

# **ANCHORAGE MUSEUM**

**We Share** ownership, knowledge,  
and power

**We Advance** equitable practices and  
sustainable environment **We Earn** trust and  
confidence through listening and learning

**We Embrace** place, people, and  
perspectives in service of a better future

**We Act** within local,  
global, historical and interdisciplinary contexts  
**We Advocate** for communities, communities  
of color, living artists, culture bearers, and  
creative voices

**We Support** finding tomorrow's  
ideas and solutions

**We Connect & Reconnect** to each other,  
to the natural world and to the narratives that  
define our potential

**We Heal** by supporting  
community wellness and the ability of all  
communities to thrive

**We Sustain** responsible practices for  
our planet as part of a solution for  
a changing environment

**To be a museum for people, place, planet, and potential, in service of a sustainable and equitable North, with creativity and imagination for what is possible.**

**A place of ideas and transformation, narratives and perspectives, resilient and relevant communities, responsive to a rapidly changing world toward a better future for all.**

### **The Institutional Commitments for the board and staff are**

- Serving communities of Anchorage, throughout Alaska, and connecting the North to the globe
- Contributing to a better future for Northern people, communities, and the planet
- Placing communities at the heart of museum practice
- Fostering reciprocal trusting and long-term relationships
- Sharing the stewarding of the stories, cultures, voices, and place
- Addressing injustices, inequalities, and exclusionary practices
- Sustaining agile mindsets toward resilience

### **Organizational Culture**

- Share responsibility and act with accountability
- Invest in relationships and commit to sustaining them
- Recognize experiences and grant grace to others
- Participate fully and consistently
- Respect confidentiality and confidences
- Welcome new ideas and perspectives
- Listen with respect and towards deeper understanding
- Are fully present and open to new learning
- Embrace experimentation and risk-taking
- Expect and accept change is ongoing

## Listening and Learning with Humility

- Acting with honesty, humility, through dialogue/listening/exchange
- Listening, learning, and taking positive actions as individuals and collectively as an organization
- Contributing to a culture of collaboration and inquiry
- Understanding the relevant issues affecting people and place
- Sharing institutional goals and intentions internally and externally
- Engaging with communities to help shape decisions
- Responding to challenges and opportunities impacting communities in the North and beyond

## Ensuring Equitable Policies and Practices at all Levels

- Understanding that equity and inclusion work is an ongoing process
- Making long-term investments in and commitment to equity that moves beyond performative statements and actions
- Ensuring equity in decision making, policies, programs, and actions
- Recruiting, hiring, mentoring, and supporting BIPOC staff at all levels
- Considering many nationalities, socio-economic differences, gender, age, and other diverse perspectives in physical space and experiences, visual and sensory elements, cultural perspectives, and racial and historical narratives
- Examining continually what it means to be a museum and staying open to leading a redefinition of community value
- Serving as an example for non-extractive approaches to knowledge sharing
- Providing compensation in partnerships and for expertise and cultural knowledge

## Evolving museum practices to stay innovative and responsive

- Sharing power in fulfilling our mission and in evolving museum practices
- Incorporating multiple perspectives, exchanging knowledge, and expanding access through our thinking, decision making on behalf of the public
- Embracing complexity in narratives and work with communities
- Owning, naming, and dismantling colonial practices as part of changing museum practices
- Ensuring that the narratives that we promote through storytelling bolster narratives of possibility, resilience, and growth
- Supporting responsible ways to steward brand, fundraising, and investments that align with values
- Understanding the role technology plays in data, communication, knowledge sharing, information, security, and its potential for reaching participants and ensuring that the organization stays competent and effective
- Sustaining digital gains and considering balance between virtual and in-person, understanding ideas or reach and access

**The urgency for action in these times is driven by a desire to instigate conversations and to create meaningful engagement with communities grounded in a sense of place and people. These four initiatives influence one another and extend throughout the institution and into communities.**

**The four initiatives are:**

**Initiative 1: Center Equity and Inclusion**

**Initiative 2: Foster Reciprocal Relationships**

**Initiative 3: Steward Together**

**Initiative 4: Embed Resilience**

Each institutional commitment is illuminated with strategies for how to advance these practices recognizing that they will evolve over time in response to a changing world. We believe that just stating an ideal is not enough; rather, outlining the practices in action is essential. As with the rest of the Strategic Framework, this is a living document and will be used on an ongoing basis and adjusted when necessary, with new approaches added over time.

**Contributing to a better future for people, communities, and the planet**

- Recognizing and mitigating the impact of climate change, being part of the solution, and leading work at the intersection of climate change, climate justice, and creative practice
- Connecting and reconnecting to the natural world
- Co-creating narratives of local resilience historically, now, and into the future
- Connecting across borders locally, regionally, and internationally
- Supporting sustainable actions and advocating for sustainable communities
- Creating evolving, thoughtful, and meaningful engagement with local communities and extending to other parts of the state, region and globe
- Providing solutions through approaches to and narratives of possible futures
- Contributing to a culture of repair, in an approach to the environment, consumption, and in relationships with communities
- Highlighting local solutions and knowledge for global audiences
- Challenging historical narratives and co-creating with communities on narratives for the future

**Placing communities at the heart of museum practice**

- Co-creating meaningful connections with communities and individuals reflective of this place
- Supporting community wellness – physical and mental
- Responding to issues impacting a changing environment, social, and economic pressures
- Giving essential voice and visibility to Indigenous artists, culture bearers, and communities
- Dismantling barriers that prevent meaningful participation
- Contributing to a sense of restored as well as aspirational community
- Supporting work with students, families, and educators
- Offering public experiences outdoors, online, offsite, and in communities
- Staying responsible and responsive to communities always
- Communicating and reflecting the many voices of those we serve and those we aim to serve

## Fostering reciprocal, trusting, and long-term relationships

- Working with individuals, communities, organizations, and institutions for a better collective future
- Caring for the past, present and future of Anchorage, Alaska and the Circumpolar North together
- Nurturing relationships, alliances, and partnerships that grow stronger over time
- Respecting and reflecting the complex and distinct identities of communities, diverse voices and stories
- Investing in local and strategic relationships so we can support communities in times of need and disaster

## Sharing the stewarding of diverse stories, communities, voices, and place

- Sharing stewardship with communities to caretake the people, the stories, the land, and evolving realities of living in the North
- Promoting Indigenous ways of life and knowing, and giving essential voice and visibility to Indigenous artists, culture bearers, and communities
- Including non-Western forms of knowledge and practice
- Upholding stewardship responsibilities for the institution, the people who work here, and the collections and buildings
- Acknowledging and caring for the supporters, donors, and philanthropy needed to support the Museum
- Implementing multiple methods of knowledge sharing, gathering and exchange
- Working with BIPOC communities to build relationships of trust and respect for the future
- Serving as a collaborator to support the sustainable and resilient planning of tomorrow's North by, with and for the communities, centered on local assets and perspectives
- Understanding the distinct qualities and needs of local and Northern communities
- Contributing to sustainable practices and sustainable communities
- Combining material re-use, low-energy, and a smaller ecological footprint with local knowledge and work towards a sustained co-dependence of culture, economy, and local ecosystems
- Imagining how the museum best cohabitates in and with its surroundings

## Addressing injustices, inequalities, and exclusionary practice

- Joining together with community to eliminate oppression and further equity
- Supporting and implementing decolonizing museum practices
- Indigenizing place and practice
- Addressing social and climate justice in partnership with people and communities
- Examining systemic organizational realities and own difficult truths in conversation with communities
- Assessing the impact of our museum practice on communities of color
- Expanding possibilities to be better through actions, objects, artworks, collections care, and programs

## Sustaining agile mindsets toward resilience

- Ensuring financial and other resources support and reflect the mission, vision, values, and institutional commitments and priorities
- Reflecting diversity in the leadership of the board and staff, as well as policies, practices, and processes
- Advancing equity at all levels of operation
- Embracing and supporting a positive, respectful, equitable, antiracist, and inclusive organizational culture
- Acting with an entrepreneurial spirit and openness to new models
- Incorporating sensitivity to place and the environment in response to climate, weather, earthquakes, fire, and other natural disasters

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