What are theories, models, and practices that can support equity-oriented change in everyday practice?

Noah Weeth Feinstein, University of Wisconsin, Madison
Marjorie Bequette & Joanne Jones-Rizzi, Science Museum of Minnesota
Cecilia Garibay, Garibay Group

RACE Forward: Understanding and Catalyzing Equity-Oriented Change in Museums and Science Centers

Providing empirical evidence about how and under what circumstances science museums, science centers, and other designed settings for informal science education can change so that they will reach more diverse audiences with the full range of their educational activities.

Fieldwide Theories of Change

What role can an exhibition play in organizational change?

1. **Double loop learning**: How and when does deeper reflection lead a museum to change not just its procedures but also its goals, norms, and culture? (Argyris, 1976)

2. **Institutionalism**: How do pressures from “the museum field” cause or prevent change in a museum? How do community connections cause or prevent change? How do these two things relate to each other? (Feinstein and Meshoulam, 2014)

3. **Narratives and Identity**: How do the stories a museum tells about itself - its origins, core values, defining character - serve as resources and obstacles for change, especially in response to unexpected or unusual experiences? (Garud et al., 2011)

---