

# THE WESTMORELAND MUSEUM of AMERICAN ART

## Diversity and Inclusion Statement

The Westmoreland Museum of American Art welcomes people of all races, ethnicities and nationalities, people with diverse abilities, LGBTQIA+ people, people of all family structures, people who are English language learners, people of all religions and no religion, and people from all socio-economic backgrounds. The Westmoreland is committed to fostering a culture that celebrates Diversity, Equity, Access, and Inclusion (DEAI) as outlined in our strategic plan. 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, equity, access, and inclusion as follows:

- **Diversity** is all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.
- **Equity** is 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.<sup>1</sup>
- **Accessibility** is 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.
- **Inclusion** refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

We understand leadership starts at home and will cultivate and foster a culture rooted in DEAI practice amongst our staff, board, volunteers, and community through on-going education, policies and practices, and programming.

## Land Acknowledgement

The Westmoreland acknowledges that our country has a long, storied, and contentious, history of inequity rooted in colonialism that is tied to unceded land. To recognize this and work towards being an anti-racists organization, the Museum has created a land acknowledgement statement that honors the Indigenous people who were the traditional stewards of the land, as well as the enslaved labor that built this nation.

*The Westmoreland Museum of American Art is situated upon the traditional lands of the Adena, Hopewell, Monongahela, Osage, Delaware, Shawnee, and Seneca-Cayuga peoples. We honor all of the indigenous nations and their land with great gratitude and acknowledge the genocide and continuous displacement of indigenous peoples. We also acknowledge the enslaved Africans whose labor built this country during the colonial era and beyond. We acknowledge the harm inflicted upon the indigenous communities and people of color across the country, which guides and inspires our work as a museum.*

<sup>1</sup>Source: <http://institutionaldiversityblog.com>