson & Oro Valley

Priya Mohabir, SVP, Youth Development and Museum Culture
New York Hall of Science

Veronica Garcia-Luis, Director of Diversity, Equity & Inclusion
Exploratorium
Children’s Museum Tucson

• Mission
  • To provide fun, play-based, interactive, hands-on learning experiences for children and their families

• Midsize museum
  • 175,000 average annual attendance

• Tucson’s population is 42% Latino/x/Hispanic
Transforming Capacity

- Educational Content
- Staff expertise
- Collaboration
- Sustainability
Stretches...

Consider Identity
- Gaps in our ability to see within ourselves and our ranks
- Are we truly this place?

Share Power and Decision Making
Impact might take time, and the steps to success might seem treacherous.

We need to work on considering who should and needs to have a voice at the table.
Intentional Shifts

Inclusive Programs
- Tohono Chul
- I Am A Scientist
- Discovery Night
- Art After Dark

Reflecting non-traditional STEM models
- Science in your Backyard
- Highlighting non-traditional STEAM applications
What Have We Learned

- Honor the work, both inside and outside of our organization
  Acknowledge and celebrate the work being done

- Confía en el proceso (Trust the process)
  Impact might take time, even when the steps to success might seem treacherous

- It's okay, we got this!
  Trust in your and other's abilities, skills & knowledge to move toward improvement

- Escucha, juega y aprende
  (Listen, play and learn)
NYSCI is New York’s premier science center; a place where:

- Questions are important.
- Children are encouraged to explore, imagine and build things.
- It is safe to experiment and fail and try again.

Our mission is to nurture generations of passionate learners, critical thinkers, and active citizens through an approach we call Design, Make, Play.
Audience & Reach: General Audience

...400,000 visitors annually.

Geographic Profile

- NYC’s Five Boroughs (83%)
- Tri-state Area (14%)
- International & Domestic Travel (3%)

NYSCI is fortunate to have one of the most diverse audiences of any science center in the country.
### NYSCI’s Cambio Journey

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<th>Where we started</th>
<th>How we shifted</th>
<th>Where are we going</th>
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<td>Focus on how NYSCI engaged with our local community</td>
<td>Embracing NYSCI’s diverse audiences</td>
<td>Shifting from “Occasional to Always”</td>
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<td>Shift institutional mindset from <em>doing</em> for our community to an approach that emphasizes <em>learning from and with our community.</em></td>
<td>How do we take Cambio lessons and apply them to the diverse and multicultural audiences that visit NYSCI?</td>
<td>Building a universal design model for inclusive STEM</td>
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| Building internal and external structures for collaboration | Embracing the diversity of our staff as a starting place | Shifts in the ways we recognize STEM in our experiences |
Celebrating our Culture: From Roots to STEM

Designing and expressing myself externally in color; bold, bright, loud colors, all started with henna tattoos as a child.

My mother taught me how to knit when...I thought it would be interesting to experiment with non-traditional knitting materials so I started making yarn out of lots of different things.

During childhood visits to the Dominican Republic, I remember creating slingshots from local materials, with other kids and family members from the community.
What are we learning

Identified transcendent values that are important to everyone:

- **Belonging** — everyone feels welcome
- **Mirroring** — everyone sees themselves reflected in NYSCI experiences
- **Shifting Authority** — STEM is not a club for the elite

How do we translate and operationalize these values into practice within the organization?
Along the way...

- Examine Structures and Assumptions
  - How to bring staff along in our learning
- Shifting Authority
  - Shifting mindset and practices
- Take Risks and Change
  - Everyday practices
Our Mission
The International Museum of Art & Science (IMAS) located in the Rio Grande Valley inspires audiences of all ages to explore art and science through its permanent collections, exhibits, programs, and partnerships by empowering learners to discover their interests and pursue their passions.

Our Vision
The International Museum of Art & Science will be a destination for accessible, innovative, awe-inspiring learning through diverse art and science experiences that prepare our community for the future.
CONSIDERING IDENTITY

Who are we to the community?

Strengthening community partnerships.

Challenges us to think in new ways about collaboration and content, especially science.

Access for the community to traditional and non-traditional science.
Who are we to our staff?

Focusing on our internal practices.

Overhauling our employee handbook.

Reevaluating our hiring practices and how we will consider IMAS staff's Spanish speaking skills.
Cambio has helped us recognize and build on our strengths, build relationships, value cultural expressions while working together, often with community partners, share power and decision making, examine structures and assumptions, and consider identity.
Panel Discussion
Q+A
For museums. For Latinx communities. For STEM.
¡Gracias!

www.CambioExperience.org

Applications Open: September 6th
Applications Due: November 1st

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Cambio
Panelists Info

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