

~~INCLUDE~~ SCAN TOOL - UMA FERRAMENTA PARA TRANSFORMAR PRÁTICAS NA ÁREA DA DAEI

Cristina Veiga-Pires



I MOVE

Diversity, Accessibility, Equity and Inclusion
innovative tools
for change of practices
in cultural organisations

IMOVE SCAN TOOL - UMA FERRAMENTA PARA TRANSFORMAR
PRÁTICAS NA ÁREA DA DAEI
*Cristina Veiga-Pires, Luís Porto, Filipa Vargues, Sónia Oliveira, Alexia
Sonnois, Chiara Ferretti, Sanne den Adel*



Diversity, Accessibility, Equity and Inclusion
innovative tools
for change of practices
in cultural organisations

Projeto IMOVE



IMOVE

Diversity, Accessibility, Equity and Inclusion
innovative tools
for change of practices
in cultural organisations



Diversidade,
Acessibilidade,
Equidade,
Inclusão para
profissionais do
setor cultural

Livro Branco

Módulo de
formação



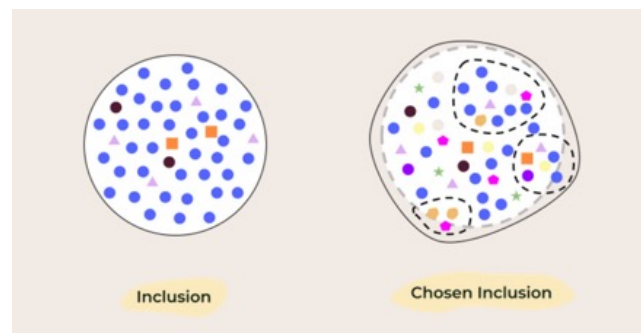
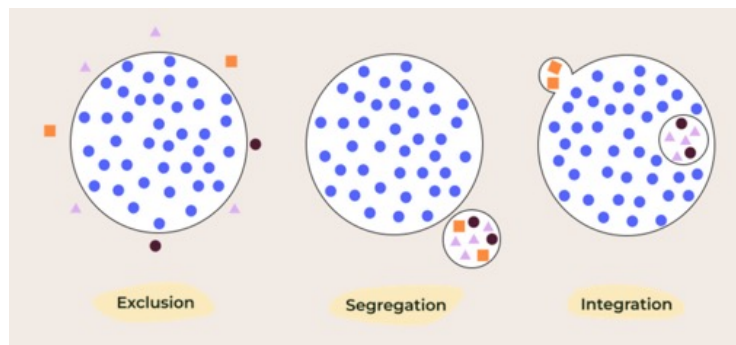
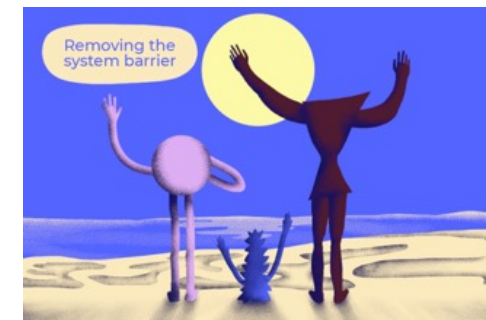
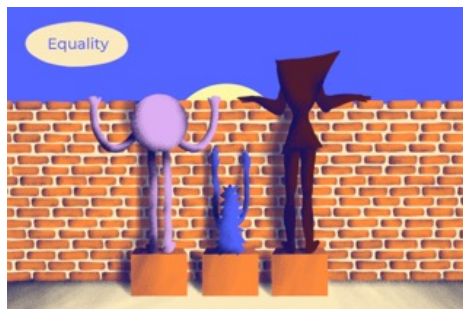
Ferramenta de
análise e auto-
avaliação



Co-funded by the
Erasmus+ Programme
of the European Union

<http://imoveproject.eu/>

Diversidade, Acessibilidade, Equidade, Inclusão



Diversidade, Acessibilidade, Equidade, Inclusão

Acessibilidade

- Quem tem acesso à cultura?

Chegando à
instituição cultural

Diversidade

- Cultura de quem?

Norma
Diferenças
Não um público
homogêneo, mas
diversos públicos

Equidade

- Quem é valorizado?

Discriminação
Justiça social
Desigualdades
Poder

Inclusão

- Quem é empoderado pela cultura?
- Quem tem o poder?

Invertendo o
equilíbrio de poder,
se as organizações
culturais geram
exclusão ? Isso
pode ser revertido

Preconceitos

**Explícitos (flagrante):
conscientes**



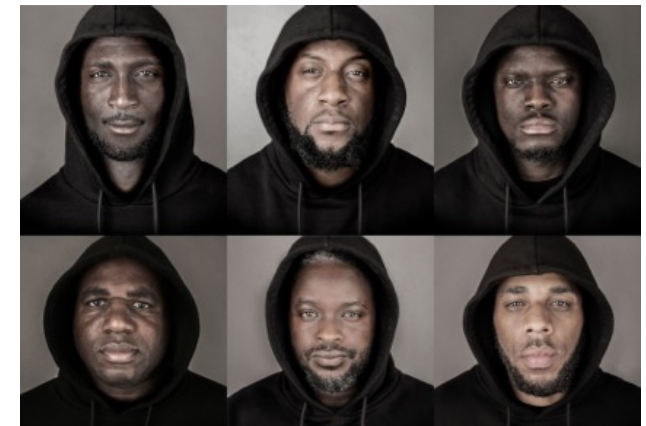
Nina Simon:
The art of relevance

**Implícitos (sutis):
inconscientes**



Documentário BBC
No More Boys and Girls - Can
Our Kids Go Gender Free

**De similaridade: grupo
interno vs grupo externo**



I AM NOT MY STEREOTYPE
| 56blackmen

Interseccionalidade

A interseccionalidade refere-se à situação de pessoas que estão na intersecção de vários sistemas de dominação



Kimberley Crenshaw
Advogada, defensora dos direitos civis e feminista interseccional

“A ideia de que todos temos a mesma vida é falsa.
Raça, classe, gênero se juntam para moldar as chances de vida das pessoas de maneiras muito diferentes.”

1976, EUA

“Cinco mulheres negras entraram com uma ação contra seu empregador, a gigante automobilística General Motors. A justiça americana, baseada nas categorias separadas de "gênero" e "raça", foi incapaz de levar em conta a especificidade da discriminação contra elas - eram mulheres e negras.
É precisamente para explicar isso que Kimberlé Crenshaw, feminista e teórica do direito, cunhou o conceito de interseccionalidade.”



© Chloé Germain-Thérien,
Introdução à
l'intersectionnalité
História em quadrinhos:
<https://intersectionnalite.lafabrique.org/bande-dessinee/bd-2/>

Justiça social na cultura (científica)



Emily Dawson

Socióloga inglesa

Equidade, Exclusão e
Aprendizagem Científica Cotidiana

www.emilydawson.org

« A exclusão não é
causada pelo público,
é gerada por nós »



**Nações
Unidas**

Artigo 27 da Declaração Universal dos Direitos Humanos

Artigo 27

1. Todos os seres humanos têm o direito de participar livremente na vida cultural da comunidade, de beneficiar das artes e de participar no processo científico e dos seus benefícios.

Ferramentas já existentes: Diversci.eu



Ferramenta de auto-avaliação

Workshop de autoavaliação

Sparktool

STRATEGY: Equity, Diversity & Inclusion Indicators in your organisation
CHECK THE BOXES THAT APPLY TO YOUR CURRENT PRACTICES

STRUCTURE AND GOVERNANCE



ROOM FOR IMPROVEMENT!

PROGRAMME PLANNING AND CONTENT



ALMOST THERE!

- ☒ Your organisation has a diverse board, including community champions.
- ☐ Your commitment to equity, diversity and inclusion is declared in top-level statements such as Vision and Mission, Values and Strategic Goals.
- ☒ Values of equity, diversity and inclusion are actively championed by senior staff and board members and are externally celebrated as criteria of success on reports and publications.
- ☐ Senior leaders measure progress in practices that support equity, diversity and inclusion in all departments, including (but not limited to) human resources and recruitment, audience monitoring, marketing, event/space hire, education, exhibition, front of house and contracted teams.
- ☐ Dedicated staff are appointed at a senior management level and are responsible for guiding your organisation towards greater equity, diversity and inclusion.
- ☒ Equity, diversity and inclusion is embedded in and seen as a core part of planning processes and decision making.
- ☒ Adequate budget and resources are allocated to the development of equity, diversity and inclusion practices, from the start of planning.
- ☒ Audience monitoring is in place that ethically and effectively understands the diversity of people coming to the centre or museum and identifies communities who do not currently participate in events and activities (including gathering data from non-visitors).
- ☒ Planning and programming focuses on topics which are meaningful to local communities and includes representatives of those communities at the strategy and decision-making level.
- ☐ Content strives to represent diverse local stories, understanding and perspectives as a result of inclusive planning.
- ☐ Evaluation measures for programmes include appropriate and ethical evaluation parameters which have been set in consultation with local communities.

Spark Workshop - online

Tools for an online workshop

This package content all the digital material you will need to run this workshop on site.

Activities:

- Individual: Assess your institution
- Collective: Analyse your map
- Collective: Discuss and decide

Content:

- Instructions
- Links to online interactive cards & boards in different languages

Download

Spark Workshop - on site

Tools for an in-person workshop

This package content all the printable material you will need to run this workshop on site.

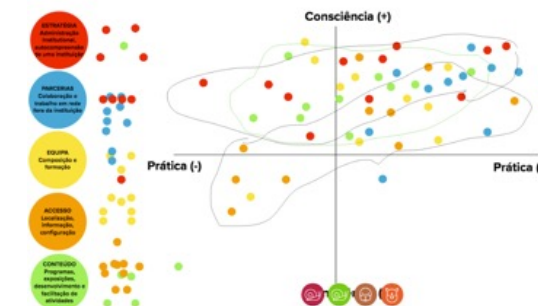
Activities:

- Individual: Assess your institution
- Collective: Analyse your map
- Collective: Discuss and decide

Content:

- Instructions
- Printable cards & boards (in English)

Download



5 Pilares:

Equipa Acesso Parcerias Estratégia Conteúdo

Ferramentas já existentes: outros



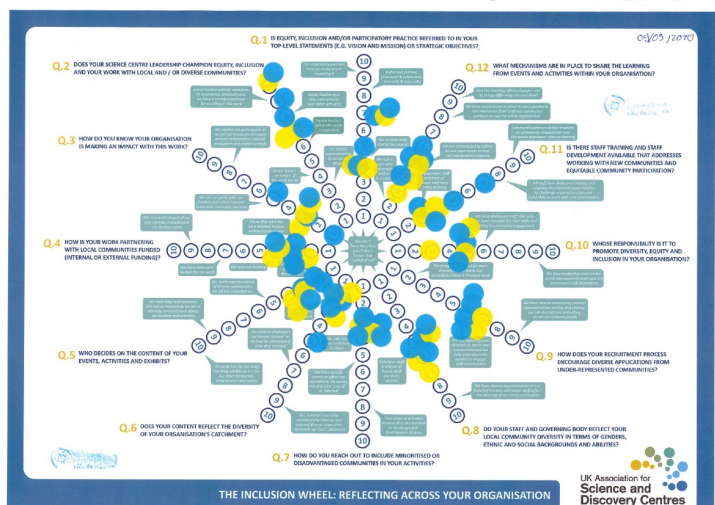
Association for
Science and
Discovery Centres

ASDC Roda da Inclusão

Refletir dentro da organização

(Inglês, Holandês, Alemão, Português)

<https://inclusion.sciencecentres.org.uk/evaluation-in-practice/practical-creative-tools/inclusionreflection-wheel/>

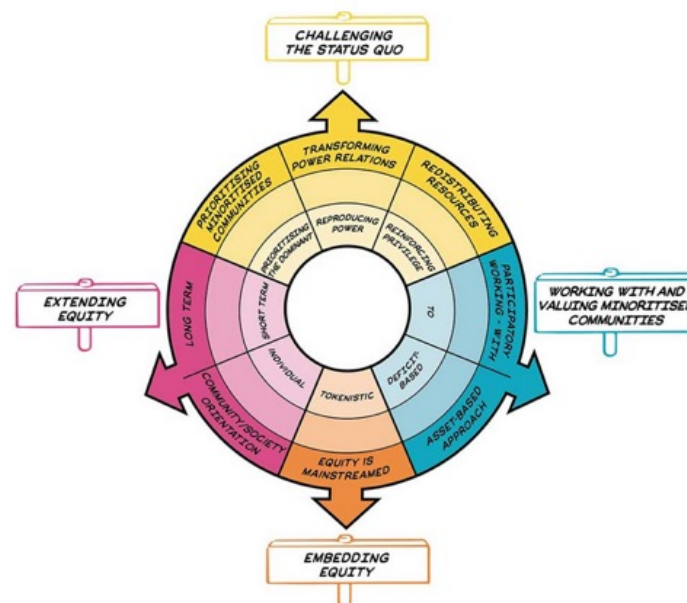


YESTEM Project

Free tools and resources for equitable informal STEM learning

The EQUITY Compass

A ferramenta Equity Compass ajuda os usuários a adotar uma mentalidade de justiça social ao desenvolver e refletir sobre sua política e/ou prática.



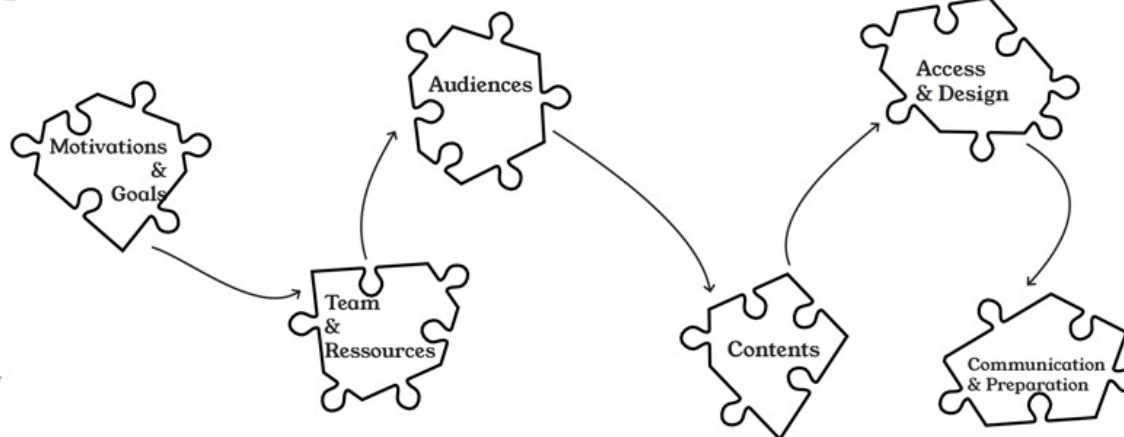
Ferramenta IMOVE scan tool

Six sections to go through the scan.



What inclusion and DAEI means for a cultural institution?
A short important introduction to consider some basic concepts.

The scan goes through the project process.
You can follow the usual path of a project, or navigate throughout these different spaces separately.

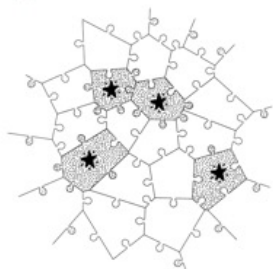


Não se preocupe! Não está sozinho: faz parte de uma comunidade de colegas e pode encontrar suporte ao seu redor, na sua equipe, organização e fora dela!

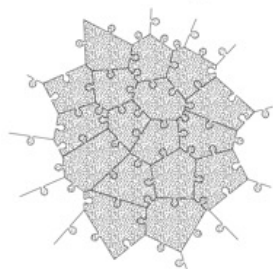


A final picture to consider all the parts of your project and self evaluate your DAEI key points.
A time to sum up your action plan, make choices and changes!

Quicksan...



...or In depth



O IMOVE scan tool é uma ferramenta prática e reflexiva, concebida por profissionais e investigadores culturais, para praticantes culturais. É útil se deseja analisar, auto-avaliar e melhorar projetos relativamente DAEI*.

Ferramenta IMOVE scan tool

Quickscan

Do you know where to find expertise for matters regarding diversity, equity, accessibility and inclusion?

Think about your **project team, your organization, your partners** and reflect on the knowledges and perspectives that are present and represented in your team, in your organization and outside.

No	Slightly	Partially	Yes
----	----------	-----------	-----

Write your notes here :

2.1

Go directly to the next page to follow the quickscan

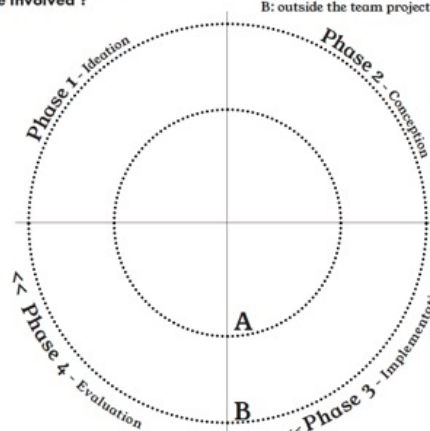
In depth

Is expertise in EDI present in the team or available in the organisation ?

Does the team know where to find the expertise outside the organisation? Are there any external resources available to get more perspectives and expertise involved ?

Are there (all/any) members of the project team trained and/or aware on diversity, equity, accessibility and inclusion issues? and in your organisation ?

Fill the template by adding dots or names to represent people
A : inside the team project
B: outside the team project



Good to know...

Diversity in the team project

As practical experience and research show us, there is a high probability that your project team won't be representative of the diversity of society. This point can limit your awareness and expertise about DAEI topics and exclusion. Lack of diversity in cultural project teams is a common situation. But there are solutions.

Short term actions

- Look at the entire staff of your organisation : perhaps you'll have other colleagues who are already aware or trained, or who regularly experience diversity and inequality, that you could invite at some stage of your project ?
- Look outside of your organisation: there are partners who deal everyday with different issues related to DAEI. Make space for one or two of them, invite them to a special committee around your project, or just take some time to hear what they have to tell you about your project and your DAEI issues.
- If your project aims specifically one DAEI issue, try to organise a specific training, even 1 or 2 hours if you can not do much, for the team project (and perhaps other staff members): it can make you more aware and ready to work on this spot.

Long term actions (more difficult to engage)

- Engage a reflexion with your governance or DRH around diversity in staff, and new ways of recruitment.
- Try to suggest regular training on DAEI issues for all the staff.
- Try to develop long term trusted relationships with DAEI partners around all your projects: the expertise you won't have, they will surely be happy to share with you.

Notes for action

Formação I MOVE

Sensibilizar para o DAEI nas organizações culturais

- ☐ Apresentar as bases e abordagens científicas
- ☐ Apresentar o DAEI para a justiça social
- ☐ Esclarecer que o DAEI é um processo progressivo e contínuo
- ☐ Familiarize-se com as comunidades existentes no DAEI

Divulgar a metodologia I MOVE SCAN

- ☐ Apresentar a ferramenta Scan
- ☐ Definir os objetivos da ferramenta
- ☐ Executar a ferramenta e apresentar ferramentas complementares
- ☐ Destacar as dificuldades que podem ser encontradas e como superá-las

Objetivos transversais

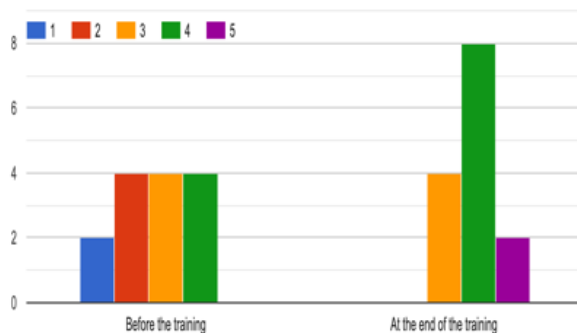
- ☐ Encontros e intercâmbios entre profissionais europeus
- ☐ Conscientização das diferenças culturais e impactos na divulgação do DAEI



Formação IMOVE: resultados

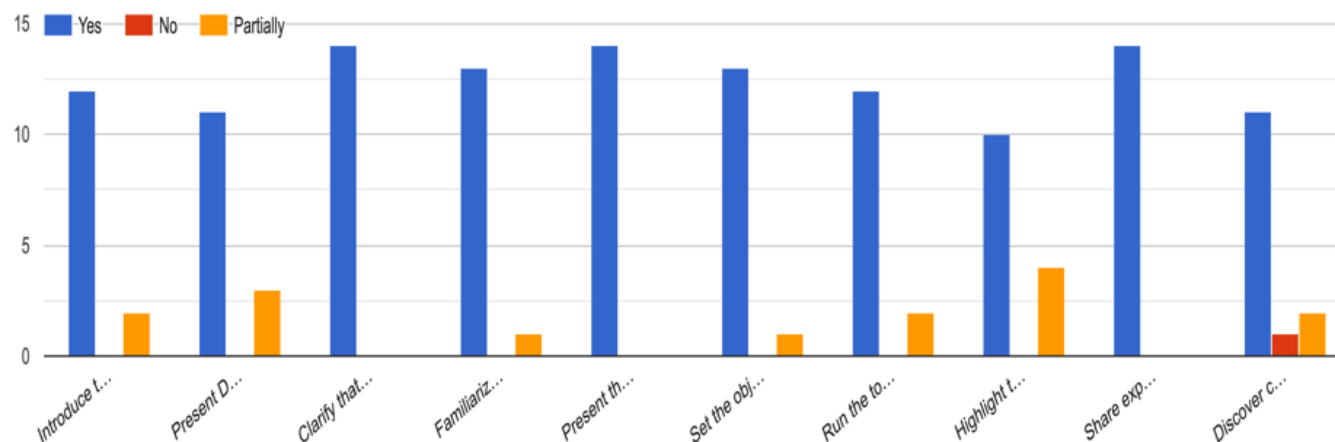
Como situa o seu conhecimento sobre as questões DAEI ?

How do you situate your awareness on DAEI issues (Diversity, Accessibility, Equity, Inclusion) ?



Considera que os seguintes objetivos foram alcançados?

Do you consider that the following objectives were reached?

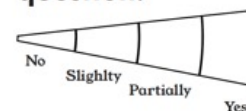


Projeto IMOVE: Futuro

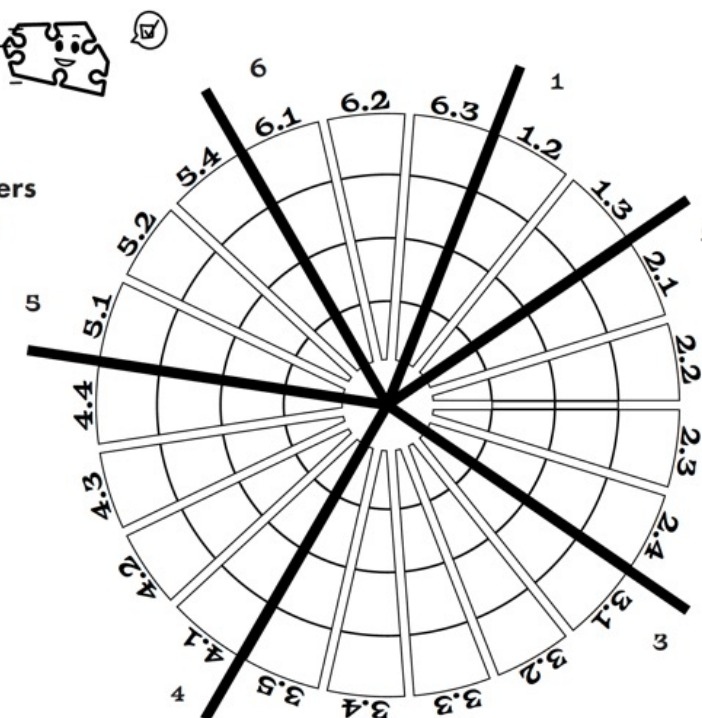
- Finalizar o scan tool
- Traduzir o scan tool
- Realizar ações de capacitação
- Produzir o Livro Branco

Quickscan overview

Sum up your answers for each quickscan question.



Example :





de@ccvalg.pt | cvpres@ualg.pt

centro
ciência.viva
do algarve

25
ANOS

 **UAlg** CIMA
UNIVERSIDADE DO ALGARVE
CENTRO DE INVESTIGAÇÃO MARINHA E AMBIENTAL

 **AR
NET**
AQUATIC RESEARCH NETWORK

Obrigada

I M
I MOVE

Diversity, Accessibility, Equity and Inclusion
innovative tools
for change of practices
in cultural organisations