PrideFULL and FearLESS

Beth Ann Balalaos, Long Island Children’s Museums
Nathan McCullough-Haddix, Koch Family Children’s Museum of Evansville
Danielle Defassio, Please Touch Museum
Alexandra Pafilis, Chicago Children’s Museum
Housekeeping

- Use a microphone whenever you speak...seriously folks!
- Be respectful of others
- Keep your minds open
- Yes, these slides will be available after
- Our contact information and business cards will be available
- Time is of the essence...so chat with us after if needed
Long Island Children’s Museum

- Long Island, New York
- 250,000 visitors per year
Current & Future LGBTQIA+ Programming

- All-Gender Restrooms
- LGBTQIA+ Centered Workshops
  - Love is Love: The Great Big Book of Families
  - I am Jazz
- Family Pride Night
- Social Media Posts
- Resources Page
- Staff Training
Long Island Children's Museum

Published by Melissa Smith | June 6, 2018 • 0

We're celebrating Pride Month with a "Love is Love" workshop this Saturday, June 9! We'll be reading "The Great Big Book of Families" to explore the unique thread that weaves all families together: love.

This book opens a conversation about all of our similarities and differences, including the people that make up our family. After we read the story, participants will make their own family portrait to display in our cafeteria on a rainbow, the symbol of the LGBTQ community. Join us! Free with admission; workshops at 2pm and 3pm. #pridemonth
Staff Training

- All Gender Bathrooms
- Family Inclusive Language:
  - My friends, learners, explorers, children
  - Adult, caregiver, grown-up
  - Ignore family relations
- Gender identity, sexual orientation, and gender expression
- Inclusion Rainbow collaborative mural
- Allow for open & safe conversations
- Opportunities to ask questions!
- STAFF SURVEYS
- Diversity, Equity, Access and Inclusion Team
Taking a leap...Family Pride Night

- Event to showcase LICM’s commitment to inclusivity
- Celebratory of 50 years of the Stonewall uprising
- Bring families and support systems together
- Collaborate with organizations: LGBT Network
- Opportunity to have positive experiences as a family, without judgement
- Ensure that we are continuing LGBTQIA+ Programming throughout the year
Children’s Museum of Evansville (cMoe)
- Established 2006
- 18,000 square feet
- 75,000 Guests per year
“E Is For Everyone...”

evansville is for everyone.

A brand has to start somewhere. This one started with you.
Except for when it’s not...
Children’s March On Evansville & Love Not Hate Art Exhibition

- Intended to amplify the voices children/teens in social justice issues.

- Does not attempt to address the negative rhetoric; instead shines a positive light on children and families that deal with biases and prejudices.

- Community partners have vested interest in development of our community’s youngest citizens.
cMoe’s Journey to PRIDE

- Current participant of ACM & ASTC’s Cultural Competency Learning Institute (CCLI)

- Establishment of IDEA Committee (Inclusion, Diversity, Equity, & Accessibility)

- INCLUSION as Core Value: We include everyone. We believe all children, and the adults in their lives, should feel welcomed, valued, connected, and included. We embrace and live the ideals of Inclusion, Diversity, Equity, and Accessibility for all as a foundation for institutional excellence.

- Commitment: cMoe is dedicated to a culture of inclusion that inspires children to value themselves and the unique qualities in each other through the provision of environments and experiences that foster cooperative play, inquiry, and self discovery. The museum draws upon the strength of its broad service to achieve institution-wide diversity in programs, activities, and operations.
cMoe Pride Programming

- All programming designed to be inclusive, welcoming, and celebratory in nature

- Month long collaborative rainbow themed science & art projects
  - What does family mean to you?
  - What does friendship mean to you?
  - What does love mean to you?
  - What are some ways to be kind to one another?

- Staff Preparation & Talking Points
  - Welcoming Schools - Human Rights Campaign

- Internal Change: Discontinuation of gender specific events, Membership structure/labels, Ongoing staff trainings
We at CCM must take steps to create a more inclusive, engaging environment that welcomes every visitor and celebrates them for the person they are or the person they will become. CCM, LGBTQ Inclusion Statement
• Founded in 1982
• 370,571 visitors last year
• 57,000 to 84,000 square feet
• 45 full time staff; 68 part time staff

Why is LGBTQ Access & Inclusion so important to CCM?

“Because we know every child benefits when they see themselves and their family configuration represented in the world around them. It’s simply what’s best for kids.”

Jennifer Farrington, President & CEO

• LGBTQ A&I Committee established in 2011 – part of our larger Diversity, Equity Access and Inclusion Team.
• Annual LGBTQ Trainings for Staff & Educators, Partners
• All Gendered Restrooms
• Pronoun Buttons & HR Resources (AAM Co-workers Guidelines)
• Year-round family inclusive programming
Why?

...the ability to create an inclusive organization is directly tied to an organization’s success whether looking from the inside, as an employee trying to build a career, or from the outside as a potential employee, customer, or stakeholder.

MASS Action Tool Kit (Museums as Social Sites)
Changing Museum Culture: Making the Case for Inclusion
International Family Equality Day
Storytime with Drag Queens
The Blog

10 Easy Ways Museums Can Be More LGBTQ-friendly

Queering the Museum Project

How a children’s museum got a nationally-recognized LGBTQ advocate to be an unpaid intern.

"I stumbled upon the help wanted ad while doing research for a diversity and inclusion program. The ad read, "Intern needed to support Chicago Children’s Museum’s (CCM) initiative to welcome and engage the LGBTQ community. Contribute ideas and develop activities that build awareness and sensitivity to the LGBTQ community. Photograph LGBTQ families on-site to diversify museum’s photo library.""

My first thought, a children’s museum has an initiative for the LGBTQ community? That’s brave.

My next thought: apply for the position." – Theresa Volpe
Co-founders of CAMP

We believe Chicagoland’s museums are enriched when staff and visitors of all gender expressions, sexual orientations and family configurations are intentionally welcomed and included.

Our mission is to inspire, inform and equip Chicagoland’s museum professionals to make their museum environments more welcoming and inclusive for LGBTQ staff and visitors.
Join us for some fun activities that celebrate and show support for LGBTQ families! Meet other LGBTQ families in the Hospitality Room, hear some Story Time with Drag Queens, participate in our Collect-A-Color scavenger hunt, explore our LGBTQ resource fair and so much more! Plus, stop by throughout May and June to help turn our staircase into a r...
**RULES TO PLAY BY**

1. Explore. Imagine and enjoy.
2. Stay with your kids (children under age 16 must always be with an adult).
3. Light snacks are allowed in the Snack Spot.
4. Breastfeed anywhere or in the Kids Town Caregiver Center.
5. Keep your shoes on.
6. Come and go all day; show your wristband, hand stamp or receipt to get back in.
7. Sorry, these aren’t allowed:
   - Balloons
   - Swimsuits
   - Pets
   - Soliciting
   - Alcohol
   - Tobacco
   - Profanity
   - Weapons
8. Sometimes people get tired, sad or stressed, so be nice.
9. We’ll ask you to leave (no refunds) if you’re being mean or unsafe. Everyone deserves a fun, welcoming, family-oriented place to play.
Please Touch Museum

Where Are We: Philadelphia, PA

Visitors: 450,000 / year
Dipping the toe in and going full out

THE PROGRAMMING

October 2017: We celebrate Coming Out Week with a special Self-Empowerment and Acceptance Storytime each day (4 days). We saw 40 children and 40 adults.

June 2018: Pride Family Festival
We invite local Drag Queen Storytime for four storytimes, a local artists to make a collaborative mural, an amazing children’s band to party with us and brace for an onslaught of hate.

TRAINING FOR STAFF

- Fostering a sense of what “For All” means.
- Open, round table discussion about personal bias
- Training on how to talk about programs to visitors
- Training on listening and not judging someone on their beliefs
- Gender Unicorn
- America to Zanzibar Training continues to build on this.
Welcome Squiggles!

“Our commitment to mirror our community, to be welcoming, diverse, and inclusive, motivated us to make an important decision: Our mascot would not identify with any gender. Children come to the museum to explore, discover, and imagine. Each child should be empowered to appreciate the mascot from his or her's unique perspective, and so we decided to leave the gender question open to interpretation.”

What's Next?

2nd Pride Family Festival on June 2nd
   Drag Queen Storytime Show with Puppets and music!
   Suzi Shelton
   Pride Float making with End of The Day Pride Parade

Working with Building Operations, Executive Team, and Board to work towards all-gender bathrooms.

Expanding programming initiatives throughout the year, instead of just June or October

Working with local groups that are inclusive
Activity Time!

The Gender Unicorn

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Takeaways:

- LGBTQIA+ Programming should take place year round!
- Hit the pavement to get to know your community.
It's Closing Time

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