



OUR VALUES

A COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Revised JULY 2020

We, the Board of Directors of the Albemarle Charlottesville Historical Society, are resolutely committed to the values of diversity, equity, and inclusion. We believe the Society has an ethical and moral obligation to examine the history of *all* people, including those who have previously been socially, politically, and economically excluded. Our work is grounded on a belief in the worth and dignity of every human being.

We respect people, communities, and cultures. We value discovery, creativity, integrity, and diversity. We believe in the potential for history to enrich our lives, to create stronger relationships and to inspire more vibrant communities. We approach our work with integrity and transparency. We are committed to uncovering and reexamining past beliefs and principles that no longer reflect the Society's core values. We recognize the central importance of analyzing the past to enlighten the present and foster an inclusive history for future generations.

We define diversity as including, but not limited to, individual and group differences based on race, ethnicity, nationality, age, gender, sexual orientation, class, religious or personal belief, and physical ability. Creating a genuinely inclusive environment and ensuring that diverse voices are present and active in all aspects of our institutional life will enhance our organization's effectiveness.

In pursuing our mission of collecting, preserving, and interpreting the history of our community, we are committed to informing, inspiring, and bringing together all people, creating opportunities for new relationships and new understandings. We seek to manage our programs and an organizational culture in a manner that embraces diversity and inclusion. We strive to maintain the highest standards of ethics, transparency, and accountability, and are committed to:

- Recruiting a diverse Board of Directors and staff.
- Fostering open and effective cooperation among the board, staff, and members.
- Engaging with diverse constituencies.
- Working with community partners to achieve our shared diversity goals.
- Identifying and working with diverse vendors, contractors, and consultants.
- Advocating public policy that advances social inclusion.
- Promoting intercultural understanding.

The Albemarle Charlottesville Historical Society will continue to support ongoing efforts to advance excellence and effectiveness in our community. Achieving diversity, equity, and inclusion is a continuous process that we believe will contribute to a more just, sustainable, and peaceful world.