

Cambio

cam·bio | \ 'kambē,ō \
meaning "change"
noun (Spanish)

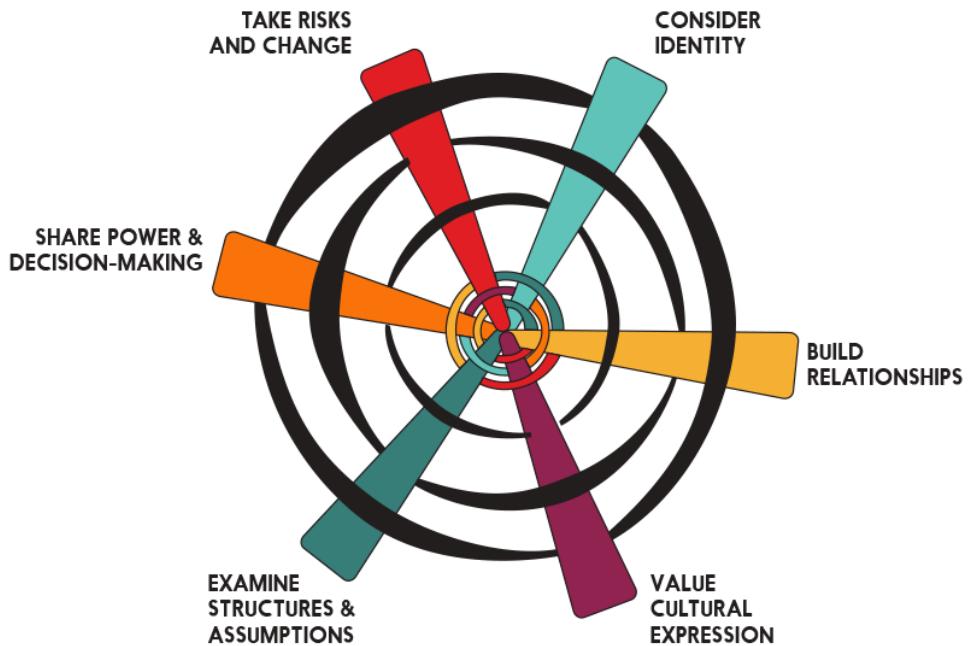
Cambio Spokes

When thinking about community engagement work, we use the metaphor of a basket. Our efforts to support and engage with the community are most effective when we create a strong and flexible foundation. A basket contains strong core reeds (called spokes) through which other grasses are woven. The core spokes and the woven grass strands work together to create a strong, flexible, resilient vessel that holds the important items of daily work.

When we think about our museums' work to create lasting change toward more inclusive and equitable institutions, we focus on this, our Equity Basket—a strong, resilient vessel made to hold our commitments to equity.



Six core spokes* contribute positively to our efforts. They include:

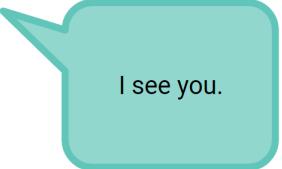


Cambio Spokes Definitions

CONSIDER IDENTITY

Each of us identifies with a number of different dimensions of diversity that create our multi-dimensional identities.

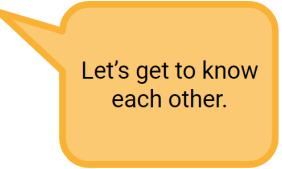
Awareness and understanding of our own and acceptance of others' identities is an important step toward equity.



I see you.

BUILD RELATIONSHIPS

As we learn about each other and understand who we are in relation to others, we can begin to build relationships across differences, with humility, acceptance and mutual reciprocity.



Let's get to know each other.

VALUE CULTURAL EXPRESSION

Culture refers to behaviors, practices and patterns of human behavior; each social group that we are a part of has cultural expressions.

Recognizing and incorporating non-dominant approaches can help us to be more equitable.



Embrace different ways of being and knowing.

EXAMINE STRUCTURES AND ASSUMPTIONS

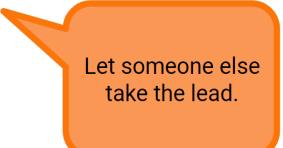
Beginning to understand why systems are in place—by identifying and interrogating the assumptions and historical contexts that have led to those structures—can help us see how to make change.



Ask questions and look deeper.

SHARE POWER AND DECISION-MAKING

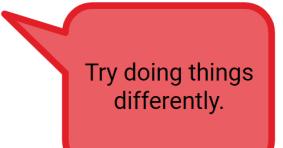
Understanding power, our own and others', and adopting a power-sharing mindset can help us begin to shift decision-making processes to incorporate voices and views that haven't been represented.



Let someone else take the lead.

TAKE RISKS AND CHANGE

Transformational change—shifts in processes, structures and culture—requires risk-taking and is critical in the journey toward inclusive and equitable practice.



Try doing things differently.

While developed with Latinx communities in mind, this Spokes framework is relevant for many different communities that museums might want to engage with, especially those that have been marginalized. As you consider this set of principles, you might think about how they apply to your organization and the communities you wish to engage.

The Cambio Spokes were developed with inspiration from the GENIAL Summit white paper [Latino Audiences: Embracing Complexity](#) and core concepts from CCLI (Cultural Competence Learning Institute), both of which were spurs to forming the Cambio project.

For more curricular resources focused on engaging with Latinx audiences, reconceptualizing STEM, or shifting organizational practices, go to CambioExperience.org/Resources.



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