

# MOZAIK

EQUITY DIVERSITY INCLUSION

#01 - JUNE 2021

## EDI DESIRE

HOW TO  
GET IT BACK?

5

SIGNS OF AN  
ELEPHANT IN  
THE ROOM

LOVE  
COLUMN

HEART  
MATTERS

NO HATE  
NO INTOLERANCE  
NO RACISM  
NO SEXISM  
YES KINDNESS  
YES PEACE  
YES EQUALITY  
YES LOVE

QUIZ

WHAT TYPE OF  
ADVOCATE ARE  
YOU?

ECSITE CONFERENCE 2021 EDITION

# MOZAIK

EQUITY DIVERSITY INCLUSION

**TAKE THE QUIZZ:  
WHAT TYPE OF  
ADVOCATE ARE YOU?**

**LOVE COLUMN: HEART  
MATTERS**

**EDI DESIRE, HOW TO  
GET IT BACK?**

**5 SIGNS OF AN  
ELEPHANT IN THE  
ROOM**

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# What is YOUR PASSION?

Welcome to our community of changemakers and daring museum professionals. MOZAIK is a publication made for peer-support to all of our colleagues who are adamant to push boundaries (yes, we learned this at Ecsite Conference in Copenhagen), and advocate for social justice in their institutions, neighborhoods, cities, countries...

This is our passion, and our call. Our diverse backgrounds and expertise allow us to leverage our talents and be very effective in our projects. With this spirit we want to include you in our movement, you are from now on our partner, this coalition needs you to inspire others, and expand our impact. Together we can!

Championing for social justice is hard, complex and often tiring. You are not alone! This is your community, this is a safe space for you to express your concerns, and together contribute for a better society.

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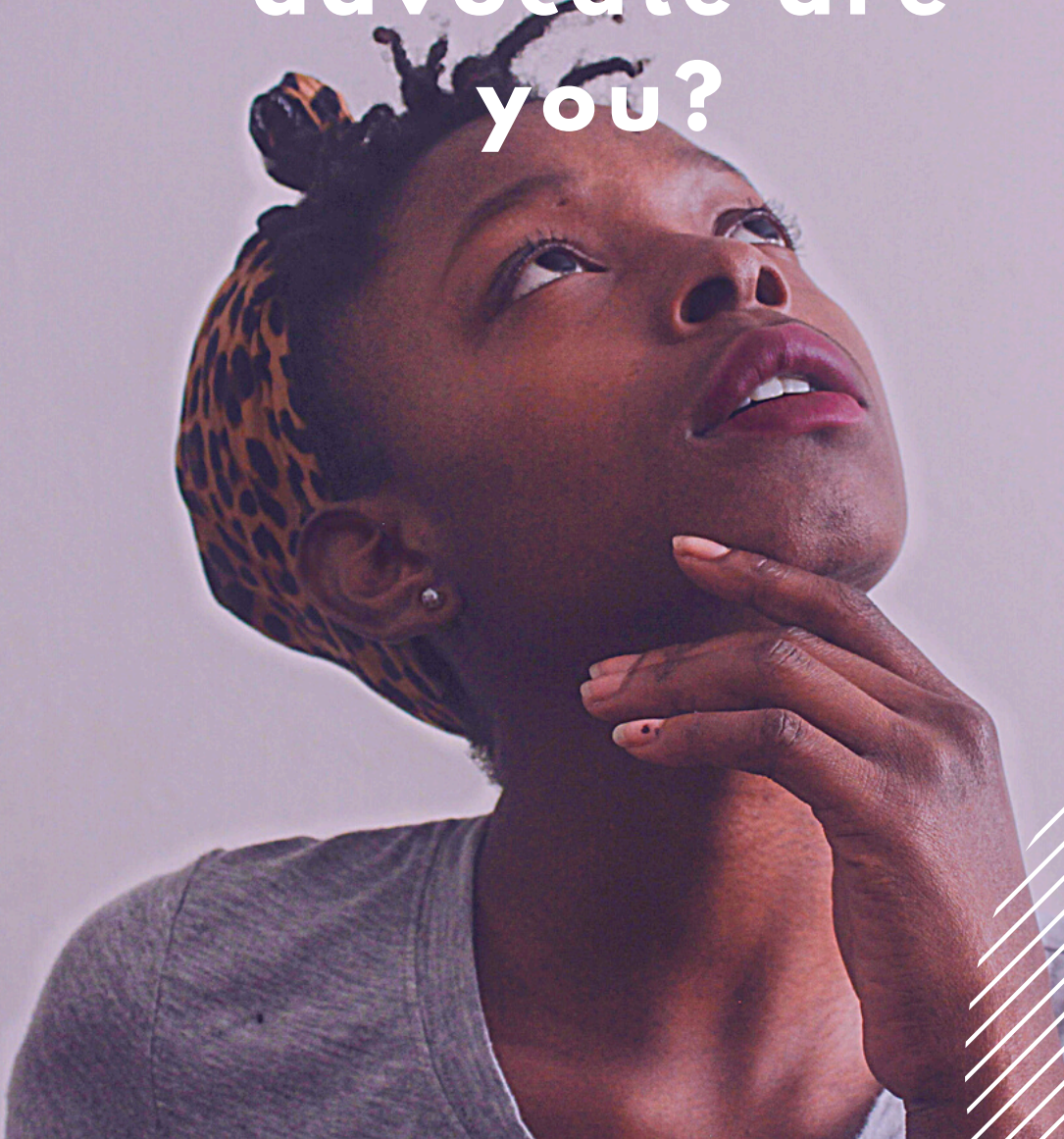
**Heidrun Schulze**

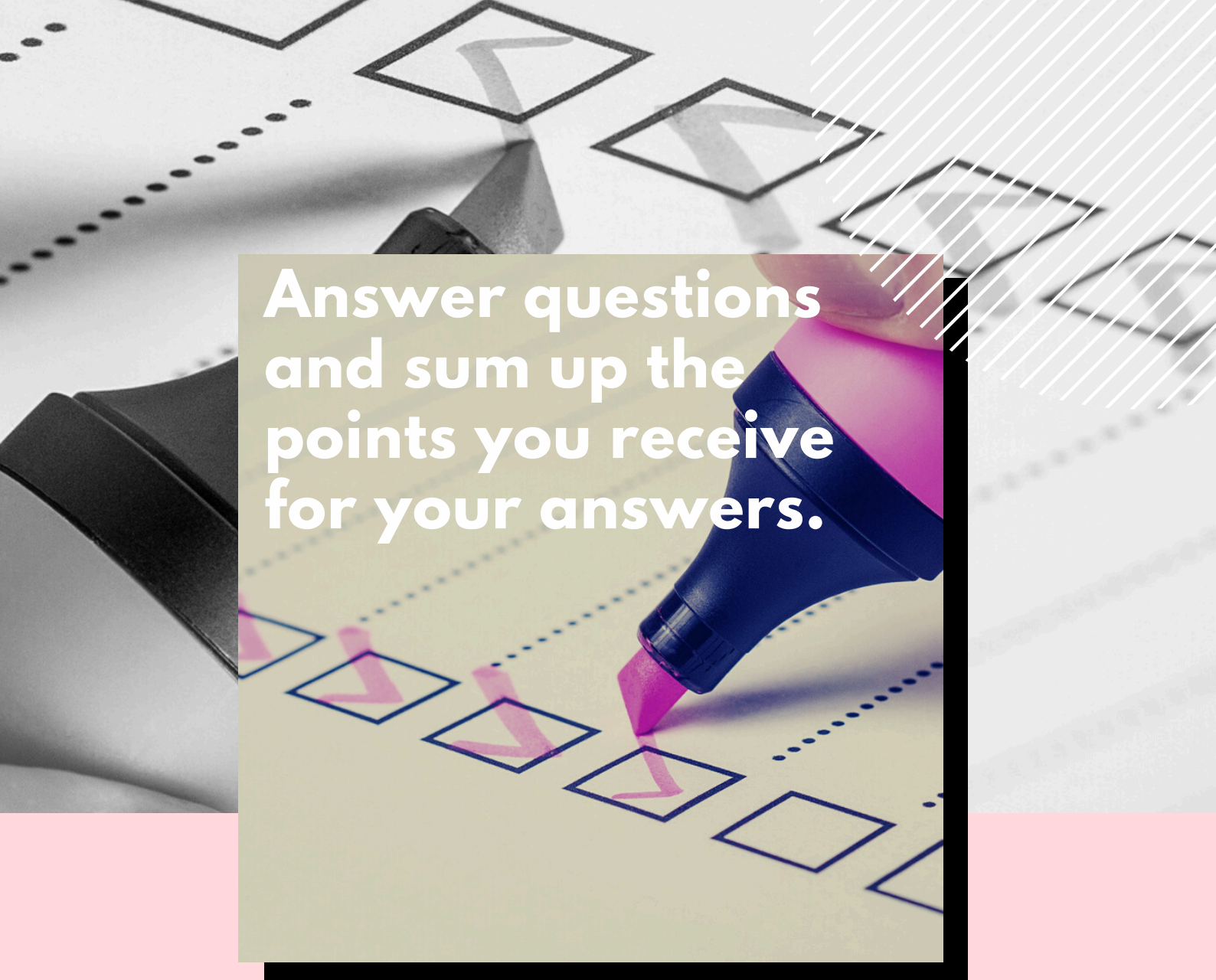
[office@diversify.co.at](mailto:office@diversify.co.at)  
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**Take the quizz**

**What type of  
advocate are  
you?**





**Answer questions  
and sum up the  
points you receive  
for your answers.**

**1- To your surprise, your boss tells you that the Science Centre cannot afford the necessary translators for the science communication programme involving young refugees from Syria and Afghanistan which you have been developing over the last months, and therefore you have to cancel the event. How do you react?**

**A-** I suggest reducing the costs for printing info material instead, as no one reads it anyway. In general, we need some EDI budgeting criteria.

**B-** I have a friend whose friend speaks Farsi. Maybe he could help us out in translating the event for free? Plus, I call the Refugee NGO, and make ask whether one of the refugees in this group can do the Arabic translation for those who don't understand.

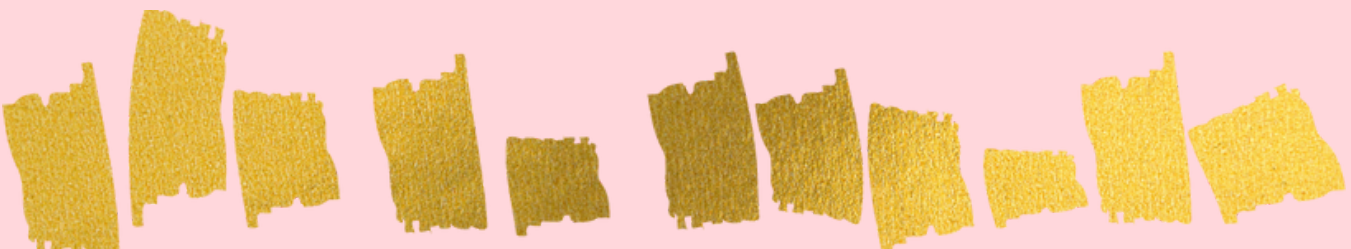
**C-** I get really mad: it always goes like this! I think I have to find another workplace, where EDI is not just a trendy label.

**D-** Are translators that important anyway? These are hands-on activities!



**2. Your institution plans a big exhibition on climate change and its global effects. An advisory board is established with eminent scientists from different scientific disciplines and universities from all over Europe to ensure that the scientific quality is high and that a multitude of aspects are presented in the exhibition. Your reaction is:**

- A-** It's a pity, but hey, that is how advisory boards are put together: it's all about politics and eminence.
- B-** I come up with a list of scientists, experts, and stakeholders from all over the world, underpinning it with striking arguments as to why they also have to be on the advisory board.
- C-** I discuss with colleagues how we, the exhibition team, can bring more diverse perspectives and examples from different regions from around the world into the exhibition on our own.
- D-** I am happy with the people and the scientific disciplines represented by the board. That's what diversity is all about, isn't it?



**3- The director of your science centre appreciates your strong expertise and commitment for EDI and offers you the position of EDI strategic manager. What is your answer?**

- A-** 'Wow, that's great! Now, where is my new team and the EDI budget?'
- B-** 'OK, fine, I'll do it. But could you explain once again what EDI stands for?'
- C-** 'I already AM the EDI strategic manager! And, actually, I wanted to ask you if I could be the IT manager instead?'
- D-** 'OK, that sounds fine, but we should first discuss where we are heading with EDI in general. I'd rather start with strategy first and then talk about positions.'

**4- After months of work and meetings you and the EDI strategic manager present the new, holistic, EDI strategy for your science centre to your colleagues in a staff meeting. Most of your colleagues are sceptical, either about the relevance of the topic, or of the impact the strategy will have, and some demand more resources while others simply roll their eyes, etc. What's your reaction?**

**A-** You sigh deeply and then suggest that you sit down with each team individually to get to know their concerns and ideas and then elaborate on a step-by-step implementation of the strategy over the next 20 years.

**B-** This can't happen to you! You would never elaborate an EDI strategy in the first place, because you already know it would never get off the ground in your science centre!

**C-** You nod, make a lot of notes and surprise your colleagues with a concrete implementation plan in your hand. The first thing on the list: awareness raising meetings with stakeholders from diverse communities.

**D-** You don't understand this question. What is an EDI strategic manager?

# Calculate YOUR POINTS



	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>Question 1</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>1</b>
<b>Question 2</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>
<b>Question 3</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>5</b>
<b>Question 4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>1</b>



*Now find out*  
**WHAT KIND OF  
ADVOCATE  
YOU ARE**

**17-20 points**

**The  
Passionate  
Activator**

**13-16 points**

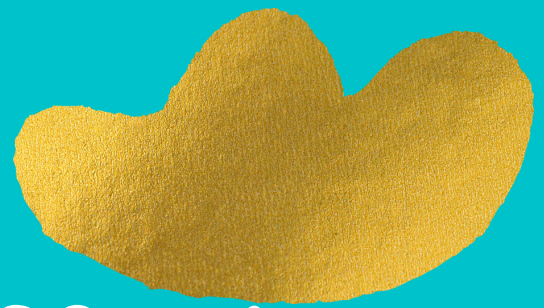
**The  
Patient  
Buddhist**

**5-12 points**

**The Lost  
Hope**

**0-4 points**

**The Newbie  
- 'EDI  
what'?**



## 17-20 points

# The Passionate Activator

Wow! Your motto for sure is „Let’s change things! NOW!“. You want to make EDI principles key in your institution and you want to see quick results. That’s why you always have a long list of things to be done in your institution in order to make it the most inclusive place in town – and you make sure that you get them done. Your energy and hands-on attitude is either carrying your colleagues and your boss along (Congrats!) – or the opposite is true (depends on your colleagues and boss): they are beginning to roll their eyes, whenever you take an EDI stake. If this is the case, don’t step back, but convince them by your successes and small wins 😊. And, please, share your secrets of success with us!

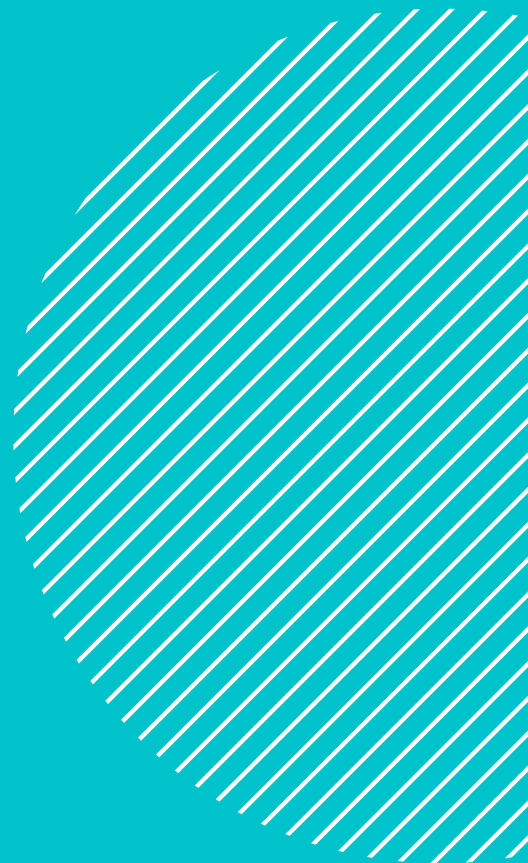
*Friendly  
advice's*

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Keep doing the good work! But do take care of yourself, too!

Think about who's picking up/continuing the task once a project is launched.

It's fun to direct where the strategy will lead to and how it will look, but be aware of the responsibilities as leader – keep the support of your colleagues in mind as well.



## 13-16 points

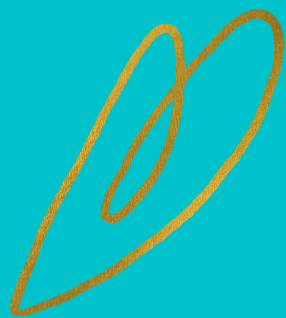
# The Patient Buddhist

You have experienced it all – failures, success, progress, setbacks – and you learned one thing: if you want to really get there, you have to talk the talk AND walk the walk. OK – there's also another thing – change is not the aim: it's about the process. Patience is your strength and you must persistently strive for change, be it fast or slow. The road to making your museum fit for EDI may be straight or winding, but one thing is sure: you will definitely walk it until the end. And there's one last thing: the little things, the small successes and all the experiences along this road also matter.

It is most important that you make sure that you have all the relevant items with you: a road-map (so you know, where you are heading to), nice colleagues to team with, some food (for thought, so watch out for other EDI sessions at Ecsite conference) and enough resources (time and money) to keep you energetic and powerful.

# 5-12 points

## The Lost Hope



You have tried everything, and things haven't changed much. Don't worry: we all know the feeling! Maybe introducing EDI principles in your museum feels like tilting at windmills, or you feel like the only true fighter for EDI issues, or you simply can't see satisfactory results of all your museum's engagement for EDI? Don't give up! Stand up, straighten up your crown and walk on! Analyse your EDI obstacles and develop your personal strategy to tackle them. Do you need more allies and an exchange of experiences with other EDI advocates? The Ecsite conference might be exactly the event you need to do that! Do you want to do something completely different? No problem, but don't forget that EDI issues won't simply disappear because you're turning your head in another direction (not to say 'in the sand').



# 0-4 points

## The Newbie

### – 'EDI what'?



Ok, you're curious about this EDI stuff but are also a bit confused too, right? It feels like an important topic, and these days everyone is talking about diversity, but what exactly is the role of museums in equity and social inclusion? Maybe you don't know how and where to start with EDI in your institution? And how to convince your director to start an EDI project? Where can you get more expertise? The first and easiest thing to do: search the Ecsite conference programme for diversity and inclusion issues and attend all sessions you can find on these topics. Visit the [Equity@Ecsite](#) group and do some networking. Can you speak up and ask 'silly' questions? Of course you can! We expect you to: there are no such silly questions and this is a safe space!

# **EDI desire, how to get it back?**



# Our 4 tips TO GET IT BACK



1

First things first: it is **normal** to feel like this from time to time !

2

**Reignite** the flame, get inspiration from new tools and frameworks!

3

Revisit your achievements: you have a lot of **assets** !

4

Get **excited** again with new partners!

# Heart matters

Our love column!



How can I make  
my CEO fall in  
love with diversity?

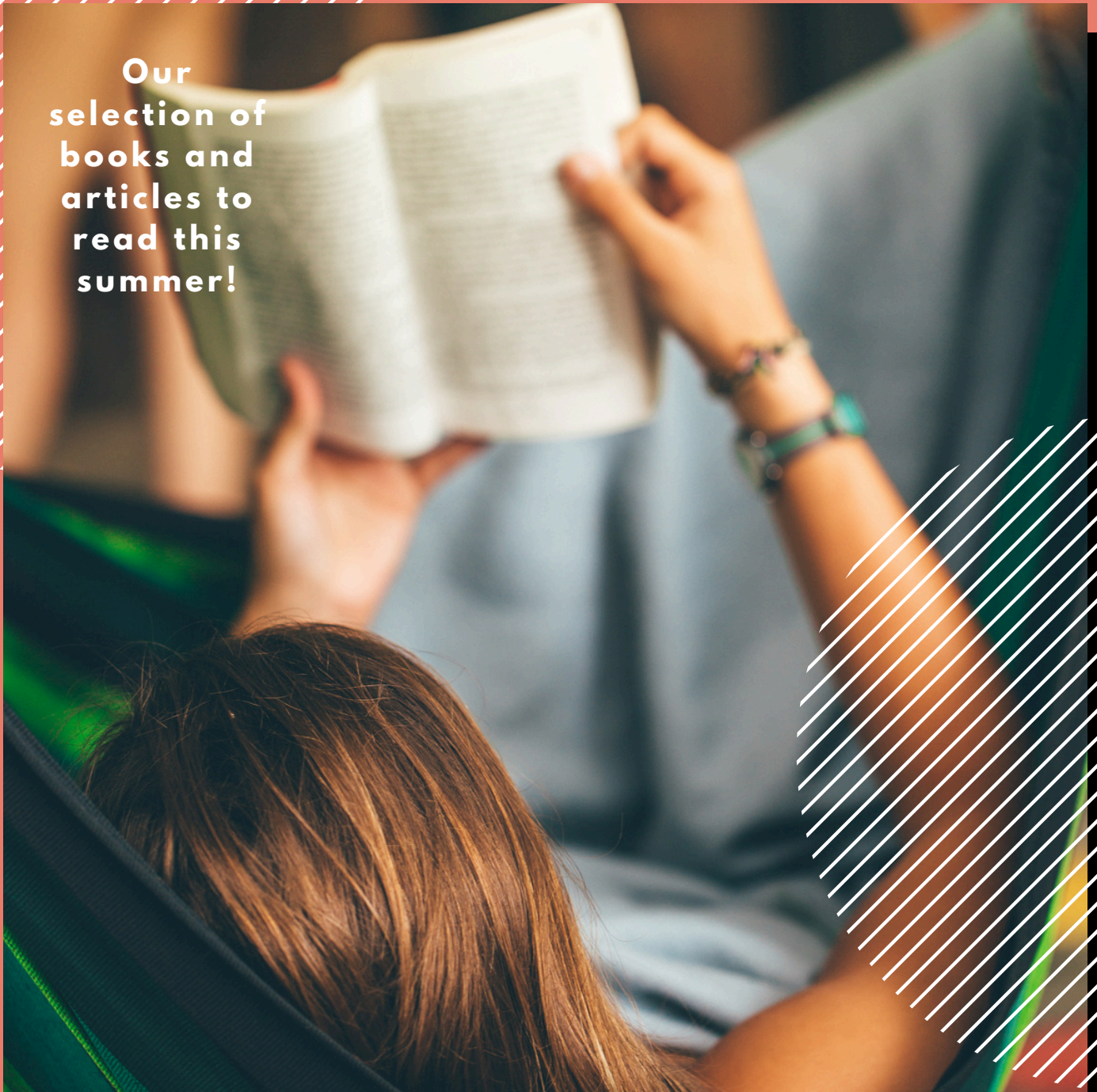


# 5 signs of an elephant in the room



# Summer must-read

Our  
selection of  
books and  
articles to  
read this  
summer!



# **MOZAIK #1**

June 2021

Ecsite Conference 2021  
Edition

## **Editors in chief**

Amparo Leyman Pino  
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... with the collaboration of  
Ecsite Conference 2021  
participants!

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