



Irene Gomez-Bethke Papers.

Copyright Notice:

This material may be protected by copyright law (U.S. Code, Title 17). Researchers are liable for any infringement. For more information, visit www.mnhs.org/copyright.



SCIENCE MUSEUM OF MINNESOTA

30 East 10th Street, Saint Paul, MN 55101
phone: (612) 221-4727
fax: (612) 221-4777

Discovery begins here

Minutes of meeting, Wednesday, May 6, 1998
New Building Community Advisory Committee
From Paul Mohrbacher (612) 221-4745

Next Meeting: Wednesday, July 8, 1998, at 4 p.m.,
Upper Cedar Conference Room

Dick Anfang
Karen Avaloz
Betty Cowie
Errol Edwards
Irene Gomez Bethke
Betty Herbert
Anne Hunt:
Rob Kost
Dave McDonnell
Hokan Miller
Loren Omoto
Gregory Page
Richard Rolle
Linda St. Ores
Michael Sharpe
Ray Vanyo
Pat Wagner

St. Paul Building Trades and Labor
West 7th Federation representative
Ramsey County Soil/Water Conservation District
Staff, West Side Citizens Organization
Instituto de Arte y Cultura
downtown resident, Capitol River District Council
West Side resident
United Properties, downtown real estate
St. Paul Planning Commission
West Side resident, Upper River Services
Dayton's Bluff resident
Riverfront Corporation
St. Paul Urban League
St. Paul Department of Human Rights
United Hospital Administration, West 7th St.
West End Business and Professional Association
Women in the Trades

*Irene -
How are you?
Can we talk about
October
Hispanic
Heritage
Month*

Minutes sent to staff: Jim Peterson, Teresa Sterns, Kathy Wilson, Jane Eastwood, Roberto Trevino, Dorothea Gumbrell, Leslie Fransen

Present: Linda St. Ores, Errol Edwards, Loren Omoto, Betty Herbert, Pat Wagner
staff: Kathy Wilson, Jane Eastwood, Paul Mohrbacher

Construction Issues: Report and Discussion

Linda St. Ores discussed most recent results on employment utilization of women and minorities. Female utilization is slightly up (7.88% of work hours; goal is 9.4%) minority skilled is slightly down (13.11% of work hours; goal is 14.3 %); minority unskilled 21.50% of work hours; goal is 15.4%). Committee asked to see breakdown by ethnic background for females as well as for males; also can we find out breakdown between white skilled and unskilled? Linda said she would look into these questions.

The AA/EEO partnership committee (PCL, Human Rights, Urban League, Women in the Trades, and construction/general labor local 132) met at 11 a.m. today. The committee discussed interest shown by Pioneer Press in doing a story on women in nontraditional trades, using the museum job as the primary focus. It also discussed levels of AA/EEO cooperation by various subcontractors, and training opportunities. The committee meets again June 17.

EEO/AA report on current employees at the Science Museum of Minnesota

A good part of the meeting discussed the status of affirmative action hiring and staffing at the Science Museum itself. Paul distributed a report for April 1998 showing AA breakdown. People of color make up 16.6% of employees at the museum.

OVER OVER OVER

One committee member suggested there is a virtual glass ceiling for minorities, citing the low number of people of color in the "officials and managers" category (one person out of 41 individuals, or 2.44%). Affirmative Action initiatives show greater results in categories like "professionals" (20 of 183, or 11%), service workers (48 of 187 or 26%), "office and clerical" (19 out of 72, or 26%). Staff reported that museum had set goal of attempting to hire two candidates of color in the "officials and managers" job group within the next as positions became available.

The chart showing the museum's utilization of women and minorities compared to availability was discussed. Linda St. Ores suggested that the museum use the "lowest civic unit" as basis for measurement, in other words, the cities of Minneapolis and St. Paul. The museum currently uses a county basis rather than a city basis, but gives more weight to urban counties than suburban counties. Many of the current museum employees do live in the suburbs.

The discussion turned to recruiting techniques. A summary of remarks:

- The museum needs to start handpicking candidates, aggressive recruitment. We can get pretty insular without this effort. We need to grow applicants, develop them. Perhaps more close relationships with universities and their graduates would help us find candidates for better paying positions. The museum casts a wide net when it posts positions, often advertising in community newspapers, and also using the Job Link system.
- Internships should be made known to community based organizations. Build career tracks for people on staff; also develop "skill path" opportunities for employees.
- As we enter new millenium, set standards for hiring from all socioeconomic levels.

The New Museum, December 1999: What kind of preview opening event for community leaders?

Staff discussed opening preview plans for interval between November 19, 1999, and December 3, 1999. Grand opening day for public is now set for Saturday, December 4, 1999.

A series of preview parties is planned, and Jane Eastwood, coordinator of planning for the openings, listed some traditional opening events, ie, for educators, construction crews, hospitality industry, donors and political leaders. The museum is anxious to hold a "community" event as well.

There will be no wide-open public preview since that will undercut museum attendance after the grand opening, and operations staff needs time to adopt operating procedures for large crowds.

Committee suggested working closely with community partners, organizations that could be given a limited number of tickets for their clients to attend a community preview.

Emphasis will be on community leaders, especially those who have led partnership efforts with the museum in recent years.

Committee also suggested having community people on different days, not just on one occasion. One member liked our groundbreaking ceremony and having students doing activities at the event; they were the ones who stole the show.



Discovery begins here

New Building Community Advisory Committee

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Irene Gomez Bethke	Director, Instituto de Arte y Cultura
Betty Herbert	Member, Capitol River District Council
Anne Hunt:	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Linda St. Ores	Specialist, St. Paul Department of Human Rights
Michael Sharpe	United Hospital Administration, West 7th St.
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades
Minutes sent to staff: Jim Peterson, Teresa Sterns, Kathy Wilson, Jane Eastwood, Dorothea Gumbrill, Mary Stanik	

Next Meeting: Wednesday, September 9, 1998, 4-5:30 p.m. Upper Cedar

Minutes of meeting, Wednesday, July 8, 1998 (completed and sent 8/4/98)

Present: Karen Avaloz, Betty Cowie, Errol Edwards, Betty Herbert, Loren Omoto, Linda St. Ores, Michael Sharpe, Ray Vanyo. Staff present: Kathy Wilson, Paul Mohrbacher, Jim Peterson, Dorothea Gumbrill.

Construction Issues: Report and Discussion

Linda St. Ores reported that St. Paul Human Rights commissioner made an unannounced visit to a number of construction sites in St. Paul on Tuesday, July 7, along with a reporter from the Pioneer Press and an aide to a city council member. Possibly a newspaper story developing from the visit, which appeared to have been generated by a call to the commission from the reporter. The committee discussed issues such as equal media access to site (PCL and SMM have policies that media should first check with respective organizations) and feedback from smm site which was one of the destinations (supervisors upset over inference that pre-announced site visit would allow crew to staff up on women and minorities). Some committee members saw value in unannounced visits at least by commissioner; museum inclined to request prior notification for media but willing to accept that commissioner may want to appear unannounced.

Other side of the coin: Affirmative action hiring/climate continue to be excellent. Linda reported that female participation on the site is 8.07% female (9.4% goal); 12.99% minority skilled (14.3% goal), and 21.77% minority unskilled (15.4% goal). Word is that the halls are empty of minority skilled workers so availability is tight. Right now, one of ten workers on the site is a woman—surpassing goal and suprising everybody. All ethnic backgrounds are represented in at least one gender or skill level; no Hispanic or Asian females working on crews. Next meeting of partnership group (PCL, Human Rights staff, Urban League, Women in Trades, Local 132, SMM rep) is Wednesday, August 12.

OVER OVER

*90 years
of Discovery*

30 East 10th Street, Saint Paul, MN 55101

phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN

Science Museum of Minnesota is an AA/EEO employer.

Committee feedback: Ways to improve museum affirmative action

Dorothea Gumbrill, director of human resources, discussed how the committee can help the museum encourage minority candidates to apply for positions; a current vacancy in the "officials and managers" category (the director of the computer education program) and another position as volunteer coordinator. Copies of the two job descriptions distributed.

After listening to Dorothea's summary of the museum's plans, committee urged the museum to be more aggressive in recruiting minority candidates. include district councils in the automated job openings distribution done weekly by HR.

Other comments: make available a list of destinations where we send the job listings; give ads some "pazzazz" so they will be noticed; for the computer position, send to minority computer professional groups (check with Loren Omoto); for all positions send to MN Affirmative Action Association (HR pros).

consider creating a diversity coordinator position on staff (discussion here included staff posture that diversity is everybody's business, and that the diversity team monitored HR progress; some committee members felt expertise of a coordinator would help us);

sharing job openings and recruitment strategies among local museums.

A community opening event at the New Museum, December 1999:

a summary of what was suggested at the May 6 meeting and in private discussions, was distributed. See * Below.

Additional ideas: Use organizations like Riverview Economic Development Association on West Side which puts together lots of entertainment for Cinco de Mayo days; Tie smm opening to opening of new bridge and our ties to West Side of river (ie, MNRRA on Harriet Island); check with Chris Oshikata of Riverfront Corporation who does special events for them; use resources like International Institute for various ethnic performers; in general, work with leadership groups in the community; ask for input.

* 1. Work closely with community partners, organizations that could be given a limited number of tickets for their clients to attend a community preview.

2. Continue to seek ideas from community leaders, especially those who have led partnership efforts with the museum in recent years.

3. Incorporate community people on different days, not just on one occasion. One member liked our groundbreaking ceremony and having students doing activities at the event; they were the ones who stole the show.

4. Recognize the enormous diversity and talent in the neighboring communities. For example, there are some very distinct cultural histories on the West 7th Street district. Folk dancing, music, in four distinct traditions: Czech, German, Italian, Polish. Use the cultural distinctions of this neighborhood and other neighborhoods in the area. Recognition of Frank Marzitelli, Patricia Hampl, other notables from the neighborhoods. a native American blessing ceremony
Some in the Latino community are planning an event recognizing the millenium in December 1999. Possible collaboration.

5. Use the river: even though it's December, a tie-in to river. Work with the barge community (Hokan Miller)



Discovery begins here

Irene
Please read!
↓

August 4, 1998

Dear Member of the New Building Community Advisory Committee:

This committee is now four years old. The first meeting was held in July 1994. That may seem like a long time ago but it's like yesterday here. Some of you have served on the committee since that first meeting; that's a lot of time under your belt.

To all of you, the museum owes much thanks for your giving of time and talents to help us plan for the new building and to be a responsible neighbor. This month you should be receiving a card from the volunteer department; it's your passport to benefits at the museum, and it's also a small token of gratitude for the work you've done. You should also receive shortly an invitation to the all-museum volunteer dinner September 14.

But the best is yet to come. In one year we will start moving to the river. This is your chance to stay on the committee and be "part of the action." If we don't hear from you, we will assume you want to remain on the committee. If you want to discontinue serving on the committee, please check the space below, sign your name, and return this letter to me. Or, you can call me on the phone at 221-4745, and give me the word gently.

Either way, it's been fun. I hope it's also been as valuable for you as it has been for us.

Sincerely,

Paul Mohrbacher

____ Thanks, but I'd like to withdraw from service on the committee.

____ NAME

COMMENTS _____

90 Years

of Discovery

30 East 10th Street, Saint Paul, MN 55101
phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN
Science Museum of Minnesota is an AA/EEO employer.



Discovery begins here

Meeting, Wednesday, July 8, 1998, 4 to 5:30 p.m.

New Building Community Advisory Committee

Upper Cedar Conference Room From Paul Mohrbacher (612) 221-4745

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Irene Gomez Bethke	Director, Instituto de Arte y Cultura
Betty Herbert	Member, Capitol River District Council
Anne Hunt:	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Linda St. Ores	Specialist, St. Paul Department of Human Rights
Michael Sharpe	United Hospital Administration, West 7th St.
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades

Agenda sent to staff:

Jim Peterson, Teresa Sterns, Kathy Wilson, Jane Eastwood, Dorothea Gumbrill.

Construction Issues: Report and Discussion

The numbers are still very impressive; what to look for in the next months, including a story in the newspaper about women in nontraditional construction jobs, featuring the site.

Committee feedback: Ways to improve museum affirmative action

Dorothea Gumbrill, director of human resources at the museum, will discuss how the committee can help the museum encourage minority candidates to apply for positions; case study: a current vacancy in the "officials and managers" category (the director of the computer education program).

A community opening event at the New Museum, December 1999:

a summary of what you suggested at the May 6 meeting and in private discussions, and further feedback.

Next Meeting: Wednesday, September 9, 1998

90 years

of Discovery

30 East 10th Street, Saint Paul, MN 55101
phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN
Science Museum of Minnesota is an AA/EEO employer.



Discovery begins here

Hi Irene -

*Hope you can
make this one*

Paul

Meeting, Wednesday, May 6, 1998, 4 to 5:30 p.m.
New Building Community Advisory Committee
 Upper Cedar Conference Room From Paul Mohrbacher (612) 221-4745

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Irene Gomez Bethke	Director, Instituto de Arte y Cultura
Betty Herbert	Member, Capitol River District Council
Anne Hunt:	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Linda St. Ores	Specialist, St. Paul Department of Human Rights
Michael Sharpe	United Hospital Administration, West 7th St.
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades

Agenda sent to: Jim Peterson, Teresa Sterns, Kathy Wilson, Jane Eastwood, Roberto Trevino, Dorothea Gumbrill.

Construction Issues: Report and Discussion

EEO/AA report on current employees at the Science Museum of Minnesota
Diversity planning overview

The New Museum, December 1999: What kind of preview opening event for community leaders?

Future meetings:

Wednesday, July 8, 1998

Wednesday, September 9, 1998

*40 years
of Discovery*

30 East 10th Street, Saint Paul, MN 55101
 phone: (612) 221-9438 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN.
 Science Museum of Minnesota is an AA/EEO employer.



Discovery begins here

Meeting Minutes March 11, 1998

New Building Community Advisory Committee

Upper Cedar Conference Room From Paul Mohrbacher (612) 221-4745

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Irene Gomez Bethke	Director, Instituto de Arte y Cultura
Betty Herbert	Member, Capitol River District Council
Anne Hunt:	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Linda St. Ores	Specialist, St. Paul Department of Human Rights
Michael Sharpe	United Hospital Administration, West 7th St.
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades

In attendance: Karen Avaloz, Errol Edwards, Irene Gomez Bethke, Loren Omoto, Richard Rolle, Ray Vanyo, Linda St. Ores

Staff attending: Paul Mohrbacher, Paul Martin, Ruth Thompson. Special guest, Joan Lisi
Minutes also to: Jim Peterson, Teresa Sterns, Kathy Wilson, Tom Carlson, Bob Evans.

Construction Issues: Report and Discussion

Linda St. Ores discussed most recent results on employment utilization of women and minorities. Female utilization is slightly up (7.57% of work hours; goal is 9.4%) minority skilled is slightly down (14% of work hours; goal is 14.3 %); minority unskilled 25.49% of work hours; goal is 15.4%). She added that the work environment is welcoming; no incidents have been reported since construction began.

The next meeting of the AA/EEO partnership committee on the job site is at 11 a.m. on Wednesday, March 25, 1998.

Committee suggestions:

- Can we encourage contractors to avoid win/lose balance between women and minority utilization, keeping both as priorities? Linda will convey this message.
- Float idea of subsidy for people discouraged from switching from higher-paid laborer status to lower-paid apprentice tradesperson; it usually takes a year or more for person to begin making higher wages than those he/she gave up as laborer. Especially important as welfare to work legislation takes hold. (Who do we float idea to?)
- Can we get figures on how many of the hires are from St. Paul or otherwise local? Same data on contractors would be helpful. Linda will research.

The New Museum in 2000 AD: Accessible practices for people with disabilities

Joan Lisi, former museum staff member, a licensed American Sign Language interpreter,
OVER OVER OVER

90 years
of Discovery

30 East 10th Street, Saint Paul, MN 55101

phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN

Science Museum of Minnesota is an AA/EEO employer.

and currently on call for interpreted tours of the museum, led a discussion on accessibility planning for the new building. Joan spoke of the need to have the museum be a welcoming environment for people with very different needs. Her conversation with Teresa Sterns provided this information: the new building will have double handrails (high and low), and parallel passageways adjacent to each other (stairs and ramps, stairs and elevators). Floor surfaces will be walker-friendly; ADA wheelchair requirements will be met.

In the Omnitheater, a center section of the auditorium will have prime space for 10 wheelchairs and 10 companions ; in addition, there will be 10 rear-screen projection seats for deaf, with text accompanying picture on small screen. There will be no steps to the stage. Foreign language scripts available from ushers, as is audio amplification apparatus. (Foreign language translations originate from museums in other countries that have leased one of our shows.)

The committee noted that there was no information regarding exhibits and needs of people who are either deaf or blind. Paul Martin said the real work is just now beginning; museum will conduct regular reviews of exhibit plans to serve people with different abilities; it will try out solutions and observe whether they work. He said the museum was committed to providing universal access, making room for all, and providing a safe place in which different needs are met. One committee member suggested that the very technology of helping people live with disabilities would make an interesting exhibit (The museum has done a Bionics and Transplants exhibit). Another said there is a continuum of disabilities; she had been a hearing person but because of a head injury now needed hearing aid.

Next meeting: topic is current staff and volunteer diversity at the museum, and museum plans to increase diversity.

Future meetings:

Wednesday, May 6, 1998

Wednesday, July 8, 1998

Wednesday, September 9, 1998

From 05/27/97 through 02/27/98

DATE: 3/11/98

TRADE CONTRACTOR	Total Skilled Hrs	Total Unskilled Hrs	Total Hours	Female Hours	Minority Skilled Hrs	Minority Unskilled Hrs	White Male Hours	Female %	Minority Skilled %	Minority Unskilled %	White Male %	Total %
Adjustable Joist	3814.00	3982.50	7796.50	358.00	254.50	2388.00	4796.00	4.59%	6.67%	59.96%	61.51%	100.00%
Atlas Foundation	239.50	236.00	475.50			91.00	384.50			38.56%	80.86%	100.00%
Bill Dentinger	1824.50	1204.50	3032.00	138.50	152.00	37.00	2704.50	4.57%	8.33%	3.07%	89.20%	100.00%
Concrete Coating Inc	1077.00		1077.00	464.00			613.00	43.08%			56.92%	100.00%
D.J. Graham Construction		1049.50	1049.50				1049.50				100.00%	100.00%
Danny's Construction	4748.50		4708.50	495.50	297.50		3915.50	10.52%	6.27%		83.16%	100.00%
Electric Repair Constr.	3269.00		3269.00	127.00	16.00		3126.00	3.88%	0.49%		95.63%	100.00%
Harmon, W.S.A. Inc.	118.00	112.50	230.50				230.50				100.00%	100.00%
J & L	7128.00		7128.00		1331.50		5796.50		18.68%		81.32%	100.00%
Layne Minn Co.	1850.00	1763.50	3613.50			1264.00	2349.50			71.68%	65.02%	100.00%
Metropolitan Mechanical	7210.50		7210.50	629.50	801.00		5780.00	8.73%	11.11%		80.16%	100.00%
Minuti-Ogle Company, Inc.	295.50	435.50	731.00	36.00			695.00	4.92%			95.08%	100.00%
PCL Construction	17235.75	11534.00	28769.75	3494.25	4435.00	1901.25	18939.25	12.15%	25.73%	16.48%	65.83%	100.00%
Spancrete Midwest	399.50	1580.00	1979.50	100.50		25.50	1853.50	5.08%		1.61%	93.63%	100.00%
Veit Construction	9471.25	2625.00	12096.25	450.00	926.50	544.75	10175.00	3.72%	9.78%	20.75%	84.12%	100.00%
Total Hours Worked This Period	58681.00	24523.00	83167.00	6293.25	8214.00	6251.50	62408.25	7.57%	14.00%	25.49%	75.04%	100.00%
Percentage of Involvement				7.57%	14.00%	25.49%	75.04%					

Utilization Goals

Female Skilled/Unskilled Labor	9.4%
Minority Skilled Labor	14.3%
Minority Unskilled Labor	15.4%

Female Involvement: **7.57%**

Minority Skilled Involvement:	14.00%
-------------------------------	--------

Minority Unskilled Involvement:	25.49%
---------------------------------	--------

Non-Minority Involvement:	75.04%
---------------------------	--------

**SCIENCE
MUSEUM
OF MINNESOTA**

Discovery begins here

Meeting Agenda March 11, 1998, from 4-5:30 p.m.

New Building Community Advisory Committee
Upper Cedar Conference Room; bring parking ticket!
From Paul Mohrbacher (612) 221-4745

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Betty Herbert	Member, Capitol River District Council
Anne Hunt	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Michael Sharpe	United Hospital Administration, West 7th St.
Patti Tototzintle	West Side resident
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades

Staff invited: Jim Peterson, Teresa Sterns, Kathy Wilson, Paul Martin, Ruth Thompson, Tom Carlson, Bob Evans.

Construction Issues: Report and Discussion

See enclosed letter from museum president Jim Peterson to Mayor Norm Coleman.
Meeting will discuss

- current report from city's human rights department on employment utilization of women and minorities
- the February 11 meeting of the AA/EEO partnership committee on the job site.

The New Museum in 2000 AD: Accessible practices for people with disabilities

The committee has been discussing the welcoming character of the new building at its last three meetings. On March 11, we'll talk about physical accessibility issues for people who use wheelchairs or are hearing/vision impaired. Please read the enclosed brief article from the December 1997 newsletter of the Association of Science/Technology Centers. Joining us that afternoon will be Joan Lisi, former museum staff member, a licensed American Sign Language interpreter, and currently on call for interpreted tours of the museum.

Future meetings:

The group agreed that the meetings would be bimonthly on the second Wednesday of the month at 4 p.m. Future meeting dates:

Wednesday, May 13, 1998
Wednesday, July 8, 1998
Wednesday, September 9, 1998

10 Years
Discovery

30 East 10th Street, Saint Paul, MN 55101

phone: (612) 221-9488 • fax: (612) 221-4777

Facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN

Science Museum of Minnesota is an AA/EEO employer.

TOTAL P. 02

1. Parallel Transportation
2. Handrails - 2 kinds: one for "little" people.
3. Signage. Visitor Guide / Sponsor / Homing. Lg Print.
4. Acting Company. Lectures,
5. Recruit Diverse Community for staff.
6. Stats 322 pt 238 FT = 560 Emp. 174.5 Sew. Wks.
7. Army Theater ARRHIST 10 wheel chair positions "Show West" Conf.
8. Audio amplification, there are headsets.
9. Established position for HI interpreter.

Universal access vs. Special access.

Safe Zone -

May 6. 200 pt emp. positions

DATE: 3/11/98

Female Involvement: **7.57%**

Minority Skilled Involvement:	14.00%
-------------------------------	--------

Minority Unskilled Involvement:	25.49%
---------------------------------	--------

Non-Minority Involvement:	75.04%
---------------------------	--------



Discovery begins here

Minutes of meeting 1/14/98 New Building Community Advisory Committee
From Paul Mohrbacher (612) 221-4745

Dick Anfang	St. Paul Building Trades and Labor
Karen Avaloz	West 7th Federation representative
Betty Cowie	Ramsey County Soil/Water Conservation District
Errol Edwards	Staff, West Side Citizens Organization
Betty Herbert	Member, Capitol River District Council
Anne Hunt:	West Side resident
Rob Kost	United Properties, downtown real estate
Dave McDonnell	St. Paul Planning Commission
Hokan Miller	West Side resident, Upper River Services
Loren Omoto	Dayton's Bluff resident
Gregory Page	Riverfront Corporation
Richard Rolle	Vice President, Programs, Admin; St. Paul Urban League
Michael Sharpe	United Hospital Administration, West 7th St.
Patti Tototzintle	West Side resident
Ray Vanyo	West End Business and Professional Association
Pat Wagner	Executive director, Women in the Trades

*Thanks
Irene -*

*See
other
side*

Next meeting: Wednesday, March 11, 1998 at 4 p.m. Please mark calendar.

Minutes of meeting 1/14/98

Present:

Richard Rolle, Errol Edwards, Linda St. Ores, Pat Wagner, Rob Kost, Hokan Miller

Guest: Irene Gomez Bethke

Staff: Kathy Wilson, Paul Martin, and Paul Mohrbacher

Paul

Copies of minutes sent to: Jim Peterson, Teresa Sterns

Construction Issues: Discussion

• Report on the Science Museum project from the St. Paul Department of Human Rights showed that through 12/31/97, skilled minority work hours were at 16.05 % (goal 14.3%); unskilled minority at 30.63% (goal 15.4%); female at 7.08% (goal 9.4 %). Over 25 % of all hours of work on this project have been done by women and minorities, apparently the highest participation on any project in the Twin Cities. During the January-May period—the steel erection phase of the project—participation figures are now expected to not drop as much as anticipated. Danny's Construction Company has hired two female ironworkers.

Linda St. Ores reported that the process is working well, that there have been no formal charges of discrimination on this job, also that PCL foremen have agreed to EEO/AA training. She said the project is benefitting by not having another major construction project competing for the same workers at the same phase of development. Lawson, Minnesota Mutual, and the new arena will all be going on at pretty much the same time.

To ensure good communication, a team of representatives from labor, St. Paul Human Rights, PCL, Science Museum, and Women in the Trades will meet every six weeks at the site to discuss issues and developments. Richard Rolle asked that on its next agenda the

OVER OVER OVER

*90 years
of Discovery*

30 East 10th Street, Saint Paul, MN 55101

phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN

Science Museum of Minnesota is an AA/EEO employer.

on-site advisory group discuss why no placements from the St. Paul Urban League have been made; they have made many referrals to PCL but have had no feedback. Apparently referrals from the Minneapolis Urban League have led to jobs at the site. Linda suggested that with expanded hiring opportunities this summer there will be increased efforts to hire St. Paul residents. Another suggestion was that the human rights report break down females by race, just as it does with males. The on-site advisory committee will discuss.

The New Museum in 2000 AD: How many languages?

- Paul Martin, director of exhibit development at the museum, said that right now the museum has a visitor guide in Spanish and Hmong. There are object labels in Hmong in the Hmong culture exhibit. As special exhibits come along, i.e., Tradiciones Vivas, exhibit copy is in two languages. He said that other museums such as the Minnesota History Center follow a similar practice.

At the new Los Angeles Science Museum, whose attendance area is 48% Spanish-speaking, there is no label copy in Spanish. That museum did focus groups among Latinos, and there was consensus that copy should be only in English. The L.A. museum does have audiotour cassettes/earphones in English and Spanish; very generic tours right now; they are prototyping more specific tours for each exhibit. In Philadelphia, the Franklin Institute will make copy in its permanent "Sport" exhibit in English and Spanish and test it. The Mille Lacs Museum has "focused places" where Ojibway is used; otherwise all English.

- When the Science Museum created the Hmong exhibit, there was discussion about using Hmong script. It was nixed because people who understand that script also understand and speak English. Computer games are easily presented in different languages, more easily than exhibit copy. We are hoping to recruit volunteer interpreters who are multilingual.

Comments from members:

- Of course Hispanics must learn English, but it's good for Anglos to know some Spanish terms. Don't ghettoize exhibits; be multicultural across the board every day. Let English speakers, who have learned words like Mitsubishi and Nissan, learn some "other" American words. It's a new era. Keep in touch with population trends.
- Many ESL learners can speak English but they can't write it or recognize it when written; use some common non-English terms in the museum.
- Audiotours in different languages would be very good: Russian, Hmong, Spanish, Somali. There was general consensus on this as a good solution.
- Directional signage should be in different languages; follow the European lead here.
- Make sure you are able to help lost, sick people quickly; staff inventory of speakers.
- What does Disney do?
- Your goal in language use should be to get the community to buy into the museum. How will the museum attract, for instance, African American youth? Make the exhibits relevant, break out of the Caucasian culture mold. Ensure there are different kinds of welcoming techniques; don't make people feel dumb. Best kind of welcoming technique is a multicultural staff and multicultural exhibits.

Future meetings:

The group agreed that the meetings would be bimonthly on the second Wednesday of the month at 4 p.m. Future meeting dates:

Wednesday, March 11, 1998

Wednesday, May 13, 1998

Wednesday, July 8, 1998

Wednesday, September 9, 1998



Discovery begins here

1/8/98 Memo to: New Building Community Advisory Committee Members
From Paul Mohrbacher (612) 221-4745

Dick Anfang
Karen Avaloz
Betty Cowie
Errol Edwards
Betty Herbert
Anne Hunt:
Rob Kost
Dave McDonnell
Hokan Miller
Loren Omoto
Gregory Page
Richard Rolle
Michael Sharpe
Patti Tototzintle
Ray Vanyo
Pat Wagner

St. Paul Building Trades and Labor
West 7th Federation representative
Ramsey County Soil/Water Conservation District
Staff, West Side Citizens Organization
Member, Capitol River District Council
West Side resident
United Properties, downtown real estate
St. Paul Planning Commission
West Side resident, Upper River Services
Dayton's Bluff resident
Riverfront Corporation
Vice President, Programs, Admin; St. Paul Urban League
United Hospital Administration, West 7th St.
West Side resident
West End Business and Professional Association
Executive director, Women in the Trades

*Thanks
Irene!*

Paul

Next meeting: Wednesday, January 14, 1998 at 4 p.m. in Upper Cedar Conference Room, east building, skyway level. Bring parking tickets from Exchange Street ramp. Call Paul if you cannot make the meeting.

///

Construction Issues: Discussion

Through 11/28/97, skilled minority work hours were at 15.53 % (goal 14.3%); unskilled minority at 30.36% (goal 15.4%); female at 6.59% (goal 9.4 %). There was significant improvement in the minority skilled, and slight improvement in female work hours. It is anticipated that percentages will not be as high during the January-May period—a time of intense concentration in the steel erection phase of the project—but will bounce back as the spring season gets under way.

To ensure good communication, a team of representatives from labor, St. Paul Human Rights, PCL, Science Museum, and Women in the Trades will meet every six weeks at the site to discuss issues and developments. Report.

The New Museum in 2000 AD: How many languages?

A discussion about the extent to which written script or oral audiotapes using languages other than English should be included in the new museum. Present will be Paul Martin, director of exhibit development at the museum, and specially invited guests from the community.

///

Future meetings:

The group agreed that the meetings would be bimonthly on the second Wednesday of the month at 4 p.m. Future meeting dates:

Wednesday, March 11, 1998
Wednesday, May 13, 1998
Wednesday, July 8, 1998
Wednesday, September 9, 1998

*90 years
of Discovery*

30 East 10th Street, Saint Paul, MN 55101

phone: (612) 221-9488 • fax: (612) 221-4777

facilities: The Lee and Rose Warner Nature Center and St. Croix Watershed Research Station, Marine on St. Croix, MN

Science Museum of Minnesota is an AA/EEO employer.

Tasks 1998

Eagle Paving. 1998

• Construction Job

- Bid

• Construction

Phase No.

11 Central

11 South

Shepard 1999

N.S.P. Tower

Access Road in Place

(B) Market Crossing

(A) Chestnut Crossing

Roadway Segment ABC



CITY OF SAINT PAUL

Norm Coleman, Mayor

900 City Hall

15 W. Kellogg Boulevard

Saint Paul, MN 55102-1681

Telephone: 612-266-8966

Facsimile: 612-266-8962

TDD: 612-266-8977

January 14, 1998

PCL Construction Services, Inc.
Mr. Bruce Lowell, Administration Manager
9330 James Avenue South
Bloomington, MN 55431

RE: Science Museum of Minnesota's Monthly Report on the Employment Utilization of Women and Minorities

Dear Bruce,

I have enclosed the Saint Paul Human Rights Department's December 31, 1997 Project Utilization Report concerning the referenced project. The Report is prepared from the weekly certified payroll reports submitted by the construction contractors working on this project. The Utilization Report shows total work hours and total hours performed by females and minorities for each contractor who has performed work on site. Monthly project utilization totals as well as project-to-date totals are also detailed.

The December 1997 Utilization Report shows that there were 54,033.00 work hours reported to-date for this project. Of these total hours:

- 3,824.75 hours (7.08% of total work hours) were performed by females;
- 6,071.50 hours (16.05% of total skilled work hours) were performed by minority skilled workers; and
- 4,965.00 hours (30.63% of total unskilled work hours) were performed by minority unskilled laborers.

The employment goals for the project are 9.4% female skilled/unskilled work hours, 14.3% minority skilled hours, and 15.4% minority unskilled laborer hours. Compared to these goals, the project hours underutilized or over the goal as of December 31, 1997 are as follows:

- 1,254.35 hours underutilized in female hours,
- 662.60 hours over the goal in minority skilled hours, and
- 2,468.89 hours over the goal in minority unskilled hours.

If you have any questions regarding this report, please call me at 266-8970.

Sincerely,

Linda St. Ores
Human Rights Specialist

cc: Jim Mortenson, Project Manager, PCL Construction Services, Inc.
Teresa Sterns, Project Manager, Science Museum of Minnesota
✓ Paul Mohrbacher, Coordinator of Community Relations, Science Museum of Minnesota

SAINT PAUL HUMAN RIGHTS DEPARTMENT
 CONTRACTOR COMPLIANCE REPORTING SYSTEM
 PROJECT DETAIL SUMMARY FOR PERIOD 01/97 THRU 12/97
 DATE 12/31/97

		Total Hours	Total Minority	Total Female	----- Male ----- Skilled Unskilled	----- Female ----- Skilled Unskilled
SCIENCE MUSEUM OF MINNESOTA	SMM0001	54,033.00	11,036.50	3,824.75	35,620.75	14,587.50
HR Specialist	LS				65.92%	27.00%
General Contractor	PCL CONSTRUCTION SERVICES					4.08%
Developer	PED0001					3.00%
Black					3,481.50	1,533.00
					6.44%	2.84%
Hispanic					662.50	807.00
					1.23%	1.49%
Asian					792.50	0.00
					1.47%	0.00%
Indian					1,135.00	2,625.00
					2.10%	4.86%
White					29,549.25	9,622.50
					54.69%	17.81%
						3.59%
						1,621.00
						3.00%

SAINT PAUL HUMAN RIGHTS DEPARTMENT
 CONTRACTOR COMPLIANCE REPORTING SYSTEM
 CONTRACTOR BY PROJECT SUMMARY FOR PERIOD 01/97 THRU 12/97
 DATE 12/31/97

				14.30%	15.40%	9.400%
	Total	Total	Total	Skilled	Unskilled	Female
	Hours	Skilled	Unskilled	Minority	Minority	
SCIENCE MUSEUM OF MINNESOTA	SMM0001	General: PCL CONSTRUCTION SERVICES				
ATLAS FOUNDATION CO.	475.50	239.50	236.00	0.00	91.00	0.00
Compliance Percentage				0.00%	38.56%	0.00%
Hours Exceeded/(Under) Compliance				(34.25)	54.66	(44.70)
ADJUSTABLE JOIST COMPANY	4,828.50	2,497.00	2,331.50	183.50	1,567.00	264.00
Compliance Percentage				7.35%	67.21%	5.47%
Hours Exceeded/(Under) Compliance				(173.57)	1,207.95	(189.88)
CONCRETE COATINGS, INC.	439.00	439.00	0.00	0.00	0.00	160.00
Compliance Percentage				0.00%	0.00%	36.45%
Hours Exceeded/(Under) Compliance				(62.78)	0.00	118.73
CONTRACTING ENTERPRISES	58.00	0.00	58.00	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				0.00	(8.93)	(5.45)
DANNY'S CONSTRUCTION COMPANY, INC.	5.00	5.00	0.00	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				(0.72)	0.00	(0.47)
D. J. GRAHAM CONSTRUCTION	1,049.50	0.00	1,049.50	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				0.00	(161.62)	(98.65)
ELECTRIC REPAIR & CONSTRUCTION CO.	2,166.50	2,166.50	0.00	16.00	0.00	87.00
Compliance Percentage				0.74%	0.00%	4.02%
Hours Exceeded/(Under) Compliance				(293.81)	0.00	(116.65)
J & L STEEL ERECTORS	5,491.00	5,491.00	0.00	1,029.00	0.00	0.00
Compliance Percentage				18.74%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				243.79	0.00	(516.15)
Layne Minnesota Company	3,613.50	1,850.00	1,763.50	0.00	1,264.00	0.00
Compliance Percentage				0.00%	71.68%	0.00%
Hours Exceeded/(Under) Compliance				(264.55)	992.42	(339.67)
MERRIMAC CONSTRUCTION CO INC	731.00	482.00	249.00	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				(68.93)	(38.35)	(68.71)
METROPOLITAN MECHANICAL CONTRACTORS	2,921.50	2,921.50	0.00	265.00	0.00	325.50
Compliance Percentage				9.07%	0.00%	11.14%
Hours Exceeded/(Under) Compliance				(152.77)	0.00	50.88
PCL CONSTRUCTION SERVICES	20,755.25	12,490.75	8,264.50	3,651.50	1,498.25	2,538.25
Compliance Percentage				29.23%	18.13%	12.23%
Hours Exceeded/(Under) Compliance				1,865.32	225.52	587.26
SPANCRETE MIDWEST COMPANY	47.50	26.50	21.00	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				(3.79)	(3.23)	(4.47)
VEIT & COMPANY, INCORPORATED	8,080.25	5,844.75	2,235.50	0.00	544.75	0.00
Compliance Percentage				0.00%	24.37%	0.00%
Hours Exceeded/(Under) Compliance				(835.80)	200.48	(759.54)
VMR, INCORPORATED	2,845.50	2,845.50	0.00	926.50	0.00	450.00
Compliance Percentage				32.56%	0.00%	15.81%
Hours Exceeded/(Under) Compliance				519.59	0.00	182.52

SAINT PAUL HUMAN RIGHTS DEPARTMENT
 CONTRACTOR COMPLIANCE REPORTING SYSTEM
 CONTRACTOR BY PROJECT SUMMARY FOR PERIOD 01/97 THRU 12/97
 DATE 12/31/97

	Total Hours	Total Skilled	Total Unskilled	14.30% Skilled Minority	15.40% Unskilled Minority	9.400% Female

VALLEY-RICH COMPANY, INC.	525.50	525.50	0.00	0.00	0.00	0.00
Compliance Percentage				0.00%	0.00%	0.00%
Hours Exceeded/(Under) Compliance				(75.15)	0.00	(49.40)
 Total Hours	 54,033.00	 37,824.50	 16,208.50	 6,071.50	 4,965.00	 3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)

Project To Date						
Total Hours	54,033.00	37,824.50	16,208.50	6,071.50	4,965.00	3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)

Total Hours	54,033.00	37,824.50	16,208.50	6,071.50	4,965.00	3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)
 Project To Date						
Total Hours	54,033.00	37,824.50	16,208.50	6,071.50	4,965.00	3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)

Average Wage.

apr. lab \$ 9-12

SAINT PAUL HUMAN RIGHTS DEPARTMENT
 CONTRACTOR COMPLIANCE REPORTING SYSTEM
 ACTIVE PROJECT SUMMARY FOR PERIOD 12/97 THRU 12/97
 DATE 12/31/97

				14.30%	15.40%	9.400%
	Total	Total	Total	Skilled	Unskilled	Female
	Hours	Skilled	Unskilled	Minority	Minority	

SCIENCE MUSEUM OF MINNESOTA						
	SMM0001					
Total Hours	11,154.00	7,720.25	3,433.75	1,369.25	1,086.25	998.50
Compliance Percentage				17.74%	31.63%	8.95%
Hours Exceeded/(Under) Compliance				265.25	557.45	(49.98)

Project To Date						
Total Hours	54,033.00	37,824.50	16,208.50	6,071.50	4,965.00	3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)

Current Year

Total Hours	11,154.00	7,720.25	3,433.75	1,369.25	1,086.25	998.50
Compliance Percentage				17.74%	31.63%	8.95%
Hours Exceeded/(Under) Compliance				265.25	557.45	(49.98)

Project To Date

Total Hours	54,033.00	37,824.50	16,208.50	6,071.50	4,965.00	3,824.75
Compliance Percentage				16.05%	30.63%	7.08%
Hours Exceeded/(Under) Compliance				662.60	2,468.89	(1,254.35)



SCIENCE MUSEUM OF MINNESOTA

30 East 10th Street, Saint Paul, MN 55101 • phone: (612) 221-9488 • fax: (612) 221-4777

Memo to focus group participants
representing these museum advisory teams:

Native Views
American Indian
Youth Science Center
Tradiciones Vivas

from Paul Mohrbacher *PM (221-4745)*
June 28, 1996

I want to thank each of you for your participation in one of the two focus groups discussing the advisory function at the Science Museum. The sessions were held May 16 and May 30, and were facilitated by Linda Garrett Johnson and Patricia Peterson of Wilder Community Services.

Enclosed you will find a summary of themes discussed during the two focus groups. The summary was prepared by the Wilder staff and given to me on June 26. I hope you find that the summary makes interesting reading, and I trust it reflects comments made by you and your colleagues. It is a very interesting summary—and a challenging one.

Where do we go from here? Science Museum staff would like some time to read over and discuss your comments, suggestions, requests, and challenges. We are committed to making the community advisory function an integral part of how the museum will operate in the future, and a major reason why it is going to succeed at reaching a wider and wider audience. We'd like to move on to consider some models of just what this new initiative could look like. This focus group report is a springboard for starting to shape that effort.

You will be hearing from me by summer's end. In the meantime, many thanks, and have a great summer.

**Science Museum
Focus Group and Interview Data
Summary Report of Key Themes**

6/96

The Science Museum contracted with consultants from the Wilder Foundation, Community Services Group, to facilitate two focus groups composed of community advisory committee members. The purpose of the focus groups was to elicit input that would assist the Museum in designing implementation strategies to accomplish a specific goal in their strategic plan. The stated goal is: "To develop new audiences and program development strategies that involve a wider range of community and cultural perspectives with the help of community advisory committees." In addition to the focus groups, staff also interviewed three community advisory committee members. The following is a list of key themes, challenges and ideas that emerged from the focus group/interview process.

Key Themes

- Advisory committee members expressed an overall positive relationship and experience with Science Museum staff. They reported staff as empowering, culturally sensitive, listening to community members, wanting to be responsive to community needs, and giving committee members an opportunity to legitimize their artistic values while bringing the Museum back to their communities. Members perceived the Museum as working with them to "figure it out" and being willing to learn, "We'll build the ship as we go along."
- Their experience as advisory committee members was also positive. There was a high degree of commitment to the work of the Museum and to their respective cultural communities. They felt that they played a significant role in linking the Museum to cultural communities and that the Museum benefited from their involvement.
- Participants were critical about the "institution" that was the Museum. Statements included. "The system was never intended to include/support the people you're trying to get", "Systems to insure on going involvement of communities need to be created", "We are only consultants, if we don't have authority and an institutional base, we are weakened", "The staff are great, the institution is not", "The Museum has a presumption that only professionals can give input."
- One member stated that the committee they served on did not have a positive image in their community, that it was perceived as a "token committee" that did not do anything. In addition to the perception of the committees not doing anything, skepticism about whether or not the Committee actually would or do accomplish anything was also voiced.

- Many participants strongly stated the need for creative community outreach and public relations. This was a central theme in both focus groups. They want to see the Museum coming out into the neighborhoods and communities of color to promote Museum activities and recruit staff and volunteers.
- Members felt that the cultural exhibits were good. They talked about community members (particularly children) needing to see reflections of themselves as they come into the Museum -- in the exhibits, in the staff and volunteers.
- While participants believed that the committee approach to getting input from cultural communities was effective, they also spoke about looking at other creative ways to get input and feedback. Some believed that there were "too many meetings." Most Members agreed that there was a community advisory role in the policy development arena, as well as in projects/exhibits. Some participants felt that they should not be involved at the policy development level.
- Participants agreed that the purpose, roles, responsibilities, goals and tasks for Committees needed to be stated clearly and the authority of Committee Members needed to be spelled out. In addition, communication should always come back to committees about what happens to the advice that has been given by committees to staff -- has it been acted upon, what was the decision and why? It was also stated as important that Members see how they fit into the overall Museum structure and mission.
- Participants supported a variety of approaches to get people involved in Museum activities, and recognized the need to recruit new people as Committee Members, indicating that the "same people" are often approached and involved.
- A few members suggested a more inclusive approach-- such as a committee made up of people from a variety of cultural perspectives, bringing people from a culturally specific community to view an exhibit from a different cultural perspective, and including members from other cultural groups (disabled, elders, gays/lesbians.) Others felt that there was value in culturally specific approaches. Most believed that both approaches should be encouraged.
- Participants stressed the importance of recruiting and hiring people of color as Museum staff. They also stated the need for on going training to assure cultural competence of all staff. Community/people of color representation on the Board was brought up numerous times.
- Participants stated a need for follow- up to keep adults and children connected and involved in all levels of activity.

- 3
- Many participants thought the Museum should get involved in more partnerships and collaborations, especially with organizations who are already successfully reaching out to cultural communities.

In summary, participants had many ideas about how the Museum could "develop new audiences and program development strategies that involve a wider range of community and cultural perspectives with the help of community advisory committees". and yet they encouraged the Museum to look creatively at additional ways to get input and feedback.

The following is a list of some of the participant generated challenges and ideas related to accomplishing the above stated goal.

Challenges

- Determining the cultural differences in accessing involvement from specific cultural communities.
- Recognition that no single person can be the voice for the community
- Language
- Literacy
- Identifying new leadership for involvement
- Dealing with institutional barriers
- Getting out into the communities
- Providing opportunities for inclusion in a multi-cultural setting
- Clarify committee purpose, roles, responsibilities, goals, tasks, timelines, authority, and fit in overall structure and mission -- making committee work authentic and meaningful
- Experiment with ways to bring communities in
- Long- term program planning does not allow for flexibility in availing new opportunities
- Relationship building with community members
- Partnerships and collaborations
- Provision of transportation, child care, and food

- Volunteerism -- competition for peoples' time, need kids to contribute to family income, etc.
- Recruiting staff and volunteers of color
- Creative, culturally competent outreach
- Maintaining connection with adults and children
- Recognition and rewards for community volunteers

Ideas

- Diversity training and awareness should be mandated for all employees
- Develop systems to ensure on going involvement of community members
- Keep community involved in projects
- Be culturally aware and creative about getting the word out about programs/activities/exhibits and recruiting staff and volunteers
- Standing committee with a longer term of service to advise on policy development
- Create new partnerships and collaborations
- Elicit feedback from community on an on going basis
- Ensure that the people at the front desk (first line of contact) are welcoming to adults and children of color
- Offer food to get people to participate
- Language events
- Free days for people to come in and explore
- Identify champions of color and bring them in
- Internal communication about opportunities
- Newsletters going into communities in various languages
- Lectures conducted by people of color (non-stereotypic)

- Ethⁿic-specific performances
- Bring back children who have been involved
- Creative use of media
- Festivals (plan with others such as the History Center)
- Camp for minority girls
- Asian community needs to be more involved
- Showcase of people of color in Science to serve as role models for young people
- Collections need to reflect the cultures
- Personal calls, presentations and personal invitations are often more effective in recruiting
- Establish term limits for committees and encourage identification of new leaders to replace those leaving
- Bi- lingual staff
- Buddy system -- take a family to the Museum
- Staff/volunteer liaison person to the communities of color
- Get rid of people who are not sensitive to children of color
- Create a connection between Board and Advisory Committee members
- Recruit people of color at all levels of organization (including Board)
- Open house for families
- Increase access for low-income families
- Get business involved, downtown resources could be tapped to support diversity
- Access people through employers
- Identify which teachers/schools are accessing the Museum
- Free videos in stores that talk about the Museum
- Continue to link with community leaders
- Discover the "hook that will keep kids involved
- Communicate the Museums long-range strategic plan
- Start tapping the richness of diversity that exists in the inner city of St. Paul
- Look at the Ordway model