



Gender
Equity in
Museums
Movement

NEWS: July 2019

The Gender Equity in Museums Movement ([GEMM](#)) is a coalition of individuals and organizations committed to raising awareness, affecting change, and championing transparency about gender equity in the museum workplace. Read the [full statement here](#).


- **Summer GEMM News:** Since our April newsletter, Diana Murphy and Natasha Ransom have joined the GEMM Steering Committee. You can [read more about them](#) at the GEMM website.

The Steering Committee is finalizing work on a 2019–2020 action plan, focusing on strategies supporting four overarching goals: Pay Equity and Transparency, Sexual Harassment, Policy and Advocacy, and GEMM Growth and Development. The committee wants to engage GEMM’s many supporters in strategy advancement, so be on the lookout for our calls for volunteers on Facebook, Twitter, and in coming newsletters.

- **Acquire new skills.** Visit GEMM’s website to read and share our latest infographic “[5 Things You Can Do to Support Gender Equity.](#)” It’s a companion to the infographic we issued in the spring, “[5 Things Your Museum Can Do to Support Gender Equity.](#)”
- **The Times They Are A-Changin’:** Anne Ackerson and Joan Baldwin started talking about gender and the museum workplace in 2015. Frequently we were the sole humans with a session devoted to gender and the workplace. In 2019 AASLH’s annual meeting, titled “What Are We Waiting For?” has at least four gender/workplace sessions, and only one is led by GEMM members. That’s progress.
- **Check out these neat upcoming conference talks by some great folks in the field:**
 - o August 3–4: [Society of American Archivists](#) in Austin, TX:
 - **Diverse Sexuality & Gender / Women’s Collections Sections** (*Gina K. Armstrong, Archives and Digital Initiatives Librarian, Birmingham-Southern College; Ellen Brooks, Oral Historian, North Carolina Department of Natural and Cultural Resources; Anna Tunnicliff, Processing Librarian, Iowa Women’s Archives*)
 - **Beyond Neutrality: Righting Wrongs and Striving Toward Representation** (*Daniel Linke, University Archivist, Princeton University Library; Joanna Black, Digital Archivist, Sierra Club; William Rhyne Clements, Digital Projects Archivist, Washington State University Libraries; Amy K. Mondt, Associate Director, Texas Tech University; Karen Walton Morse, Director of Distinctive Collections, University of Rhode Island; Elizabeth Skene, Special and Digital Collections Librarian, Western Carolina University*)
 - **Open Forum: SAA Diversity Committee** (*Cheryl Beredo; Raananah Sarid-Segal*)
 - **Teaching about Sexuality from the Archives: Creating Student-Centered Instruction with Archival Materials around Gender and Sexuality** (*Jill Borin, Head of Archives and Distinctive Collections, Widener University; Molly Wolf, Head of Research & Instructional Services and Sexuality Archivist, Widener University*)
 - o August 28–31: [American Association for State and Local History](#) in Philadelphia, PA:
 - **Women Leading with Power and Authenticity** (*Chair: Melanie Adams, Minnesota Historical Society, St. Paul, MN; Anne Ackerson, Consultant, Troy, NY; Joan Baldwin, The Hotchkiss School, Lakeville, CT*)
 - **Drawing the Line: Gender Equity and Facing Sexual Harassment and Mistreatment in the Cultural Field** (*Chair: Veronica Gallardo, Casemate Museum, Fort Monroe Authority, Fort Monroe, VA; Enimini Ekong, National Park Service, Topeka, KS; Diana Gallardo, Kiwi Partners, New York, NY; Sylvea Hollis, PhD, NPS Mellon Humanities Post-Doctoral Fellow, Gender and Sexual Equality, Arlington, VA; Melissa Prycer, Dallas Heritage Village, Dallas, TX; Kate Quinn, Penn Museum, Philadelphia, PA*)
 - **The Future is Female: Championing Women in Museum Leadership** (*Chair: Kim Fortney, National History Day, College Park, MD; Melanie Adams, Minnesota Historical Society, St. Paul, MN; Donna Sack, Naper Settlement, Naperville, IL; Jessica Stavros, Indiana State Museum and Historic Sites, New Albany, IN*)
 - **Advocating for Equity: How to Talk about Salaries in Your Museum** (*Chair: Scott Wands, Connecticut Humanities, Middletown, CT; Joan Baldwin, The Hotchkiss School, Lakeville, CT; Kelsey Brow, King Manor Museum, Jamaica, NY; Ilene Frank, Connecticut Historical Society, Hartford, CT; Diane Jellerette, Norwalk Historical Society, Norwalk, CT*)
 - o September 25: [Mountain-Plains Museums Association](#) in Albuquerque, NM:
 - **Welcoming the Trans, Queer, Gender Neutral Museum Guests** (*Presenters: Jess Clark, Education and Outreach, Solace Crisis Treatment Center, Santa Fe, NM / Cash Ashby, Psychologist, Santa Fe, NM / Amanda*

Mather, curator of collections, El Rancho de las Golondrinas, Santa Fe, NM)

- o October 3–5: [Association of Midwest Museums & Michigan Museums Association](#) in Grand Rapids, MI:
 - **Oh Baby! Looking at Museums as Leaders for Working Families: Creating Infant-At-Work Programs to Augment Federal Family Leave** (Session Presenters: Veronica Campbell, Port Huron Museum; Christy Kincaid, Air Zoo; Maria Newhouse, Air Zoo)
 - **This is Not Your Mother's Museum** (Session Presenters: Carrie Weis, Ferris State University; Tracy Busch, Ferris State University; Mari Kermit, Ferris State University)
- o October 8–10: [Communicating the Arts Conference](#) in Montreal, Visit GEMM Steering Committee member Katie Reynolds, Agcroft Hall & Gardens, Richmond, VA, during this conference.
- o October 21: [Southeastern Museums Conference](#) in Charleston, SC:
 - **Women on the Rise: Truths and Myths Revisited** (Moderator/Presenter: Heather Nowak, Preschool Director, Destiny Worship Center, Miramar Beach, FL Presenters: Lisa Littlefield, Director, Center for Career Development and Experiential Education, Hood College, Frederick, MD; Lucy Allen, Museum Division Director, Mississippi Department of Archives and History, Jackson, MS; Cheryl Call, Deputy General Counsel, Blackbaud, Charleston, SC)
- **From the Blogs:** In May, Heidi Lung represented GEMM at the 2019 American Alliance of Museums annual conference in NOLA. She presented a brief overview of GEMM initiatives to museum studies faculty during the leadership planning session for the Museum Studies Network (MSN), a professional network of AAM. MSN, formerly known as the Committee for Museum Professional Training (COMPT), recently refocused its mission to bridge the field and academic museums studies programs. Lung introduced the white paper "[Museums as a Pink Collar Profession](#)" to both students and faculty attending the MSN Networking Luncheon and during the Museum Studies Program Fair event held in the MuseumExpo.
- **Tune in July 31 to "[Museums in the era of #MeToo. What you can do.](#)"** part of the New England Museum Association's free Lunch With NEMA webinars.
- **Explore a GEMM Facebook Find.** A popular post on Facebook was shared at the start of July when the [Washington Post](#) covered pay equity in museums while referencing other fields: "*Thanks to the U.S. women's soccer team's gender discrimination lawsuit, the issue of pay equity is being debated in living rooms and board rooms across the nation. Like last year's sexual harassment reckoning, the related issues of gender diversity and pay equity affect a broad swath of American life, from entertainment and sports to Congress and Fortune 500 companies. Pay equity has been discussed with increasing fervor in museum circles in recent years, but with more women in power, it has a chance to be resolved, museum leaders say.*"

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|  | <p>Communicating the Arts Conference: October 8–10 in Montreal; GEMM is a conference partner for the 23rd Communicating the Arts Conference, whose theme is: <i>Inclusivity, Empathy and Well-Being</i>. GEMM members get a preferred rate, email us at gemmuseums [at] gmail.com, for details. Learn more about the conference online here.</p> <p>And, don't miss out on hearing From Awareness to Action: #5WomenArtists Campaign for Gender Equity case study presented by Amy Mannarino.</p> |
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- **August 22, 2019:** [Black Women's Equal Pay Day](#)
- **Join the conversation.** Discuss issues and post articles related to gender equity in museums on GEMM's [Facebook](#) or [Twitter](#) pages.
- **ICYMI.** The conversation about museum salaries is gaining traction thanks, in part, to recent unionization activities and to the circulation of a spreadsheet on social media where museum workers are voluntarily posting their salary info. This July 22nd *New York Times* article, [Inside Hushed Museum Hallways, a Rumble Over Pay Grows Louder](#), traces the trajectory of recent activity.
- **Tell colleagues and friends about GEMM.** Please feel free to share this newsletter!

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