

# Brandie N. Macdonald

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## Education:

- **University of California at San Diego**, PhD Student, Education Studies, research focus: anti-colonial theory and decolonial praxis in museums, expected 2024
- **University of California at San Diego**, MEd, Education Studies
- **Loyola University Chicago**, MEd, International Higher Education, research focus: Indigenous Peoples, access and barriers, and transformative models
- **University of North Carolina at Charlotte**, BA, Applied Anthropology, research focus: NAGPRA, and the impact legislation has on Indigenous Peoples

## **Summary of Experiences and Qualifications:**

My life's work is rooted in pedagogy, which has afforded me opportunities in various sectors of community development. I thrive on diverse projects happening simultaneously; a cacophony of inspiration - musical notes with a purpose, running parallel, finding solidarity. I believe my responsibility as an Indigenous person (Chickasaw/Choctaw) and as a community leader is to build sustainable practices for equitable and decolonial organizational growth that becomes a catalysis for transformative change. I have 13 years' experience in collaborative capacity building and education program development with Indigenous communities, rural and urban. I have 11 years' experience in museum education and leadership, policy development, community-led public engagement, and decolonial movement building.

## **Skills**

Strategic visioning – Decolonizing museum practices and planning – Diversity, equity, access, and inclusion strategies – Board training and development – Negotiation for collective consensus – Public speaking – International relationship building, networking, and partnerships – Grant writing – Research and writing – Curriculum development – Cultural Resource stewardship practices: Indigenous epistemological/ontological approaches

## **Professional Experience**

### **Senior Director of Decolonizing Initiatives, Museum of Us**

Kumeyaay territory, San Diego, CA, 05/21 – ongoing

### **Director of Decolonizing Initiatives, Museum of Us (formerly the San Diego Museum of Man)**

Kumeyaay territory, San Diego, CA, 11/18 – 05/21

- Supervise:
  - Departments: Cultural Resources, Education, Public Program, Exhibit content-development/interpretative planning, and Decolonizing Initiatives
  - Smithsonian Affiliate Interns, California for the Arts Fellows
  - Decolonizing Initiatives Working Group (comprised of Staff, Board

- Members, and Community Members)
    - External Well-Being Committee (comprised of Board Members)
- Grants:
  - 250k IMLS Community Anchors Grant
  - 100k Avila Funds for Decolonizing Initiatives
  - 50k Moxie Foundation, Maya Exhibit Reframe
  - 3 year Strategic Planning for 1M Avila Funds for Decolonizing Initiatives
- Content Manager:
  - audit, research, and write text panels for exhibits, admissions, online publications, workshops, and social media
- Exhibit curation:
  - Google Arts and Culture, *Colonial Legacy: The Museum's Facade*  
<https://g.co/arts/41JCLrCksi4om7Tr9>
  - Refresh: *Native Californians, Kumeyaay Ipai / Tipai*
  - Reframe: *Maya: Heart of the Sky, Heart of the Earth*
- Developed/Implementation:
  - Decolonizing Initiatives Strategic Action Plan, Theory of Change, and Logic Model
  - DEAI Statement
  - Colonial Pathways Policy and Repatriation Practices
  - Revisions to Cultural Resources Management Policy
  - Decolonizing Initiatives Communications Guide
- Manage:
  - Indigenous community consultations for exhibit development and reframing, repatriation, and policy development (local, national, and international)
  - Indigenous Cultural Competency Trainings and DEAI trainings
  - New Hire/Intern/Volunteer onboarding process: Decolonizing Initiatives orientation and DEAI orientation
- Work collaboratively with all departments within the museum to ensure content, practices, and policies are in alignment with decolonial efforts
- Built organizational procedures for domestic and international consultations and repatriations, assemble international policy briefs for executive review
- Develop decolonial policies, practices and strategies for organizational movement building and structural reform.
- Relationship and Movement Building:
  - Board of Trustee:
    - recruitment, decolonial and cultural competency training, working collaboratively to raise philanthropic dollars
  - Working with various stakeholders (internal/external) towards strategic visioning and negotiation to reach a collective consensus to build innovative and sustainable growth
  - Decolonial consultant and Indigenous liaison for outside organization (for-profit/non-profit), coalition building, speaking on panels (nationally/internationally), and internal trainings
- COVID Impact:
  - Leader, Serving Community Needs team – focus: identifying the museums primary priorities, target audience, exhibition audience engagement, and community initiatives and partnerships
  - Interim Lead for Education and Exhibits

- Reports directly to the Executive Director.

### **Director of Education and Public Engagement, San Diego Museum of Man**

Kumeyaay territory, San Diego, CA, 12/17 – 11/18

Supervised:

- 15 people, 6 direct reports
- Grants:
  - 25k Nissan Foundation, Anti-Racism
  - 75k Price Charities, School in the Park
  - 25k Title-1 Schools
- Organized a team for conceptualizing curriculum development centered in decolonization, equity and justice, and dismantling structural racism
- Adapted data collection practices and metrics to be more inclusive for diverse populations from different cultural backgrounds, and socio-economic statuses.
- Thought leader for museum experiential and strategic impact planning

### **Program Director, Cycles for Change**

Dakota territory, Saint Paul and Minneapolis, MN, 01/17 – 12/17

- Supervised:
  - 12 people, two different sites (St. Paul and Minneapolis)
- Grants:
  - 500k Blue Cross and Blue Shield
  - 50k Bush Foundation
- Conceptualize a communications and operations strategy for staff sustainability
- Analyze programmatic impact data for programmatic growth and adjustments
- Compile grant reports and ensure measurable were reached quarterly
- Implemented institution practices that prioritized equitable workplace culture and enhanced team member well-being
- Managed and developed public programs and outreach grounded in social justice and racial equity

### **Program Manager, First Peoples Fund**

Oceti Sakowin territory, Rapid City, SD, 01/15 – 01/17

- Supervised 3 national programs:
  - Youth Leadership Development, Dances with Words - Pine Ridge Indian Reservation, SD
  - Native Artists Professional and Economic Development – HI, SD, ND, AK, CA, WY
  - Intercultural Leadership Institute
- Grants:
  - 500k Bush Foundation
  - 250k Surdna Foundation
  - 200k Ford Foundation
- Leveraged resources, cultural assets, and networks to support the economic growth in extremely rural Indigenous communities
- Managed:

- national professional and economic development trainings: culture-based business planning curriculum, grant deliverables and reporting, data tracking, national trainer's schedules and travel, and quarterly national site visits and relationship building
- Relationship and Movement Building:
  - Team liaison: maintained contact with philanthropic partners, engaged in strategic visioning sessions, and in-person contact who connected and networked with the grant managers and philanthropy contacts in the field
  - Collaborated with national non-profits, philanthropic organizations, and local rural organizations to ensure authentic and sustainable programmatic impact.
- Founded Youth Leadership Development program:
  - assembled Indigenous Poetry/Social Justice focused curriculum, attendance and site locations quadrupled in 3 years across the Pine Ridge Indian reservation, prioritized community-led programmatic growth, recruited community leaders for leadership transition
- National and International relationship building and networking:
  - movement and field building initiatives, public speaking for national panels and convening's, maintaining relationships and financial support with rural and urban partners

### **Museum Educator, The Heritage Center at Red Cloud Indian School**

Oceti Sakowin territory, Pine Ridge Indian Reservation SD, 01/13 – 01/15

- Founded museums Education Department
- Worked collaboratively with the Finance, Development, and Governance departments on grant writing for department sustainability
- Developed:
  - Education Department operating manual and guiding principles
  - Designed and implemented Education Departments 5-year strategic plan
  - Policies for community-led programs
  - Implemented methods for facilitation and trainings, curriculum development, community partnerships, and grassroots organizing
- Implemented sustainable community driven public programs:
  - (selection) Youth curated art gallery, Spoken word / Poetry after-school program, B-Box workshops, and community movie nights with associated panel discussions
- Assisted with the transition of replacement museum educator into position to ensure limited community impact when leaving the position

### **Education Manager, The Charlotte Museum of History**

Catawba territory, Charlotte NC, 02/09 – 01/12

- Grant writing to ensure financial support for education programs
- Supervised:
  - 6 department staff, 250 volunteers / docents, 4 interns, and 2 part-time staff
- Restructured curriculum to be inclusive and representative of the diverse cultural community's history and experiences present in Charlotte, NC
- Expanded and developed education and public programs to include Black, Indigenous, and People of Color representation

- Increased the Education Department's revenue by 45%
- Revenue and Community Building Programs:
  - Annual regional teachers training symposium in partnership with the Smithsonian's NMAI, and Smithsonian Affiliates Department
  - Art is History Program(s) – Youth Exhibit installation and Museum studies 3 week High School program
  - Scholars in History Speaker Series
  - Indigenous Peoples Day Celebration
  - Light the Hill Bagpipe Concert – Annual Fundraiser

**Smithsonian Affiliate Internship: Education Department, National Museum of the American Indian (NMAI)**

Piscataway territory, Washington DC, 05/11 – 08/11

- Facilitated teaching-cart activities and collection-based learning sessions
- Developed a cross-institutional program for the Charlotte Museum of History by leveraging the resources at NMAI, learning from NMAI past programming, and by networking and relationship building with Indigenous artists and NMAI colleagues
- Worked collaboratively on an interpretive proposal for traveling NMAI exhibit: *Song for the Horse Nation Horse*, horse mannequin interactive
- Learned and connected with Culture Bearers, Indigenous artists, and museum professionals that helped to guide my professional and personal path within museums

**Visitor Services and Education and Volunteer Coordinator, The Charlotte Museum of History**

Catawba territory, Charlotte NC, 02/08 – 02/09

- Provided daily public tours of historic homesite built in 1774
- Developed curriculum for public tours, and school tours that aligned with state standards and the organizational mission and vision
- Managed and trained a group of 350+ volunteers from diverse backgrounds
- Coordinated annual volunteer celebrations and monthly orientation and trainings
- Worked directly with public through admissions, data collection, security procedures (open/closing of historic homesite), and supporting public engagement programs

**Publications:**

- Macdonald, B., Parzen, M. (Publication forthcoming: 2023), *The Decolonization of Museums: Deconstructing Euro-centric Hegemony, Ideology and Pseudo-historical memory*; Race and Socio-Cultural Inclusion in Science Communication – Contemporary Innovations, Book Chapter,
- Novy, A., Macdonald, B. (Publication forthcoming: 2024), *Decolonizing Botanical Gardens, Intersectional Approaches for Changing the Field*; Plants, People and Planet.
- Macdonald, B., Vetter K. (In Press: 2021) *From the Colonial to the Decolonial: The Complex Intersection of Museum Policy and Practice*, South African Museums

Association Bulletin.

- Macdonald, B. (In Press: 2021), *What keeps me up at night - a letter to the field about decolonization*; *Seize the Moment: How Museums Can Prepare for the Post-Pandemic Age*, Chapter 3.
- Macdonald, B., (In press: 2021), *Pausing, Reflection, and Action: Decolonizing Museum Practices*; *Radical Reimagining Museum Education*, *Journal of Museum Education*.
- Datnow, A. Yoshisato, M., Macdonald, B., Trejos, J., Kennedy, B.. (Publication forthcoming: 2022), *Bridging Educational Change and Social Justice: A Call to the Field*; *Educational Researcher*
- Macdonald, B., and Parzen, M., (2020), *Pausing to Decolonize: Now is the time*, *History News*, American Association for State and Local History, Vol. 75, #3.
- Garcia, B, Hyberger, K., Macdonald, B. Roussel, J., (2019), *Ceding Authority and Seeding Trust*; *Museum Magazine*, The American Alliance of Museums.

### **Brief Selection of Panel Presentations and Discussions:**

- *Rethinking Restitution and Repatriation*, Moderator, Changing Paradigms: Decolonizing Collections in Practice Conference, International Council of Museums – Brazil (ICOM-Brazil)/ COMCOL / CIDOC, Brazil, 2021
- *Pausing to Decolonizing*, Keynote / Masterclass, Misk Art Institute, Saudi Arabia, 2021
- *The Creative Power of the Arts: Reimagining Human and Planetary Flourishing*, Panel, Salzburg Global Seminar, Austria, 2021
- *Decolonizing the Museum of Us*, Keynote, PENN Museum Graduate Advisory Council, 2021
- *Decolonizing Museum Practices*, Keynote & Workshop, University of Minnesota-Morris, 2021
- *What is Ethical Repatriation – Policy and Practice*, Guest Speaker – Community Consultant, Smithsonian Working group, 2021
- *Decolonial Practices and the Museum*, University of Toronto, Museum Studies Program, Canada, 2021
- *Pausing to Decolonize: Decolonizing Museum Policy and Practice*, Keynote, British Columbia Museum Association Annual Conference, Canada, 2021
- *Digital Curation of Cultural Heritage*, Panel, University of Hawai'i at Manoa & Bishop Museum, 2021
- *The Other Slavery: Histories of Indian Bondage from New Spain to the Southwestern United States*, Panel, Smithsonian Institutions: Smithsonian Latino Center, National Museum of the American Indian, and the National Museum of African American History and Culture, Fall 2021
- *The Humanizing Power of the Arts: Building Back Fairer*, Invitation Only-Group, Salzburg Global Seminar, Salzburg, Austria, 2021
- *Making History at 250: The Field Guide for the Semiquincentennial*, Panel, AASLH Resource Center, 2021
- *Leading Organizational Change through Decolonizing Practices*, History Leadership Institute (HLI), Co-Lead workshop with Cinnamon Catlin-Legutko, AASLH, 2021
- *Global Conversations on the Return of Cultural Heritage, Moving Forward Together*, Panel, Museum Dialogue Series: Illinois State Museum and ICOM, 2021

- *Pausing to Decolonize: Indigenous Led Initiatives*, Moderated Panel, American Alliance of Museums Annual Conference, 2021
- *A decolonial glance at museums (Una mirada decolonial a los museos)*, Keynote, Centro Cultural Universitario Tlatelolco, Responsable del programa académico Mexico 500, Mexico, 2021
- *The Humanizing Power of the Arts: Building Back Greener*, Invitation Only-Group, Salzburg Global Seminar, Salzburg, Austria, 2021
- *The Museum Bares Its Coloniality*, Workshop/Presentation, TyPA LAB 2021: Museums in the Change of Era, TyPA Fundación, Argentina, 2021.
- *Decolonizing Museum Practices*, Co-led workshop, Utah I.D.E.A Symposium, 2021
- *Decolonizing Museums: Practices and Policies, tangible examples for your work*, Presentation, California State Park Services Interpretive Department Divisions Training, 2021
- *Indigenous Land Acknowledgement and Cultural Competency*, Workshop, San Diego Contemporary Art Museum, All Staff IDEA Team Trainings, 2021
- *Decolonizing is a Verb*, Panel Presentation, International Committee for Collecting and the South African Museum Association, 2020.
- *Whose Knowledge? Whose Progress? Science as a Tool of Racism*, Panel, National Science Policy Network, 2020.
- *MME: Museum Change Makers in 2020*, Panel, Museum of Movements, Malmö, Sweden 2020
- *Building Bridges while Fighting Racism and Xenophobia*, Panel, American Alliance of Museums 2020
- *Dia lo Gos: en el arte videoconferenciaa, 25 Anos Museo UPAEP - A dialogue on the role of education and culture purpose for social transformation*, Keynote, Museo UPAEP, Mexico 2020
- *Decolonizing Museum Practices: Marketing and Communications, Principles in Practice*, Case Study Presentation, California Association of Museums, CA 2020
- *Self-Determination and Decolonizing Thought*, Panel, Reimagining the Museum: Conference of the Americas, Mexico 2019
- *Decolonizing Thought, Museums and Their Place in Society*, Panel Presentation, Mesa College, CA 2019
- *Seeding Authority: A Roundtable Discussion on Decolonizing Initiatives at Four Institutions*, Panel Presentation, Western Museum Association, Boise, ID 2019
- *Decolonizing Policy, When Federal Law Isn't Enough*, Presentation, California Lawyers for the Arts Convening, San Diego, SD 2019
- *Equity, Inclusion, and Decolonization in Museums*, Panel Presentation, Getty Leadership Institute, Los Angeles, CA 2019
- *Decolonizing Initiatives: Restructure, Policy, and Practice*, Presentation, Radical Hospitality, San Diego, SD 2019
- *Sustainability, Social Justice, Race and Gender Equity*, Facilitator, Minnesota Bicycle Summit, 2017
- *A Nation's Legacy, Whose Voices are Missing*, Art Change US: REMAP, Los Angeles, 2017
- *Uplifting Youth Voices, Supporting the Leaders of a Nation*, Panel, Youth Speaks Leadership Institute, 2016

### **Professional Organizations, Fellowships, and Awards:**

- Fellow, BIPOC Leadership Circle Cohort (2021)
- California Arts Council Host Organization Cohort, Californian Arts Council Administrators of Color Fellowship Program (2021)
- Resilience Fund Panelists, WESTAF Regional Arts Resilience Fund, Covid-Relief Grants (2020)
- NEA Museum Panel, Grant Reviewer, National Endowment for the Arts (2020)
- Panelists Reviewer, IMLS Community Anchors Grant (2020)
- Board Member, Western Association of Museums, serves on the Finance Committee (2020 – 2024)
- Nancy Hanks Award for Professional Excellence, American Alliance of Museums (2020/2021)
- Mass Action (2019)
- Review Panelists, Smithsonian Youth Access Grant (2018)
- Fellow, Salzburg Global Seminar (2016)
- Board Member, South Dakota Poetry Society Board of Directors (2016)
- Board Member, Rapid City Arts Council Board of Directors (2016)
- Leadership Fellow, Intermedia Arts Community Leadership Institute (2015)
- Fellow, Intercultural Leadership Institute (Pilot, 2015)
- Youth Speaks Brave New Voices Leadership Cohort (2014-2016)
- Program Paleontology Mentor, Native Explorers (2011-2016)
- Diversity Fellow, The American Alliance of Museums (2012)
- Prominent Community Leaders Under 40 Fellow - LU40, Charlotte Building Initiatives (2011, 2012)
- International Women Leadership, Recognition Award, North Carolina (2012)
- Smithsonian Affiliate Fellow – National Museum of the American Indian (2010)