

Cambio: A Professional Development Approach for Building Latinx-focused Cultural Competence in Informal Science Education Institutions | 1906595

Cambio



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CambioExperience.Org

AUDIENCE + SETTINGS

Audience:

Museum practitioners seeking to center equity with Latinx communities via STEM.

Disciplinary area:

Professional development, Informal Science Education, Organizational Change

Learning environment:

Virtual and in-person meetings, applied learning experiences, and community of practice

ACCESS + INCLUSION

Helping museums shift internal organizational practice to better create STEM experiences that are culturally relevant, responsive, and sustaining to Latinx communities.

PROJECT DESCRIPTION

Cambio aims to advance equity by building the ISE field's capacity to effectively support Latinx Communities' full participation in STEM.

KEY ACHIEVEMENTS (YEAR 4)

● Accomplishments/Field Impact

- a) Launched 3 of 4 cohorts projecting 54 participants
- b) Awarded \$50k for 10 minigrants (so far)
- c) Articulated a Theory of Change
- d) Generated "Strands" tool for making change pursuits concrete
- e) Demonstrated STEM as culturally rooted and relevant via Comunalidad framework, modeled with Lotería

● Learnings

- a) Participants are willing to engage in change with support, reflection, and scaffolding.
- b) A culturally responsive approach requires content and curriculum to continually evolve with shifts and trends in the field.
- c) Stretch areas for participant growth are: Examine Structures + Assumptions, Share Power + Decision Making, and Take Risks + Change
- d) Dedicated in-person time is impactful when building a community of practice.
- e) Cross-organizational teams including highest levels of leadership take time to form and mobilize.



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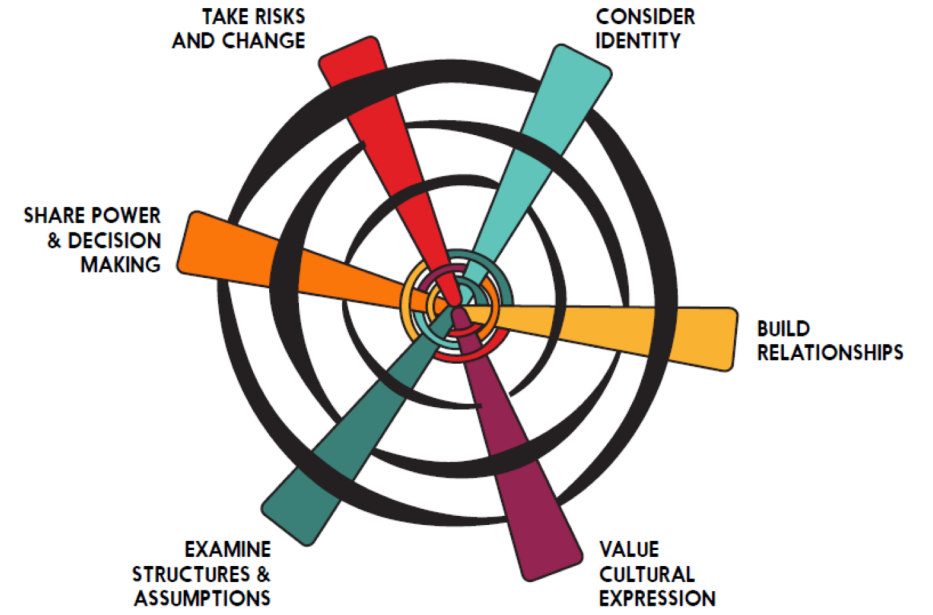
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Cambio
LA LOTERÍA



<p>EL TROMPO</p> <p>TOP</p>	<p>LA VALIENTE</p> <p>THE BRAVE ONE</p>	<p>EL GORRITO</p> <p>HAT</p>	<p>EL MUNDO</p> <p>WORLD</p>
<p>COCA COLA</p>	<p>LA BOTA</p> <p>BOOT</p>	<p>LA CAMPANA</p> <p>BELL</p>	<p>EL CORAZÓN</p> <p>HEART</p>
<p>LA ESTRELLA</p> <p>SHARE POWER AND DECISION-MAKING</p> <p>Afronta las decisiones aconsejado por tu comunidad. Navigate decisions guided by your community.</p>	<p>PITCHER</p> <p>PITCHER</p>	<p>EL CORONA (VIRUS)</p> <p>CORONAVIRUS</p>	<p>LA CATRINA</p> <p>SUGAR SKULL</p>
<p>LA CANOA</p> <p>CANOE</p>	<p>LA BANDERA</p> <p>FLAG</p>	<p>LA CANASTA</p> <p>BASKET</p>	<p>EL DIABLITO</p> <p>LITTLE DEVIL</p>



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