

Statement of Institutional Commitments to Diversity, Equity, Inclusion, and Accessibility

The Museum of Northwest Art (MoNA) is committed to be a welcoming place, where all members of the community experience belonging. MoNA strives to be a place in which connecting through the experience of art can lead to a greater understanding of the human condition.

The museum recognizes that this task requires more than a written statement but an ongoing and intentional commitment to making diversity, equity, inclusion and accessibility the values shaping all aspects of the institution. We aspire to see these values reflected in the diversity that permeates the organization from staff and board, to membership, audience and partnerships, to the artists whose work is exhibited in the museum's galleries or selected for inclusion in the permanent collection.

We commit to actively recognize and eliminate historic and systemic barriers embedded in our society that affect our institution, and its ability to fairly represent and amplify the diverse voices and lived experiences of the Northwest region. We recognize that we have much work to do to achieve our goal and we are committed to listen and learn, and expand upon activities and programs to promote diversity, equity inclusion and accessibility for all.

We define Diversity, Equity, Inclusion and Accessibility as:

Diversity: Individual differences—such as personality and life experiences—and group differences—such as—but not limited to—race/ethnicity, class, gender, age, sexual orientation, country of origin, as well as cultural, political, religious, or other affiliations—that can be engaged in service of creating sense of belonging to the museum.

Inclusion: The active, intentional, and ongoing engagement with diversity—in people, and in communities. We need to create a museum in which diverse participants are truly integrated and valued as respected members of the organization and/or community, beyond token participation and authority. The measure and success of inclusion must include the perspectives of the disenfranchised.

Equity: The fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals. Equity requires deliberate attention to more than matters of recruitment, hiring, compensation, promotion, and retention.

Equity includes governance, representation, and other indicators of power. It is, collectively, a step toward recognizing past exclusion and achieving genuine inclusion. In addition, our museum must develop relationships of trust and understanding.

Accessibility: Giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings. It's not just about the physical environment: it's about access to and representation in content for all.

The following **Principles** guide MoNA in the pursuit of promoting Diversity, Equity, Inclusion and Accessibility:

- The diversity of our staff, trustees, volunteers, members, partners and audience should reflect the makeup of our diverse society.
- Diversity of identity, culture, perspective, and language should be protected and cultivated in all work activities and institutional aspects.
- The museum's practices and policies ensure the full inclusion, empowerment and representation of those who identify as members of historically disenfranchised groups.
- Each member of our community is recognized both as an individual with distinct perspectives and insights, and as a member of social groups who have benefitted from, or been disadvantaged by, historical and contemporary inequalities.
- The museum shall enable courageous, respectful, and civil discourse across differences of opinion, perspective, identity, and power status.
- Our institutional responsibility to enact the principles of Diversity, Equity, Inclusion and Accessibility requires that each of us—staff, trustees, volunteers—actively contribute to an environment that supports the interactions necessary to foster the socially just community that we seek.

Actions in support of the Principles of Diversity, Equity, Inclusion and Accessibility

In order to realize our principles, MoNA pledges, in a manner that is consistent with the law, to:

- Expect museum leadership to assume responsibility for coordinating and implementing practices, policies, and protocols that are aligned with our commitment to promoting diversity and to advancing equity, inclusion, and accessibility as core priorities.
- Expect museum leadership to develop and refine processes that seek to increase in measurable ways the racial, ethnic, socioeconomic, and gender diversity of our staff, trustees, members, partners and audiences.
- Allocate time and resources to adjust our outreach, education and exhibition programs, and collection policy to reflect and strengthen diversity, equity, inclusion and accessibility.
- Ensure all members of our community feel recognized, supported and represented.

- Increase the cultural competencies of staff to better serve a diverse community.
- Establish practices and policies that acknowledge, make visible, discourage and/or respond to any act of discrimination, harassment, or abuse based on a person's individual or group identity.
- Encourage all voices and stories through open dialogue and generous listening.
- Identify ways to monitor, measure and document our progress in achieving our goals for Diversity, Equity, Inclusion and Accessibility.
- Welcome artists, community members, leaders, teachers and students to engage with us in this work.
- The museum values and is committed to accountability and transparency to our community. We will update our community about our progress and ongoing work once a year through all appropriate channels of communication.