We Share ownership, knowledge, and power

We Advance equitable practices and sustainable environment

We Earn trust and confidence through listening and learning

We Support finding tomorrow’s ideas and solutions

We Embrace place, people, and perspectives in service of a better future

We Connect & Reconnect to each other, to the natural world and to the narratives that define our potential

We Act within local, global, historical and interdisciplinary contexts

We Advocate for communities, communities of color, living artists, culture bearers, and creative voices

We Heal by supporting community wellness and the ability of all communities to thrive

We Sustain responsible practices for our planet as part of a solution for a changing environment
Our Commitments

The Institutional Commitments for the board and staff are

- Serving communities of Anchorage, throughout Alaska, and connecting the North to the globe
- Contributing to a better future for Northern people, communities, and the planet
- Placing communities at the heart of museum practice
- Fostering reciprocal trusting and long-term relationships
- Sharing the stewarding of the stories, cultures, voices, and place
- Addressing injustices, inequalities, and exclusionary practices
- Sustaining agile mindsets toward resilience

Our mission

To be a museum for people, place, planet, and potential, in service of a sustainable and equitable North, with creativity and imagination for what is possible.

Our vision

A place of ideas and transformation, narratives and perspectives, resilient and relevant communities, responsive to a rapidly changing world toward a better future for all.

Organizational Culture

- Share responsibility and act with accountability
- Invest in relationships and commit to sustaining them
- Recognize experiences and grant grace to others
- Participate fully and consistently
- Respect confidentiality and confidences
- Welcome new ideas and perspectives
- Listen with respect and towards deeper understanding
- Are fully present and open to new learning
- Embrace experimentation and risk-taking
- Expect and accept change is ongoing
Our Practice

Listening and Learning with Humility

- Acting with honesty, humility, through dialogue/listening/exchange
- Listening, learning, and taking positive actions as individuals and collectively as an organization
- Contributing to a culture of collaboration and inquiry
- Understanding the relevant issues affecting people and place

- Sharing institutional goals and intentions internally and externally
- Engaging with communities to help shape decisions
- Responding to challenges and opportunities impacting communities in the North and beyond

Ensuring Equitable Policies and Practices at all Levels

- Understanding that equity and inclusion work is an ongoing process
- Making long-term investments in and commitment to equity that moves beyond performative statements and actions
- Ensuring equity in decision making, policies, programs, and actions
- Recruiting, hiring, mentoring, and supporting BIPOC staff at all levels
- Considering many nationalities, socio-economic differences, gender, age, and other diverse perspectives in physical space and experiences, visual and sensory elements, cultural perspectives, and racial and historical narratives

- Examining continually what it means to be a museum and staying open to leading a redefinition of community value
- Serving as an example for non-extractive approaches to knowledge sharing
- Providing compensation in partnerships and for expertise and cultural knowledge

Evolving museum practices to stay innovative and responsive

- Sharing power in fulfilling our mission and in evolving museum practices
- Incorporating multiple perspectives, exchanging knowledge, and expanding access through our thinking, decision making on behalf of the public
- Embracing complexity in narratives and work with communities
- Owning, naming, and dismantling colonial practices as part of changing museum practices
- Ensuring that the narratives that we promote through storytelling bolster narratives of possibility, resilience, and growth

- Supporting responsible ways to steward brand, fundraising, and investments that align with values
- Understanding the role technology plays in data, communication, knowledge sharing, information, security, and its potential for reaching participants and ensuring that the organization stays competent and effective
- Sustaining digital gains and considering balance between virtual and in-person, understanding ideas or reach and access
The urgency for action in these times is driven by a desire to instigate conversations and to create meaningful engagement with communities grounded in a sense of place and people. These four initiatives influence one another and extend throughout the institution and into communities. The four initiatives are:

Initiative 1: Center Equity and Inclusion
Initiative 2: Foster Reciprocal Relationships
Initiative 3: Steward Together
Initiative 4: Embed Resilience

Each institutional commitment is illuminated with strategies for how to advance these practices recognizing that they will evolve over time in response to a changing world. We believe that just stating an ideal is not enough; rather, outlining the practices in action is essential. As with the rest of the Strategic Framework, this is a living document and will be used on an ongoing basis and adjusted when necessary, with new approaches added over time.

Contributing to a better future for people, communities, and the planet

- Recognizing and mitigating the impact of climate change, being part of the solution, and leading work at the intersection of climate change, climate justice, and creative practice
- Connecting and reconnecting to the natural world
- Co-creating narratives of local resilience historically, now, and into the future
- Connecting across borders locally, regionally, and internationally
- Supporting sustainable actions and advocating for sustainable communities

- Creating evolving, thoughtful, and meaningful engagement with local communities and extending to other parts of the state, region and globe
- Providing solutions through approaches to and narratives of possible futures
- Contributing to a culture of repair, in an approach to the environment, consumption, and in relationships with communities
- Highlighting local solutions and knowledge for global audiences
- Challenging historical narratives and co-creating with communities on narratives for the future

Placing communities at the heart of museum practice

- Co-creating meaningful connections with communities and individuals reflective of this place
- Supporting community wellness – physical and mental
- Responding to issues impacting a changing environment, social, and economic pressures
- Giving essential voice and visibility to Indigenous artists, culture bearers, and communities
- Dismantling barriers that prevent meaningful participation

- Contributing to a sense of restored as well as aspirational community
- Supporting work with students, families, and educators
- Offering public experiences outdoors, online, offsite, and in communities
- Staying responsible and responsive to communities always
- Communicating and reflecting the many voices of those we serve and those we aim to serve
Our Initiatives

Fostering reciprocal, trusting, and long-term relationships

• Working with individuals, communities, organizations, and institutions for a better collective future
• Caring for the past, present and future of Anchorage, Alaska and the Circumpolar North together
• Nurturing relationships, alliances, and partnerships that grow stronger over time

• Respecting and reflecting the complex and distinct identities of communities, diverse voices and stories
• Investing in local and strategic relationships so we can support communities in times of need and disaster

Sharing the stewarding of diverse stories, communities, voices, and place

• Sharing stewardship with communities to caretake the people, the stories, the land, and evolving realities of living in the North
• Promoting Indigenous ways of life and knowing, and giving essential voice and visibility to Indigenous artists, culture bearers, and communities
• Including non-Western forms of knowledge and practice
• Upholding stewardship responsibilities for the institution, the people who work here, and the collections and buildings
• Acknowledging and caring for the supporters, donors, and philanthropy needed to support the Museum
• Implementing multiple methods of knowledge sharing, gathering and exchange

• Working with BIPOC communities to build relationships of trust and respect for the future
• Serving as a collaborator to support the sustainable and resilient planning of tomorrow's North by, with and for the communities, centered on local assets and perspectives
• Understanding the distinct qualities and needs of local and Northern communities
• Contributing to sustainable practices and sustainable communities
• Combining material re-use, low-energy, and a smaller ecological footprint with local knowledge and work towards a sustained co-dependence of culture, economy, and local ecosystems
• Imagining how the museum best cohabitates in and with its surroundings

Addressing injustices, inequalities, and exclusionary practice

• Joining together with community to eliminate oppression and further equity
• Supporting and implementing decolonizing museum practices
• Indigenizing place and practice
• Addressing social and climate justice in partnership with people and communities

• Examining systemic organizational realities and own difficult truths in conversation with communities
• Assessing the impact of our museum practice on communities of color
• Expanding possibilities to be better through actions, objects, artworks, collections care, and programs

Sustaining agile mindsets toward resilience

• Ensuring financial and other resources support and reflect the mission, vision, values, and institutional commitments and priorities
• Reflecting diversity in the leadership of the board and staff, as well as policies, practices, and processes
• Advancing equity at all levels of operation

• Embracing and supporting a positive, respectful, equitable, antiracist, and inclusive organizational culture
• Acting with an entrepreneurial spirit and openness to new models
• Incorporating sensitivity to place and the environment in response to climate, weather, earthquakes, fire, and other natural disasters
ANCHORAGE
MUSEUM

Strategic Framework
2020–2026