Diversity, Equity, Accessibility & Inclusion Strategy

**LEADERSHIP AND ACCOUNTABILITY**
Create an atmosphere through Board and Staff leadership accountability where change is possible, enabling a diverse, equitable, accessible, and inclusive culture.

**STAFF BENEFITS**
Establish equitable pay for equitable work, which will lead to increased satisfaction and engagement of all employees and improve attraction and retention of top talent.

**LEARNING & EDUCATION**
Develop a training curriculum that increases DEAI skills and competencies in all Staff, Board members, and Volunteers through education and development, thus impacting hiring, advancement, and retention.

**COMMUNICATIONS**
Create internal and public facing communications about the Museum’s DEAI efforts to achieve a more transparent, equitable, and inclusive work environment.

**COLLECTIONS & EXHIBITIONS**
Prioritize diversity and accessibility of Museum collections, interpretations, exhibitions, public programs, and digital content to become a model institution within the museum industry.

**COMMUNITY ENGAGEMENT**
Ensure that internal and public facing work with our local communities meets their needs and interests to guarantee our work addresses systemic inequities and is genuinely inclusive.

**MEASUREMENT & ANALYSIS**
Provide ongoing and transparent assessment, measurement, and research to drive an equitable and inclusive environment. Ensure performance is shared with all relevant community members.