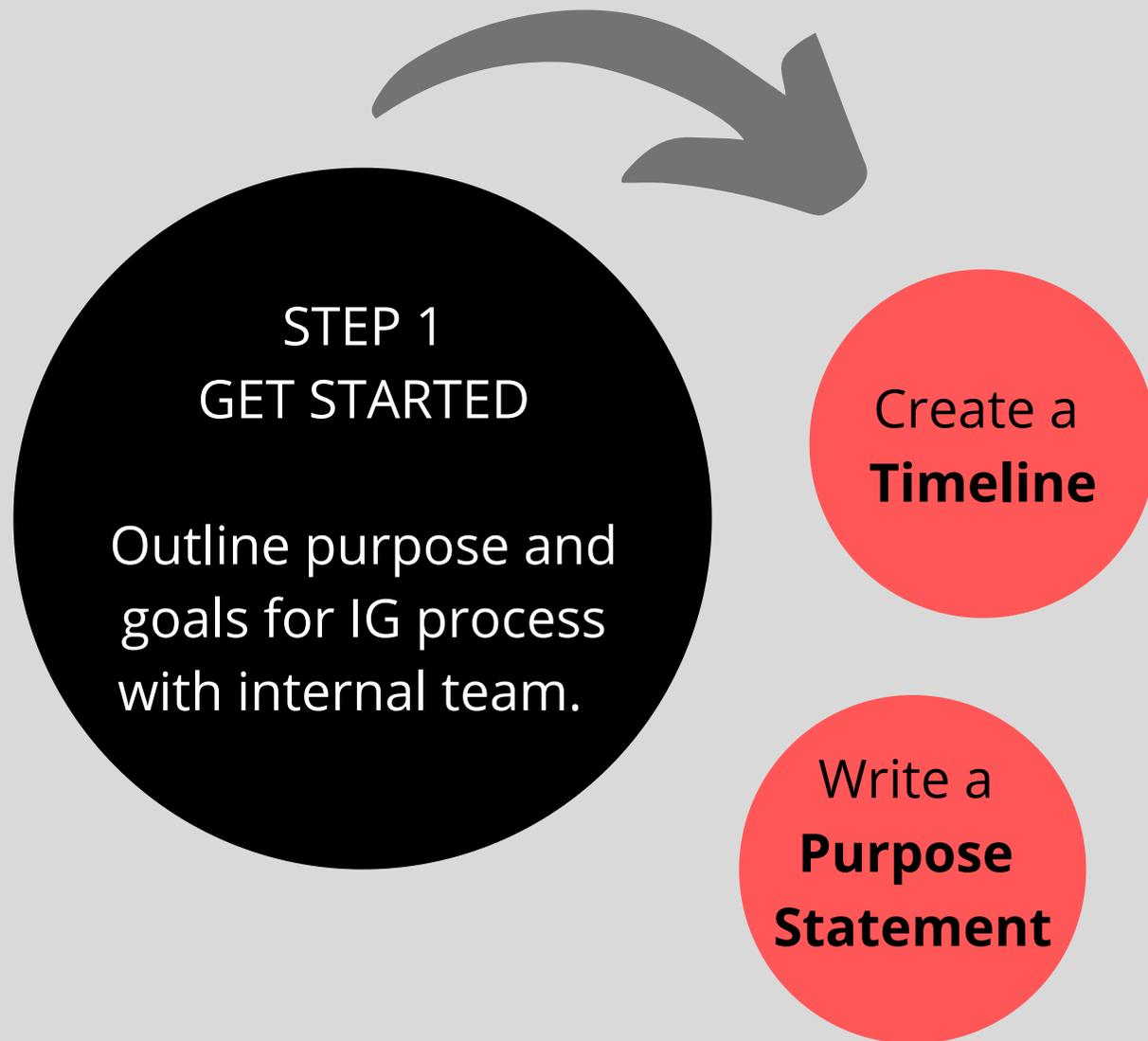


Institutional Genealogy



STEP 1: Institutional Genealogy Purpose Statement

Template (With Example Answers)

1. What are your goals for the outcomes of this process?
(Consider [SMART goals](#) and [Generic Learning Outcomes](#) and [Generic Social Outcomes](#).)
 - *Improved awareness for our organization's role in history.*
 - *Ready to engage with 2-3 areas of our past that have contributed to inequities today.*
 - *Topics and content to frame a community listening session series intended to respond to and better represent community needs.*
2. What aspects of your history do you want to learn more about through this process?
(The IG timeline tool and conversation guide can support your reflection on how to complete this question.)
 - *How did our founding benefactors get money/resources to start this museum?*
 - *What exclusions contributed to our area being so culturally homogenous for so many years? Did our organization participate in those exclusions? How so?*
3. How will your museum team work together throughout the institutional genealogy process to ensure success?
 - *We will have weekly meetings to share what we learn along the way and so everyone has a say in the process direction.*
 - *We will devote x hours a week to this.*
 - *We will be curious about how each other interprets the new information we learn and use those perspectives and curiosity to fuel continuing research.*

Guiding Principles (discuss, adopt and/or add others!):

1. **Practice Authenticity** - *When we own our histories, and align our actions, we demonstrate we know who we are.*
2. **Take Responsibility** - *We have a collective responsibility to address historic legacies that caused/cause harm.*
3. **Cultivating Trust** - *Mistrust of our organizations undermine their effectiveness and purpose. Some relationships can only be repaired by striving to identify the roots of mistrust in the legacies of past actions.*
4. **Open to Inquiry** - *When we ask ourselves questions we open ourselves up to lessons from our past—negative and positive legacies.*

STEP 1: Institutional Genealogy Purpose Statement

Template

1. What are your goals for the outcomes of this process?
(Consider [SMART goals](#) and [Generic Learning Outcomes](#) and [Generic Social Outcomes](#).)
2. What aspects of your history do you want to learn more about through this process?
(*The IG timeline tool and conversation guide can support your reflection on how to complete this question.*)
3. How will your internal team work together throughout the Institutional Genealogy process to ensure success?

Guiding Principles (discuss, adopt and/or add others to the examples below!):

1. **Practice Authenticity** - *When we own our histories, and align our actions, we demonstrate we know who we are.*
2. **Take Responsibility** - *We have a collective responsibility to address historic legacies that caused/cause harm.*
3. **Cultivating Trust** - *Mistrust of our organizations undermine their effectiveness and purpose. Some relationships can only be repaired by striving to identify the roots of mistrust in the legacies of past actions.*
4. **Open to Inquiry** - *When we ask ourselves questions we open ourselves up to lessons from our past—negative and positive legacies.*

Step 1: Institutional Genealogy Timeline

Customizing and Conversation Guide

The institutional genealogy timeline template is a customizable visual that you can use to locate **your organization's founding and development within the broader historical environment** (and within a local context.) It is not meant to be an exhaustive or didactic timeline. It is a tool that your organization can continue to customize and reflect on and which can help catalyze new questions about your organization's historic narrative. These new questions can be conversation starters and spring-boards for further research into your organization's past.

Put a black dot on the timeline to mark the founding of your organization. On either end is a time horizon going very far back and stretching many generations in front of you. Events, eras and periods that are pre-populated on the timeline represent **important moments of shifting power dynamics or population shifts** in the U.S. and regionally. Those shifts reverberated in their impact at the time and the legacies of that impact are felt and experienced today.

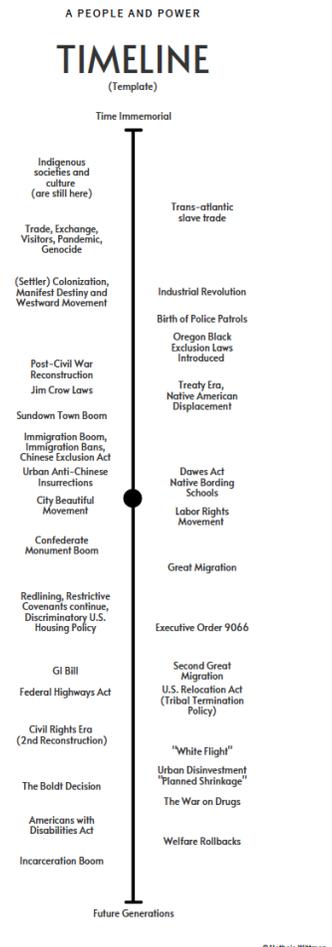
The **goal of this tool** is to help raise new questions and help you make new connections regarding your organization's history and how it could inform your current relationships and responsibilities.

Remember, **it is ok not to have any, or all, of the answers** to these new questions! Answering those new questions will be ongoing work and will continue to be addressed in the next steps in the Institutional Genealogy process.

KEY QUESTIONS

(Phrased as questions to yourself and a group of your organization's internal stakeholders when using an example timeline to react to.)

- Are there any events or periods referred to here (on the timeline) that we should discuss before talking about our organization's past?
- What do you notice about where the founding of (our organization) is marked on this timeline?
- What new questions about our organization's historic narrative are coming up for you/all of us as we look at this timeline?
- Knowing what we do of our current historic narrative, how do these existing historic narratives acknowledge (or not acknowledge) this broader historical context?
- What more seems important to learn about our organization's history, given this organization's relationship to the context indicated here?
- What other local context should be added to this timeline?



Step 1: Institutional Genealogy Timeline

Customizing and Conversation Guide

BACKGROUND SOURCES

The following list indicates one to two resources to learn more about each of the events, eras and periods that are named on the example timeline tool. These offer a starting point as you reflect individually on the timeline or can help you build confidence leading a conversation about the timeline at your home institution. Some of these resources address Pacific Northwest histories as an example of the unique ways national histories, policies and culture manifest locally. What other events, eras and periods might you add to localize your timeline?

Indigenous societies and culture (are still here)

“Essential Understandings”, *Native Knowledge 360 Project*, National Museum of the American Indian, <https://americanindian.si.edu/nk360/pnw-history-culture#>

Oregon Country (currently WA state) Black Exclusion Laws

Oregon Territory Bans Free Black people, <https://calendar.eji.org/racial-injustice/jun/26>

The Pacific Northwest’s Black Exclusion Laws Introduced

“Black Exclusion Laws in Oregon,” Oregon Historical Society

https://www.oregonencyclopedia.org/articles/exclusion_laws/#.YJWDxy-cbBI

Trans-Atlantic slave trade

Slave Voyages Digital Memorial and Database, <https://www.slavevoyages.org>

Settler Colonization, Manifest Destiny and Westward Movement

“Settler Colonization”, Bibliography,

<https://www.oxfordbibliographies.com/view/document/obo-9780190221911/obo-9780190221911-0029.xml>

“Boundary Disputes and Manifest Destiny” Chapter 13: The Farthest West in *Canadian History Pre-Confederation*,

<https://opentextbc.ca/preconfederation/chapter/13-6-boundary-disputes-and-manifest-destiny/>

Industrial Revolution

“Lesson: 14—Industrialization, Technology and Environment in Washington”

<https://www.washington.edu/uwired/outreach/cspn/Website/Classroom%20Materials/Pacific%20Northwest%20History/Lessons/Lesson%2014/14.html>

Birth of Police Patrols

“The Slave Patrol and Jim Crow Origins of Policing,” American Bar Association

https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/civil-rights-reimagining-policing/how-you-start-is-how-you-finish/

Post-Civil War Reconstruction

Henry Louis Gates Jr. “How Reconstruction Still Shapes American Racism”

<https://time.com/5562869/reconstruction-history/>

Step 1: Institutional Genealogy Timeline

Customizing and Conversation Guide

Jim Crow Laws

“Jim Crow Laws”, Equal Justice Initiative, <https://eji.org/news/history-racial-injustice-jim-crow-laws/>

Treaty Era, Native American Displacement

Treaty Era <https://library.law.howard.edu/civilrightshistory/indigenous/treaty>

Removal Era <https://library.law.howard.edu/civilrightshistory/indigenous/removal>

Sundown Town Boom

“Sundown Towns”, Black Past.org <https://www.blackpast.org/african-american-history/sundown-towns/>

Immigration Boom, Immigration Bans, Chinese Exclusion Act

“Chinese Immigration and Chinese Exclusion Act”

<https://history.state.gov/milestones/1866-1898/chinese-immigration>

“Immigration to the United States 1851-1900”

<https://www.loc.gov/classroom-materials/united-states-history-primary-source-timeline/rise-of-industrial-america-1876-1900/immigration-to-united-states-1851-1900/>

Anti-Chinese Laws and Violence

Chinese Immigration and Chinese Exclusion,

<https://history.state.gov/milestones/1866-1898/chinese-immigration>

Anti-Chinese Violence and Insurrection in the PNW

“Exclusion in Washington” Washington State Historical Society

<https://www.washingtonhistory.org/wp-content/uploads/2020/04/WAExclusion.pdf>

Dawes Act, Native Boarding Schools

“The Allotment and Assimilation Era”,

<https://library.law.howard.edu/civilrightshistory/indigenous/allotment>

Native Boarding Schools in Washington State

National Native American Boarding School Healing Coalition List by State,

<https://boardingschoolhealing.org/list/>

City Beautiful Movement

“Making America Beautiful Again...Again” <https://eidolon.pub/city-beautiful-9b6943bc7473>

Labor Rights Movement

Civil Rights and Labor History Consortium at the University of Washington

<http://depts.washington.edu/labhist/>

Confederate Monument Boom

“Confederate Statues Were Built To Further A 'White Supremacist Future,”

<https://www.npr.org/2017/08/20/544266880/confederate-statues-were-built-to-further-a-white-supremacist-future>

Great Migration

“The Great Migration: 1950-1960,” BlackPast.org

<https://www.blackpast.org/african-american-history/great-migration-1915-1960/>

Step 1: Institutional Genealogy Timeline

Customizing and Conversation Guide

Executive Order 9066

“Japanese American Incarceration Era Collection”, National Museum of American History

<https://americanhistory.si.edu/collections/object-groups/japanese-american-incarceration>

Redlining, Restrictive Covenants Continue, Discriminatory US Housing Policy

Richard Rothstein. *The Color of Law: A forgotten History of How Our Government Segregated America*

More about this book, and related media, can be found on the Equal Justice Initiative’s website:

<https://www.epi.org/publication/the-color-of-law-a-forgotten-history-of-how-our-government-segregated-america/>

“HOLC “Redlining” Maps: The Persistent Structure Of Segregation And Economic Inequality” *National Community Reinvestment Coalition* <https://ncrc.org/holc/>

GI Bill

“GI Bill opened doors to college for many vets, but politicians created a separate one for Blacks”

<https://theconversation.com/gi-bill-opened-doors-to-college-for-many-vets-but-politicians-created-a-separate-one-for-blacks-126394>

Federal Highways Act

“A Brief History of How Racism Shaped Interstate Highways”

<https://www.npr.org/2021/04/07/984784455/a-brief-history-of-how-racism-shaped-interstate-highways>

Relocation Act (Tribal Termination Policy)

“American Indian Urban Relocation” <https://www.archives.gov/education/lessons/indian-relocation.html>

“The Termination Era” <https://library.law.howard.edu/civilrightshistory/indigenous/termination>

Civil Rights Era 2nd Reconstruction

“The Civil Rights Movement”, US House of Representatives, History, Art and Archives

<https://history.house.gov/Exhibitions-and-Publications/BAIC/Historical-Essays/Keeping-the-Faith/Civil-Rights-Movement/>

White Flight

“Separate and unequal: Persistent residential segregation is sustaining racial and economic injustice in the U.S.”, Brookings Institute

<https://www.brookings.edu/essay/trend-1-separate-and-unequal-neighborhoods-are-sustaining-racial-and-economic-injustice-in-the-us/>

Urban Disinvestment

“Gentrifying the City: From Racialized Neglect to Racialized Reinvestment”

<https://items.ssrc.org/layered-metropolis/gentrifying-the-city-from-racialized-neglect-to-racialized-reinvestment/>

The Boldt Decision

“Understanding Tribal Treaty Rights in Western Washington”, Northwest Indian Fisheries Commission,

<http://nwifc.org/w/wp-content/uploads/downloads/2014/10/understanding-treaty-rights-final.pdf>

Step 1: Institutional Genealogy Timeline

Customizing and Conversation Guide

The War on Drugs

"A Brief History of the Drug War", Drug Policy Alliance <https://drugpolicy.org/issues/brief-history-drug-war>

Americans with Disabilities Act

"Timeline" ADA National Network <https://adata.org/ada-timeline>

"A Brief History of the Disability Rights Movement", Anti-Defamation League,

<https://www.adl.org/education/resources/backgrounders/disability-rights-movement>

Welfare Rollbacks

"Chapter 9: The Hard Live and the Color Line", *Race and the Politics of Welfare Reform*

<https://www.press.umich.edu/pdf/9780472068319-ch9.pdf>

Incarceration Boom

"American History Race and Prison", Reimagining Prison Web Report Vera Institute of Justice Reimagining

Prison Web Report <https://www.vera.org/reimagining-prison-web-report/american-history-race-and-prison>

Black Lives Matter Movement

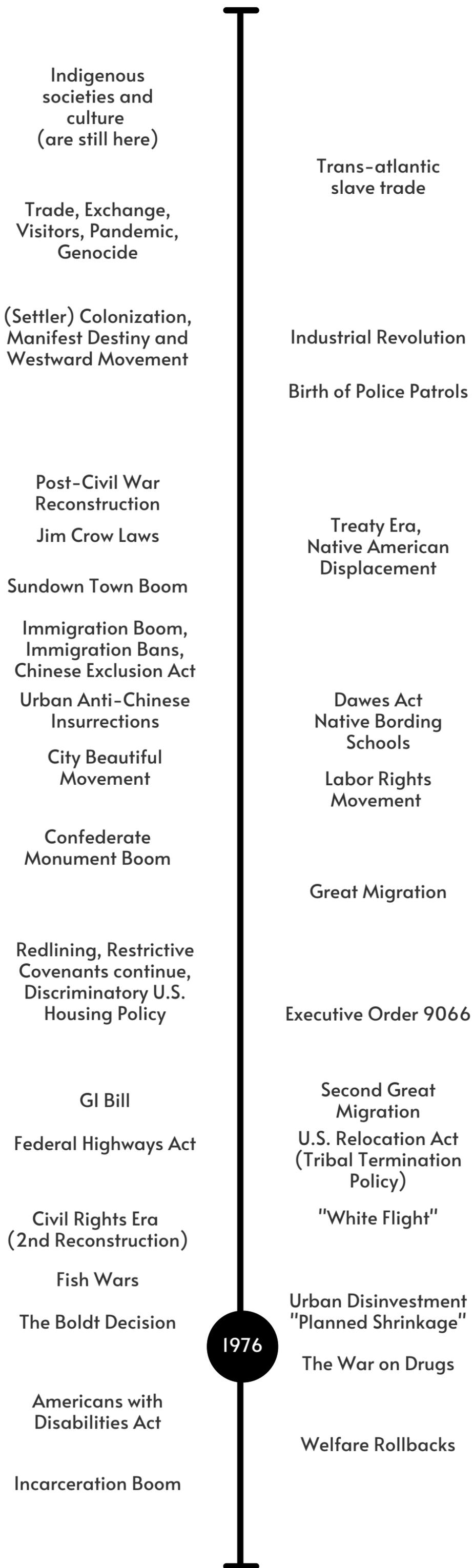
Herstory of Black Lives Matter, <https://blacklivesmatter.com/herstory/>

A PEOPLE AND POWER

TIMELINE

(Template)

Time Immemorial



1976

Future Generations

A PEOPLE AND POWER

TIMELINE

(Template)

Time Immemorial



Future Generations