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REFERENCES, ADDITIONAL READINGS, AND RESOURCES

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DEI Reading List for Hiring Managers

Compiled by Julia Latané and Stacey Swanby

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Deep-Dive Readings

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Resources for the Care of Culturally Sensitive Objects

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Resources on Sustainability

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Additional Readings and Resources

Culled from the DAP Apprentice Binder

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Thank you for exploring the DAP Toolbox.

This is just the beginning of the DAP story—your help allows the writing of this narrative to continue. We hope that you take these tools and use some (or many) of them to build a more inclusive workplace and a more representative workforce. We believe that, by sharing everything we've learned and created, including mistakes and changes made along the way, we can transform the entire industry. We envision a future in which art handling is a known, respected, and sought-after profession; our institutions reflect the diversity of the communities they serve; and everyone can bring their full selves to do their best work.

Looking back through the pages of this toolbox and the first three years of the DAP brings up so many thoughts and feelings. We feel pride in what has been accomplished. Empathy for those struggling to find a place to be themselves and for all of us searching for answers. Humility and sadness for how much is yet to be done and about how many have been denied opportunities. Rage at the injustices and inequities, spotlighted in our current moment—and, by extension, disappointment in our workplaces. We think about the increasing tension between the urgent expectations that more and more staff (especially BIPOC staff and younger staff) have about addressing inequity and the slow speed at which predominantly white institutions make change. We wonder how we can move forward in adopting anti-racist policies and procedures while also managing expectations with honesty. Can we accept that progress will be uneven, with some departments and programs leading the way in our institutions while other areas lag behind? Mostly, we feel gratitude for everyone who said yes to this program—especially the apprentices. And we feel hope.

We invite you to reach out with any questions that may come up as you digest or implement the tools and resources in these pages.

And we would love to learn from you and to hear your stories. No matter our roles within organizations, we can voice our ideas and share our stories. We can listen to those who report to us and speak up to decision-makers. We can become more self-aware and counteract our biases with objective decision-making tools. Let's not discount our own power to make change. The fact that you are here reading this publication means that you are part of the progress toward a more-equitable museum field—that soon you will be the decision-makers if you are not already. We need to remember that pipeline programs are not enough. Although initiatives like the DAP are important, we need to put as much energy and resources into recruiting, promoting, and retaining BIPOC staff at all levels of our institutions.

In the first three years of the DAP, we also witnessed a group of amazing apprentices. Many of them now have careers in the field, with some promoted and taking on more responsibility at their respective institutions. They are forces for change and of endless potential. We see them, and we are forever grateful for the opportunity to build a community together. We see them, and we are excited about the new directions and forward momentum they represent in this field. We see them, and simply: We have hope.