



Gender
Equity in
Museums
Movement

NEWS: October 2018

The Gender Equity in Museums Movement ([GEMM](#)) is a coalition of individuals and organizations committed to raising awareness about gender inequity in the museum workplace and offering resources for change.

- **Level the field through salary transparency.** GEMM supports calls from colleagues in the museum and nonprofit fields to [make salary ranges transparent](#) in job listings in an effort to address power imbalances between employers and employees and interns.
- **Acquire new skills.** Visit GEMM's website to learn "[5 Things You Need to Know About Negative Feedback](#)." Everyone receives constructive criticism at some point, but it's what you do next that will determine how you grow from this situation.
- **Explore a GEMM Facebook find.** A recent popular [GEMM Facebook](#) post was "[POWER: Arts and Culture](#)," which highlights movers and shakers in the Richmond, VA arts and culture sector. It includes a feature on CEO Christy Coleman of the American Civil War Museum who was recognized by *Time* as one of the top 31 people changing the South. The article also explores the newly launched website [Women Also Know History](#), which includes a [database](#) that addresses the "widespread issue of the representation of women in history and other disciplines."
- **Read about "The Joy in Our Work."** On Sept. 14, GEMM Co-Founder Marieke Van Damme delivered the [keynote address](#), "The Joy in Our Work," at the Museums Alaska conference. Her lecture explored issues facing museum workers, including perpetually under-resourced staff, lack of professional human resources departments, low pay with poor benefits, and gender discrimination. Van Damme's talk also focused on "bright spots" for the field and suggestions for improving your workplace culture.
- **Join the conversation.** Discuss issues and post articles related to gender equity in museums on GEMM's [Facebook](#) or [Twitter](#) pages.

- **Tell colleagues and friends about GEMM.** Please feel free to forward this newsletter!
- **Why does GEMM appeal to you?** Tell us more about yourself and what you are interested in by filling out a 3-minute [GEMM Survey](#).

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