



THE WESTMORELAND MUSEUM of AMERICAN ART

Diversity and Inclusion Statement

For the purpose of this statement, The Westmoreland Museum of American Art, a member of the American Alliance of Museums (AAM), uses AAM's definition of diversity and inclusion as follows:

Diversity: The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; sexual identity; skin color; socio-economic status; education; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences – and more. Even when people appear the same on the outside, they are different.

Inclusion: The act of including; a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.

In conjunction with its stance and tagline “Art Unites Us All” and “Your Country, Your Art,” respectively, The Westmoreland Museum of American Art strives to be accessible to all experiences, viewpoints, voices and ideas. The Westmoreland recognizes the perceived and real barriers to tolerance and seeks to remove them.

The Westmoreland acknowledges that our country has a long, storied, and contentious, history regarding diversity and inclusion. We accept that we have a responsibility to challenge inequity by providing a safe, inclusive environment through our respect for each other and our visitors, as well as through our collection, exhibitions and programming. We are fully committed to creating an atmosphere that reflects the diversity of our nation.

We understand leadership starts at home and intend to cultivate and foster diversity amongst our staff, board and volunteers that better reflect the diversity of this nation.