cam·​bio | \ ˈkambēˌō \

meaning “change”

*noun (Spanish)*

****

****

**The Cambio Experience**

Each year, Cambio welcomes a new cohort of museums to participate in its year

long professional development experience. Cambio is designed to help museum teams shift internal organizational practice to better create STEM experiences that are culturally relevant and responsive to Latinx audiences.

Cambio’s vision centers on encouraging organizations to shift their practices at all levels by examining the cultural dimensions and intersections of Latinx audiences, STEM, and organizational change. Believing that leaders reside at all levels within organizations, the program helps museum practitioners to explore how they might spark change in their role as individuals, within organizations, and in relationship with communities. The Cambio experience focuses on incremental change in organizational practice, building on strengths and improving what they do well, with a goal of long-term transformational change that includes examining assumptions and changing structures toward institution-wide change.

**Cambio Includes:**

* Comprehensive and confidential staff perception survey conducted and analyzed by an outside research and evaluation firm.
* Three-day in-person kick-off workshop in Washington, DC
* Monthly interactive virtual meetings
* Resources and tools, including frameworks, models, and topical articles
* Peer networking with other museum professionals
* Coaching for the development and implementation of a yearlong strategic initiative
* Mini-grant support for the implementation of a year long strategic initiative
* Culminating Summit in the spring of 2025 for all Cambio alumni

**Applying to Cambio**

Cambio faculty use an application process to learn more about each organization’s prior work focused on diversity, equity and inclusion. The application asks specifically about the organization’s efforts with identified Latinx communities and its approach to STEM, and the information is used to identify points of synergy between the Cambio program and the applicant organization. Our goal is to support and cultivate museum cohorts toward becoming a thriving learning community. Please expect to spend internal cross-team planning time putting together your application.

Some things to know before applying:

**Team Dynamics**

1. You will be asked to create an internal Cambio leadership team of three people; including the museum’s Executive Director/President/CEO. We’ve found that senior leadership participation is critical for transformational organizational change. Cambio covers the cost of participation for the three required participants.
2. Your team should be cross-departmental and include representation from various levels of the organization. In your team selection process, think about the staff who are best poised to support organizational change. Consider position, length of service, workstyle, knowledge, potential for growth, etc.
3. The Cambio experience is most successful when the team schedules additional internal meetings between the monthly cohort gatherings to address goal making, decisions, homework assignments and presentation preparation. Your team should plan ahead for scheduling meetings, team project management and facilitation and how members will take on these responsibilities throughout the year long experience.

**Strategic Initiative**

1. In the application, you will be asked to propose a strategic initiative--a project that your museum’s Cambio team will lead to support shifting internal organizational practice to better create STEM experiences that are culturally relevant and responsive to Latinx audiences. It is expected that your team will meet on their own between Cambio cohort sessions, and they will involve the museum’s larger staff in some capacity.

**Travel Subsidies and Grants**

1. Travel subsidies and mini-grants will be provided as follows**:**
	1. Kick-off Meeting. Each museum will receive a travel subsidy for airfare and four nights’ accommodation, with meals covered by the Cambio project, for three staff to attend the in-person kick-off meeting in Washington, DC on March 14-16, 2022. COVID safety protocols will be followed. Vaccination required to attend.

Culminating Summit. Each museum will be invited to send three members from its original Cambio team (if possible) to the Culminating Summit, expected to take place in the spring of 2025 in San Francisco, California. Cambio will provide a travel subsidy for roundtrip travel and hotel accommodations.

* 1. Strategic Initiative Mini-grant**.** Participating museums may apply for a mini-grant of up to $5,000 during the yearlong program with a focus on strengthening the organization’s relevance and responsiveness to their Latinx communities. Guidelines and expectations will be reviewed during the program year.

**Selection Criteria:**

The following will be considered in the museum application selection process, which is conducted by members of the Cambio faculty.

* Confirmation of the commitment of museum leadership agreeing to active participation of the CEO during the yearlong program
* Institutional commitment to, and experience with, efforts to attract and serve diverse members of your community, particularly Latinx communities
* Institutional commitment to, and experience with diversity/inclusion and advancing cultural competence
* CEO interview to gauge synergy between applicant museum needs with Cambio curriculum and approach
* Representation of a variety of museum sizes, geographic regions (a maximum of five museums will be selected for the cohort) and strategic initiatives.

**Cambio APPLICATION 2022**

**Application deadline November 15, 2021**

Institution Information

Name:

Mailing address:

Phone Number:

Web address:

Annual operating budget:

* Less than $1 million
* $1 million-$4.9 million
* $5 million to $9.9 million
* $10 million to $19.9 million
* $20 million +

Number of total employees:

Number of Full-time employees:

Number of Part-time employees:

Annual visitorship:

Square footage:

Please tell us about your community demographics.

Please tell us about your staff demographics.

Please tell us about your visitor demographics.

Contact Person Information

Name:

Title:

Email:

Phone Number:

**1. Cultural Competence and institutional DEAI efforts (200 words max)**

Describe the threads of your museum’s efforts around diversity and inclusion, both internally and externally. What are the outcomes of your DEAI work with staff, in community relationships and partnerships, or on audience perceptions of your institution?

**2. Current Context (200 words max)**

During 2020 and into 2021, the museum field experienced unprecedented shifts. Please tell us about the current realities for your museum and community. How are you thinking about reframing and/or rebuilding? What is driving your interest in participating in Cambio at this time? What has your institution undertaken in the last 18 months that addresses racial equity and social justice?

**3. Community Engagement (200 word max)**

Tell us about your work with your broader community. Who are you trying to engage or build relationships with and how? How do you measure impact? Please provide examples of your approaches.

**4. Your Latinx Community(ies) (500 word max)**

Tell us about your work with, understanding of, and relationship with your local Latinx community(ies). What have you done in the past and what ongoing work are you doing with Latinx communities? Have your efforts focused on STEM? Please tell us more about your work and what you have learned from your local Latinx communities.

**5. STEM & Your Organization (500 words max)**

Please describe your museum’s STEM philosophy, practices and learning goals. How do you engage audiences in STEM, especially Latinx audiences?

**6. Organizational Change and Readiness (500 words max)**

Please tell us how your museum aspires to achieve greater community impact in the next 3 to 5 years. What steps have you already implemented toward these aspirations? What steps do you plan to take in the near future? What challenges do you anticipate in this process?

**7. Strategic Initiative (750 words)**

As part of Cambio, we invite participating institutions to identify an initiative, perhaps a “burning question” or identifiable process, that will help influence and/or transform your museum’s operations and relationship with Latinx communities. Please tell us about what you think your organization might focus on as a strategic initiative during the Cambio program year. What will the goals of your project be? How will you know that you have achieved success?

How will your organization accomplish the initiative in a one-year timeframe? What other institutional factors need to be considered in order to accomplish the initiative?

**8. Your Cambio Team**

Please list names, titles, email addresses, and phone numbers for each team member. Tell us why you chose this team? Also attach an organizational chart so that Cambio faculty can see individual team members’ position within the entire organization.

* Executive Director/President/CEO:
* Team Member 2:
* Team Member 3:

Please review the following statements and check the appropriate boxes. *If your team is not able to commit to the following expectations, it may affect acceptance into the Cambio program.*

**☑** The museum’s CEO agrees to active participation in the year‒long program.

**☑** The museum understands and agrees that the submitted application will be accepted based on the identified team of participants.

**☑** This team will be expected to participate in the full 3-day kick-off meeting on March 14-16, 2022, as well as 45-50 hours of virtual meetings, and approximately 15 hours of homework, planning, and presentations, spread throughout the year.