



Our Belief in Accessible Science and History

As a museum and center for informal learning, we firmly believe that science and history should be accessible to everyone. We are committed to ensuring that our community has access to the rich history and science of our region, including its diverse and sometimes challenging narratives. At the Mayborn, we face these difficult truths directly, creating an environment where all voices and stories are acknowledged and respected.

We are dedicated to fostering an inclusive, diverse, equitable, and accessible environment that reflects the rich tapestry of Central Texas. Our IDEA (inclusivity, diversity, equity, access) initiatives aim to address our historical legacy and, in partnership with our communities, build a more balanced and inclusive future.

Commitments

We recognize and address our historical legacy and work collaboratively with the communities we serve to create a more inclusive and balanced narrative. ([link to our work with Wichita Tribe](#))

We are committed to fostering an environment of continuous learning and growth for all staff, ensuring everyone has the opportunity to develop both personally and professionally. In 2023, Mayborn leadership joined a year-long cohort with the Cultural Competence Learning Institute (CCLI). CCLI guides museum staff as they catalyze diversity and inclusion efforts in their institutions. CCLI believes that leaders reside at every level of an organization and the program works with museums of all sizes and disciplines to center equity.

Our programming and collections will embrace and reflect the diversity of our visitors and the communities we serve. The Museum has been intentionally updating and integrating bilingual exhibit labels and marketing materials.

We establish systems and spaces where employees and museum community affiliates can contribute their varied opinions, approaches, perspectives, and talents to shape our mission, culture, practices, and policies.

We assess and recommend both short and long-term practices, policies, and strategies to integrate DEAI priorities into our Strategic Plan.

We seek regular feedback from stakeholders to inform decision-making and identify opportunities for improvement.

We conduct an annual self-assessment of our effectiveness, reviewing accomplishments, challenges, barriers, and solutions to ensure continuous progress towards our DEAI goals.