LAND ACKNOWLEDGEMENT:
The Museum of Us recognizes that it sits on the unceded ancestral homeland of the Kumeyaay Nation. The Museum extends its respect and gratitude to the Kumeyaay peoples who have lived here for millennia. They continue to care for and maintain connection to this ancestral homeland.

IMAGE GUIDE: In order of appearance.

1. Front Cover Photo: The Prado walkway with the California Tower in the distance. (July 2019).
3. Visitor reading the toe tags from the “Hostile Terrain 94” exhibit. Photo Credit: Kelsey Pickert (November 2021).
6. A baby watches Maya consultant, Genner Llanes-Ortiz, speak at the opening of the for the “Maya Peoples: Heart of Sky, heart of Earth” exhibit. Photo credit: Alexander Adams (June 2022).
7. Fellow, Luisa Martinez, leads a group through “Hostile Terrain 94” at the exhibit opening. Photo Credit: Kelsey Pickert (November 2021).
8. Back Cover Photo: The Progress Pride Flag hanging from the California Tower. Photo Credit: James Haddan (July 2022).
TO OUR MUSEUM FAMILY AND FRIENDS,

At the heart of what we do is our community, and as I look back at the past year, I’ve been asking myself a driving question: how successful have we been in deepening and broadening these relationships in a sustainable way?

From my perspective we’ve had an extraordinary year. We’ve opened two new community-centered exhibits, we’ve leaned more into our internal human-centered work, and we’re continuing to create widening ripples of change in our field.

This year’s Accountability Report will give you a peek into the details of that work, and set the stage for the path which lies ahead. For me personally, that means a big focus of my time will be amplifying our work nationally and internationally; while the day-to-day activities of the Museum are led by our extraordinary Executive Director, Erin Spiewak.

I’d also like to take this opportunity to thank the community members – the elders, scholars, and leaders – who have stepped forward this last year to partner with us in community building through our programs and exhibits. Your generosity of spirit, and your ability to speak hard truths, resonate deeply with me and our entire team. All of you inspire us to continue building a place that truly is for all of us!

With a heart full of gratitude,

MICAH PARZEN, PH.D., J.D
CHIEF EXECUTIVE OFFICER
For the Museum of Us family, this last year has been marked by building connections, and by finding the balance between new virtual worlds and our more familiar in-person ones.

Creating new museum experiences was top priority. You’ll notice the difference as soon as you enter the California Plaza. Giant new exhibit banners and signage were installed in July – all of them displaying our exciting new logo system.

Two new community-centered exhibits fill much of our grand rotunda:

“Hostile Terrain 94”, opened in November 2021. This installation is intended to raise awareness about undocumented migration along the U.S.–Mexico Border, and illustrates the impacts of dehumanizing policies on human life.

In June 2022 we opened “Maya Peoples: Heart of Sky, Heart of Earth”, a reframing of a long-standing exhibit in collaboration with Maya community consultants. It provides a decolonial perspective of their histories, and it honors past, present, and future Maya generations. Two striking new wall murals by Maya community consultant/artist Alicia María Siu are prominently featured. Titled, K’AJLAY SUUM (Thread of Memory in K’iche’) and B’ATZ’AL Q’IJ (Thread of Time in K’iche’), they represent this project’s goal of centering and celebrating community voice.
IN THE VIRTUAL SPHERE

We launched three digital Race exhibits on the Google Arts and Culture platform:

- **Race: Are We So Different?** – is the primary offering which explains the origins of race and racism, and helps us understand how to deal with them in productive, enlightening ways.

- **Race: Are We So Different? - Race and Education** – helps us understand how racism has been, and currently is, embedded in educational institutions.

- **Race: Are We So Different? - Social Stratification** – highlights how social stratification intersects with race to create significant impacts on how we experience our lives.
Our innovative new “Membership On Us” program, which debuted in April 2021, has welcomed 35,000 individuals into the Museum family for a full year of access, all for the price of a single day admission.

We also expanded the program to include students from under-resourced schools. Since September 2021, almost 2,000 of these students and their teachers have been enrolled so they can visit us as many times as they wish over the course of a year. We also invite them to bring a Plus One!
Creating a workplace that prioritizes our team members and their needs is key to success. Top of mind for all of us, have been the upward spiraling prices and supply chain issues – which impact the Museum as a whole, and team members individually. Here are steps that we’re taking to support staff in human-centric and equitable ways:

Staff leadership and our Board worked together to identify significant funding reserves that will be allocated to support Cost of Living increases over the next few years. These increases will be applied inversely to salary bands, so that individuals most impacted by economic pressures will benefit most.

We’re continuing to build a team that better reflects our broader communities, and we’re committed to transparency in that effort. Here’s where we’re at:
Representing and Identity of Our Team

Please note that these data points offer a “snapshot” of these groups in late August and early September 2022; and while participation was close to 100%, it did not meet that mark in all groups. Participation was voluntarily.

33% of our leadership team are BIPOC
64% of our staff are BIPOC
53% of our trustees are BIPOC

50% of our leadership team identify as LGBTQIA+
35% of our staff identify as LGBTQIA+
13% of our trustees identify as LGBTQIA+

Leadership Team and Gender Identity

*Learn more about why we use the terminology man and woman instead of male and female here.
A LOOK AT OUR FINANCES

Fiscal Year 2022: July 1, 2021 to June 30, 2022.

Revenue Total $3,999,130

- Earned Revenue $1,500,731
- Contributed Revenue $2,498,399

Expenses $2,896,702

Figures presented are preliminary and unaudited.
Two key projects, partially supported by the Institute of Museum and Library Services, represent significant efforts to continue our community-driven decolonizing and anti-racist work.

1.) We’re partnering with our Kumeyaay neighbors in a multi-year project to completely reimagine our current Kumeyaay exhibit. At its core, this effort ensures that the Kumeyaay narratives in the Museum of Us reflect the traditional knowledge, contemporary perspectives, and sovereignty of this community rather than solely the academic viewpoint of non-Native scholars.

2.) Our core exhibit, “Race: Are We So Different?” is also in the midst of a multi-year project to rework and update its content to better reflect the San Diego region and the current national dialogue on race. Like the Kumeyaay exhibit project, this effort will be community driven through the formation of a Race Advisory Committee. The group’s roster includes a cross section of individuals who are leading innovative work in the racial justice movement, including academics, educators, and most importantly, people directly impacted by the work.
3. Another pillar of our work, repatriation of cultural resources, is an ongoing priority. And, during the last several years, consultations with our local Kumeyaay partners have taken precedence. Notably, this year will mark an expansion of our efforts to include:

- Eastern Band of Cherokee Indians,
- Central Council of the Tlingit and Haida Indian Tribes of Alaska,
- and, a process to identify consultation partners within Native American communities of the Southeastern region.

On the technical side of things, we'll be migrating our extensive cultural resources database to a new system – a giant task that is required to support repatriations.

4. We'll be developing a new fellowship program at the Museum – one that centers on our decolonizing work. To amplify this work nationally and internationally, the museum field must have professionals who have direct experience putting theory into practice. We believe this fellowship will help achieve that objective.
GRATITUDE

Thank you all for supporting us, holding us accountable, truth telling, forgiving our missteps, and inspiring us. If you'd like to learn more about our community of supporters, please visit:

www.museumofus.org/community-accountability