



Holocaust Museum Houston Inclusion Plan:

Holocaust Museum Houston is committed to diversity, equity, accessibility and inclusion within our workplace, functioning boards, and committees. We welcome individuals of all:

- **Abilities**
- **Ages**
- **Backgrounds**
- **Citizenship**
- **Ethnicities**
- **Genders**
- **Gender identifications**
- **Sexual orientations**
- **Geographical locations**
- **Geopolitical locations**
- **Languages**
- **Military experiences**
- **Political views**
- **Races**
- **Religions**
- **Socioeconomic statuses, and/or work experiences**

Holocaust Museum Houston believes that the diversity that individuals bring to the Museum is a resource, strength and benefit. Accordingly, the Museum expects everyone to demonstrate respect for the different experiences, beliefs, and values expressed by visitors, volunteers, and staff. An expectation for everyone involved is to engage in reasoned discussions that refrain from derogatory comments or dehumanizing language about other people, cultures, groups, or viewpoints. These behavioral standards also apply to all electronic venue and social media affiliated with the Museum.

The following definitions direct our behavior within the organization:

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.

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. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be inclusive.

At Holocaust Museum Houston, we strive to the following tenets in our goal of achieving an operational platform of diversity, equity, accessibility, and inclusion:

- 1. Recognizing that Museum professionals and volunteers must do personal work to face their unconscious bias**
- 2. Emphasizing that inclusion is central to the effectiveness and sustainability of the Museum**
- 3. Acknowledging that systemic change is vital to long-term, genuine progress**
- 4. Supporting empowered, inclusive leadership is essential at all levels of the organization**

We are also inspired to build and improve key intercultural skills with the Board of Trustees/Board of Advisors, Museum Staff and Volunteers key intercultural skills:

- Cultural self-awareness**
- Empathy and the ability to validate their own experience and those of others**
- Interest in and tolerance for ambiguity**
- Curiosity**
- Acceptance of differences**