

**Canadian Art Museum Directors Organization  
Organisation des directeurs des musées d'art du  
Canada**

**ORGANIZATIONAL PLAN - SUMMARY**

In 2008 CAMDO members adopted an Organizational Plan. Researched and written by Shawn Van Sluys, the plan was the result of extensive consultations; interviews, teleconferences, committee meetings, discussion at the 2007 general meeting in Montreal and a subsequent Board retreat. Below is a summary of key points about CAMDO as set out in the Organizational Plan

**CAMDO's goals are threefold:**

- **organizational capacity**—to establish a stable financial position, adequate human resources, timely and recognizable corporate communications, and overall organizational effectiveness;
- **member services**—to increase the capacity and effectiveness of art museum and gallery directors through professional development, research initiatives, and advocacy; and
- **sectoral development**—to increase awareness, knowledge, and appreciation of the visual arts among audiences, governments, and sector agencies.

**Mission Statement**

CAMDO is an association of directors of non-profit Canadian art museums and galleries who join together to achieve the following objectives:

- to strengthen the position of art museums and galleries in Canada;
- to provide support to individuals and institutions; and
- to provide a forum for discussion of issues related to the profession.

**Mandate**

CAMDO is a forum for the exchange of information to provide informed and collegial communications, and to maintain standards of ethics and practice for art museum directors.

**Vision Statement & Objectives**

CAMDO enriches the professional expertise of art museum directors in Canada and enhances the contributions they and their institutions make to society. CAMDO is recognized as a key professional organization which promotes the visual arts and serves the public.

**CAMDO . . .**

- advocates for the sustainability, growth and integrity of visual arts in Canada and internationally;
- develops professional expertise and leadership of art museum directors;
- entrenches the visual arts as a vital component of vibrant, diverse and healthy communities;
- promotes appreciation for and engagement with visual art, art history and curatorship;
- increases the capacity of art museums and art museum professionals in the research, dissemination and presentation of visual art; and
- enables intellectually rigorous discourse on issues of ethical governance and museum administration.

The core functions of CAMDO are:

- to help art museum directors secure the tools and environment (funding, policies, audiences, infrastructure, resources, professionalism) they need to fulfill their role.
- to facilitate the professional development of its members. CAMDO acts as a support system for its members by enabling peer networking and establishing best practices.

The core program of CAMDO includes:

### **Research**

Research furthers the association's objectives in the areas of: best practices; legislation, policies, and frameworks impacting art museums; direction and capacity of art museums for change; assessment and benchmarking for the sector; and improved understanding of issues within the museum context.

### **Communications**

Effective communications are critical to maintaining member participation and organizational relevance. The exchange of information between members and between CAMDO and its stakeholders takes place through: two annual meetings; email updates; the website; memos, briefs and research reports.

### **Advocacy**

CAMDO develops positions that reflect the interests of its members and represents those positions to the relevant bodies in the areas of: museums policy; Canada Council and other funding agencies and programs; holocaust-era provenance; exhibition and reproduction fees, collections management, etc. CAMDO also maintains open communications and collaborates with other organizations and arts service organizations to further these objectives.

### **Standards of Professional Practice**

CAMDO develops tools to help its members in their professional roles, including:

- Ethics and professional practice guidelines
- Policy on executive limitations
- Policy on intervention in museum director disputes
- Policy on qualifications for membership

### **Education/Professional Development**

CAMDO provides opportunities for its members to grow professionally and assists in the recruitment and training of new directorial talent, by, for example:

Developing a national program for aspiring directors

Fostering professional development opportunities for members