Create learning through the power of play and exploration that connects children to their communities and the world.
Diversity, Equity, & Inclusion at KidsQuest Children’s Museum

In early 2020 KidsQuest Children’s Museum created a Race & Social Justice Committee, bringing together six staff members under the guidance of a Diversity, Equity, and Inclusion (DEI) consultant.

The purpose of the Committee is to develop clear methods for improving inclusion through hiring practices, staff training, program offerings and implementation, as well as community engagement centering the voices of Black, Indigenous, People of Color (BIPOC). The Committee meets weekly and has established a 3-year Roadmap for KidsQuest’s DEI work.

KidsQuest Children’s Museum’s Race & Social Justice Committee Statement

As a committee, with a direct focus on Race & Social Justice work, we support the progress of our peers, staff, stakeholders, and the KidsQuest Children’s Museum community in disrupting systemic racism. As a committee and individually, we will accomplish this through continued education, evaluation, training, and influencing policies and procedures. We will recommend necessary changes to the entire organization. Committee members agree to hold each other accountable, inspire the organization and continually reflect on our approach, strategy, and transparency.

Sample of RSJ Work in 2020:
- Created RSJ Committee Statement.
- Created the organization’s RSJ Strategic Plan.
- Added ‘Inclusion’ tab to KidsQuest’s website.
- Shared numerous resources for families on social media platforms.
- Human Resources team worked with DEI consultant to evaluate hiring process.

In just six months, the Race & Social Justice Committee members actively spent 543 hours in meetings, trainings, and on projects. In order to move forward KidsQuest Children’s Museum’s DEI effort.

How did KidsQuest Children’s Museum deliver educational services? Through our established community partnerships!

2020 partners included:
- Bellevue Police Foundation
- Bellevue School District
- Bellevue School District Early Learning
- Boys and Girls Club of Bellevue
- Chinese Information & Service Center
- Eastside Pathways
- Jubilee Reach
- Kindering Center
- King County Housing Authority
- King County Library Systems
- Lake Washington School District
- NISO Programs
- Refugee Women’s Alliance
- Seattle’s Union Gospel Mission

2020 started off strong at KidsQuest Children’s Museum, with high membership sales, full classes, sold out programs, and plenty of visitors.

The pandemic required the Museum doors to close the second week of March and for the remainder of 2020.

KidsQuest Children’s Museum did not miss a beat and continued providing critical educational opportunities to priority populations across King County. With the help of our donors, KidsQuest’s mission lived beyond the museum walls, inspiring young minds at home.

Love of learning starts here.
2020 Remote Learning Programs

- **Education Resource Kits** - Provided free of charge to families in need. 1,200+ kits were distributed through trusted partners, including Bellevue School District and King County Housing Authority.

- **Online Learning** - Original, interactive, and educational videos available on YouTube. These include educator-led activities in art, science, and engineering, as well as an engaging StoryTime series. Over 11,000 viewers.

- **Library Partnerships** - “Little Lab” virtual programming with physical materials for young children in the South King County.

- **Afterschool Programs** - Hands-on learning with STEAM projects at Bellevue School District and Boys & Girls Club sites.

- **Toy Library & Playbook** - Inspiring STEAM-based play at home with KidsQuest’s extensive collection of toys and four digital guides providing hours of fun activities for indoor and outdoor play.

- **Fall Festival** - A week of virtual interactive programming for the community, engaging more than 2,800 participants. Text-based programs were offered in Spanish and English and low sensory accommodations were available for those with sensory processing difficulties.

- **Love of Learning Podcasts** - Encouraging quality time together as a family and multi-generational learning, 2,500 + listeners.

**Beyond the Numbers!**

**What is the impact of ONE remote learning kit?**

- Each kit can be used by multiple people. On average two to three people enjoyed each kit, but some served families with up to five children.

- Kits had 10-15 curriculum card activities. Each curriculum card can take 15 to 20 minutes to complete, meaning every kit held five hours worth of activities.

- All activities could be repeated and tried again, which allowed for a variety of ongoing learning, and lasting play.

“Supporting the needs of our children, especially their educational needs, is paramount during this time of physical distancing and, for many, isolation from others. KidsQuest was quick to identify and implement early online learning solutions for valuable engagement and I’m thrilled to now see their services evolve to include physical learning kits suited for a variety of abilities and learning styles, delivered straight to families in our community (...) as we navigate these times together.”

- Lynne Robinson, Bellevue Mayor
How do you remember 2020 as a Museum Educator?
In March, with the museum closing its doors, everything happened so fast. Suddenly we needed to have original digital content and meet new needs. We quickly developed remote classes paired with mailed learning kits. The kits contained physical materials a child would need for the six weeks of classes.

Why was class size still important in a remote setting?
Taking classes onto Zoom was hard, so it was critical to keep the class size smaller. A remote class should not leave any child feeling isolated. As a teacher, I need to support each student. I use their name, ask them direct questions, and engage them. I want each of our students to feel seen and valued during class.

What was a surprise about remote classes?
I remember the first time one of my classes made playdough; the kids LOVED it, the best moment in their week! But parents were stressed about the mess. Especially in 2020, parents needed to control whatever they could, so a messy unknown activity was intimidating. Part of the way we structured the classes become about building rapport and trust with the parents. They also needed encouragement and support.

Why are classes open to a wide age range?
Most parents we support have multiple kids, so having a more comprehensive age range allowed families with siblings to engage together. As a teacher, I can adjust activities to have unique entry points based on children’s cognitive levels. So, a two-year-old can work on fine motor skills, and a five-year-old can examine the cause and effects. Structuring classes so families face fewer barriers created a more welcoming environment.

2020 was a challenging year; what kept you teaching?
When kids try an activity for the first time in a class, they scream and laugh, and their minds are blown! Like color mixing or making bubbles, they can’t believe what they are seeing. My students’ joy and excitement kept me going, it was inspiring.

INCOME                    EXPENSE
Earned Income  $356,168    Program     $2,160,855
Contributed Income $917,110    Management $614,127
Other Revenue    $45,957    Fundraising  $487,132
In-Kind Income   $101,941
Total Income     $1,421,176
Total Expense    $3,262,114

The required closure of the museum building from March 2020 and into 2021 devastated the organization’s Earned Income stream, which made up 70% of total revenue prior to the pandemic.

In 2020, KidsQuest suffered a total revenue loss of $1,840,938.

Prior to closure, KidsQuest had 44 staff members. When federal PPP funds expired in June 2020, KidsQuest had to make difficult budget adjustments, including a 75% staffing reduction.

Our doors being closed did not stop us from serving the community. KidsQuest Children’s Museum was proud to meet the needs of local youth and families in 2020.
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“How wonderful that KidsQuest staff have used their knowledge to help families entertain and teach in these difficult times”

- KidsQuest 2020 Donor

THANK YOU 2020 DONORS