



# Western Museums Association

*Transforming the museum field through collaboration*

## **DIVERSITY & INCLUSION STATEMENT**

WMA approaches Diversity & Inclusion (D&I) as a **process** that must be committed to and regularly reaffirmed. Rather than diversity being a box to be checked, we view D&I as the constant examining and questioning of the makeup of our group to ensure that multiple perspectives are represented, and that there is a sense of inclusion amongst members, staff, and board.

The work of diversity and inclusion should be a constant and woven into our everyday activities to help create a more equitable and welcoming museum field. As one part of a growing international movement, we align with Museums & Race's [statement of purpose](#) to 'create a new paradigm for how museums address their responsibility for fair and inclusive staffing, collections, and interpretation and equality of access to their resources.'

We acknowledge our responsibility for action. As such we are dedicated to being:

*Open to being uncomfortable:* In order to do this work in an authentic way, we acknowledge that dialogues, conversations, and interactions are not always going to be easy, simple, or comfortable.

*Self-reflective:* Regarding our collective and personal privilege, we believe in the honest analysis of our progress as both individuals within the association and as an association itself.

*Respectful:* We honor the people/space/place where we go. We commit to paying attention to both the intent and impact of the relationship between those who host and those who visit.

*Accountable:* We hold ourselves individually and the association accountable for upholding this process in not only our programmatic offerings but also in our day-to-day procedures, work, and staffing.

*Diligent:* We affirm that diversity must be present in our decision-making bodies in order to produce diverse results. Due diligence must also be present in the research that is done and the measurement of how we determine success.

*Responsible for Action:* We must share D&I work across the field to help advance the movement in which people can participate. To do so, we acknowledge that we ourselves have a responsibility to model behavior that others can follow.