

Pillar 1: Governance - Part A: Needs Assessment

To what extent does the museum have governance practices in place, including clearly defined roles and plans, as well as assessment measures to monitor progress and manage risks to the organization?

Throughout this document, where references are made to the Board of Directors or the Board, the term “management” can be substituted if appropriate to the museum’s governance model. This should be understood as the entity that has responsibility for the overarching organizational management, development, and planning of the museum.

Email:

Name of museum:

1. Consider the museum's recruitment and nomination practices for board and committees.

As part of your analysis, some questions to consider are...

- *Is there a nominating committee or team that does ongoing, year-round work?*
- *Does the strategic plan inform recruitment efforts?*
- *Has an analysis been carried out on the skills of current board members, and how these complement those of museum workers and other board members?*
- *Are relationships being built with community members and equity-deserving groups?*
- *Is there a statement on equal opportunity and equity?*

Please note: *It is not necessary to answer each of the above prompts individually, rather to consider their relevance when formulating a response to the question above.*

- Yes, we have them, and they are meeting our needs as is.
- Yes, we have them, but they require work. ANSM could help us improve them by providing training on...
- No, we don't have them. ANSM could help us by providing training on...
- No, we don't have them, and don't need them because...

Comments:

2. Consider the museum's board, committees, and teams.

As part of your analysis, some questions to consider are...

- *Has an analysis been carried out to review the current board and committees to determine if they are representative of the community and issues important to the museum (e.g., diversity, inclusivity, accessibility, greening, sustainability)?*
- *Do boards and committees adhere to collective organizational values?*
- *Is there open communication during the decision-making process?*
- *How are decisions made by the board and later disseminated publicly?*
- *Does the museum allow for enough time to properly build relationships and implement partnerships?*

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- No, we don't have them. ANSM could help us by providing training on...
- No, we don't have them, and don't need them because...

Comments:

3. Consider the museum's land acknowledgement and commitment statement.

As part of your analysis, some questions to consider are...

- *Can the museum demonstrate a connection between this statement and its activities?*
- *Does the museum have a plan in place to develop or strengthen partnerships with local Indigenous communities and/or organizations, and other traditionally underrepresented communities? Is this based on research?*
- *Are there opportunities to update policies and practices based on this statement?*

Please note: *It is not necessary to answer each of the above prompts individually, rather to consider their relevance when formulating a response to the question above.*

- Yes, we have it, and it is meeting our needs as is.
- Yes, we have it, but it requires work. ANSM could help us improve it by providing training on...
- No, we don't have it. ANSM could help us by providing training on...
- No, we don't have it, and don't need it because...

Comments:

4. Consider the board's inclusivity efforts.

As part of your analysis, some questions to consider are...

- *Are equity-deserving groups included or consulted in strategic planning?*
- *Are board members encouraged to participate in inclusivity, cultural sensitivity, or similar training to strengthen their ability to build relationships with equity-deserving groups?*
- *Has the board considered how EDIA (Equity, Diversity, Inclusivity and Accessibility) is interwoven in all areas of museum operation and is related to long-term sustainability?*

Please note: *It is not necessary to answer each of the above prompts individually, rather to consider their relevance when formulating a response to the question above.*

- Yes, we have them, and they are meeting our needs as is.
- Yes, we have them, but they require work. ANSM could help us improve them by providing training on...
- No, we don't have them. ANSM could help us by providing training on...
- No, we don't have them, and don't need them because...

Comments:

5. What is the museum's top governance-related goal for the next four years? (i.e., improving EDIA, relationship-building, decolonization, etc.)

Additional Comments and Notes: