

[@ChangeBerkshireCulture](#) is a platform advocating for culture workers of Berkshire County, Massachusetts. We bring visibility to the issues plaguing the region's lauded museums, historic sites, and performing arts venues, questioning systemic inequities and mistreatment as a way to prompt change -- within institutions and the county as a whole.

2020 saw a reckoning within the museum and non-profit world for upholding colonial concepts and discriminatory employment practices -- particularly to the detriment of BIPOC, the historically marginalized, and others whose value is often overlooked. This includes security, facilities, and front-of-the-house staff. In the spirit of [@ChangetheMuseum](#) and [@ChangetheBoard](#), we are introducing:

[@ChangeBerkshireCulture](#)

This is an Instagram account dedicated to sharing experiences, prompting dialogue, and promoting change.

First, we need your stories:

- Have you been the victim of inappropriate or unprofessional conduct in the workplace?
- Have you experienced or witnessed racist or culturally insensitive behavior?
- Have you experienced or witnessed discrimination based on gender identity and/or sexual orientation?
- Has discrimination or abuse been perpetrated, condoned, or ignored by leadership?
- Have you witnessed illegal or unethical fundraising tactics or budgetary decisions?
- Are there gross and unethical pay disparities at your organization?
- Have your basic human rights -- health, safety, childcare -- been overlooked or compromised by organizational policies?
- Has Covid protocol been willfully ignored for the sake of profit?
- Is your board complicit in or deceived by unethical and/or illegal administrative practices? If so, how?

[Please submit your personal experiences via this link to participate in the project.](#)

Your posts can be anonymous, but your organizations and offending leaders should not. If you feel comfortable and safe, we encourage you to call out sites and individuals! That said, this project is not about character assassinations. The aim is to bring visibility to abuse in order to effect change -- within individual institutions and region-wide. Let's support each other and establish a creative economy deserving of our talent, skill, sweat, and tears.

This can be done together. [@ChangeBerkshireCulture](#) will demonstrate solidarity, building momentum toward a larger movement to create a more equitable creative economy that protects and advocates for workers.

Please forward this call to cultural staff past and present -- we are looking for a diverse range of experiences spanning institutions and decades. Positive stories are welcome too, as long as the narrative is about specific instances and tactics of supportive leadership. There is equal value in celebrating productive leadership as bringing visibility to the detrimental.

@ChangeBerkshireCulture will launch on February 14, 2021. Our hope is that your stories will flood us with content, providing overwhelming proof of the necessity for this project.

As part of this initiative, we are generating a record of salary information. Gross pay disparities are rampant, and this spreadsheet will lift the silence around unfair pay that helps to perpetuate these abuses of power. Please consider adding your title and pay information to the [Berkshire Cultural's Salary Spreadsheet](#).

Thank you for participating and believing in this cause! We look forward to hearing from you. And, if you're interested in exploring a larger organizational role within **@ChangeBerkshireCulture**, please let us know! We'd be thrilled to have your support. If you have already expressed interest, we will be getting back to you soon!

Be well. Stay powerful.

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