

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

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

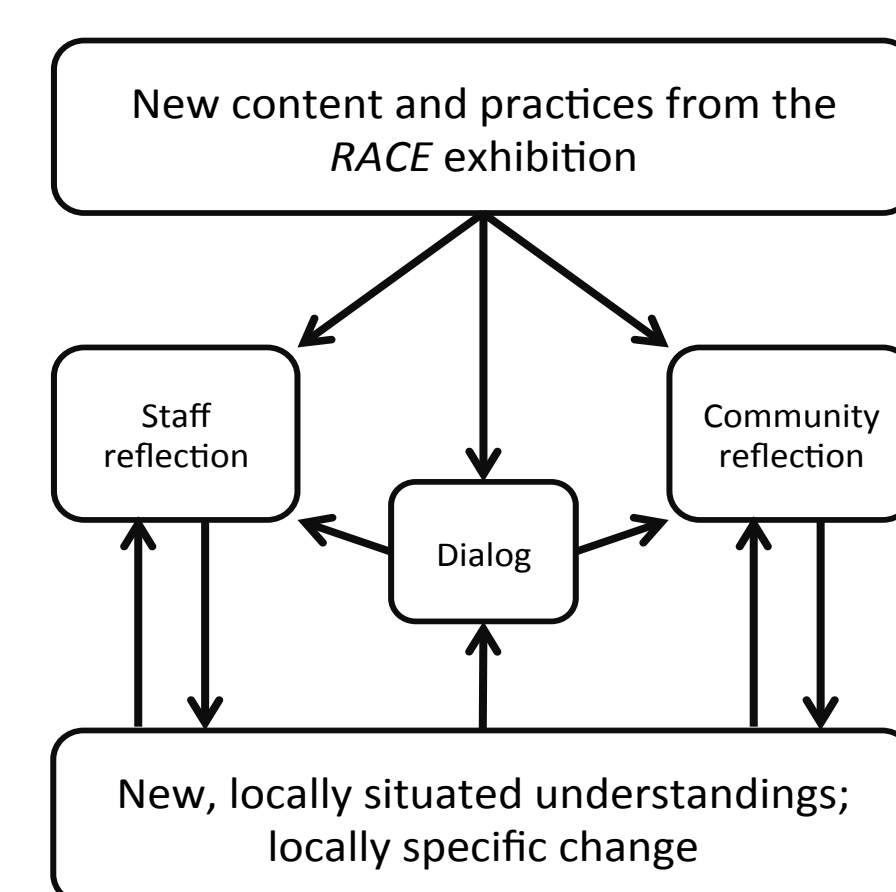
Providing empirical evidence about how and under what circumstances science museums, science centers, and other designed settings for informal science education can change so that they will reach more diverse audiences with the full range of their educational activities.



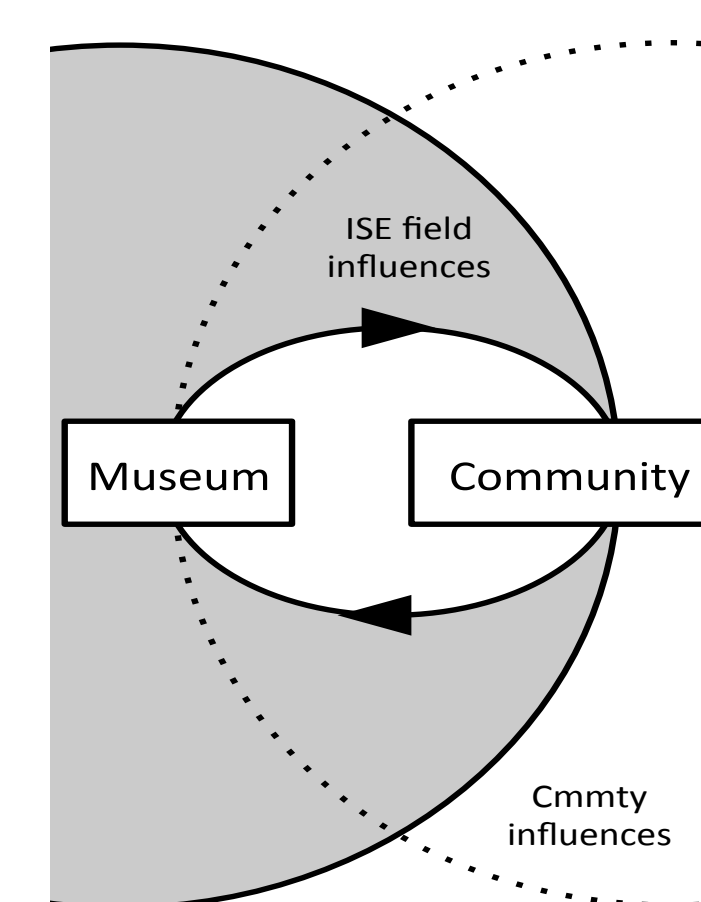
## Fieldwide Theories of Change

### What role can an exhibition play in organizational change?

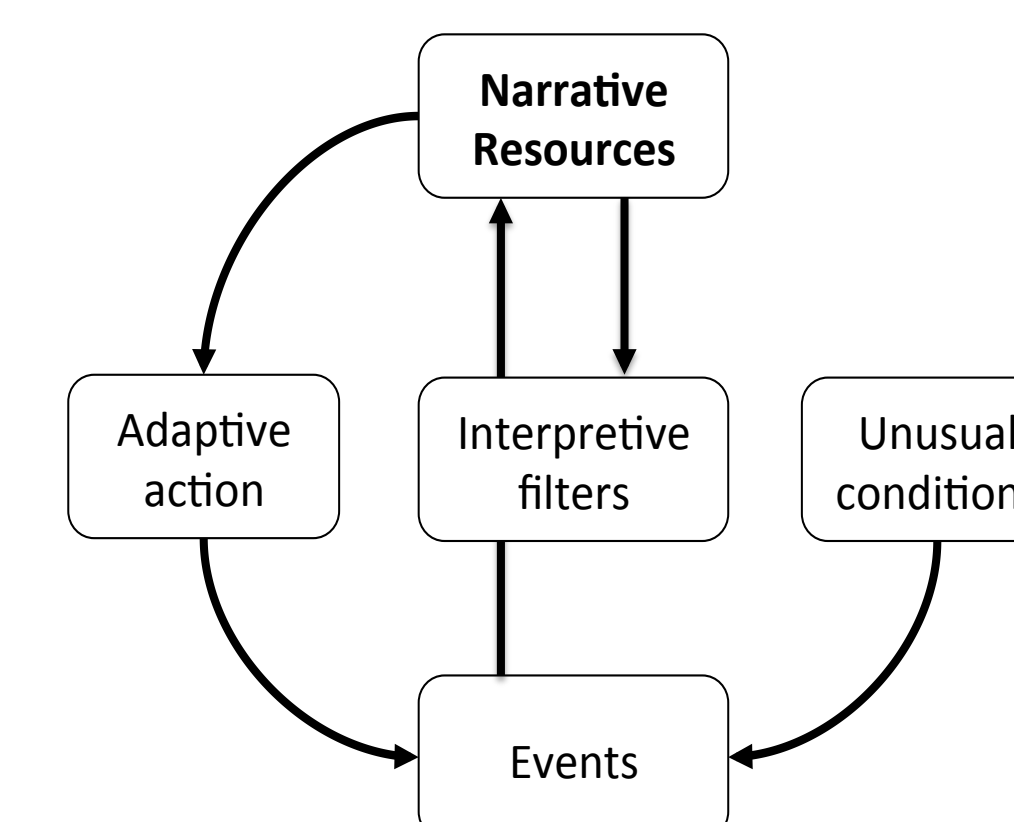
1. Emphasizing reflective process



2. Emphasizing contextual pressures



3. Emphasizing identify and narrative



**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).

Argyris, C. (1976). Single-loop and double-loop models in research on decision making. *Administrative science quarterly*, 363-375.

Feinstein, N. W., & Meshoulam, D. (2014). Science for what public? Addressing equity in American science museums and science centers. *Journal of Research in Science Teaching*, 51(3), 368-394.

Garud, R., Dunbar, R. L., & Bartel, C. A. (2011). Dealing with unusual experiences: A narrative perspective on organizational learning. *Organization Science*, 22(3), 587-601.

## SMM Theory of Change



## Practices for supporting change

A shared, jointly developed, and ever-evolving set of goals.

Distributed and redundant participation from across the museum.

Ongoing reflection and action to result in new, operationalized practices.



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