

Museum Statement on Diversity, Equity, Accessibility and Inclusion

The United States Holocaust Memorial Museum is committed to cultivating and maintaining a culture of diversity, equity, accessibility and inclusion (DEAI).

All parts of society should aspire to the principles of DEAI. For the Museum, in particular, these principles take on added meaning within the context of our role as America's national memorial to the victims of the Holocaust and a federal educational institution. The Nazis sought to establish a "racial utopia" that would not tolerate any diversity of race, ethnicity, sexuality, gender identity, mental or physical abilities, or political views. Holocaust history teaches the dangers of antisemitism and racism, and of societies that: attempt to achieve complete conformity and homogeneity and punish or eliminate differences rather than celebrating them; stoke divisions and an "us vs. them" mentality rather than fostering social solidarity; do not recognize universal human dignity; or prohibit individual freedoms and rights as well as independent, critical thinking instead of working to enhance them.

Aligned with our obligation to teach the history and lessons of the Holocaust, we want the Museum workplace to be an environment where individuals—regardless of their background—come together to support this critical mission and each other, are treated fairly, and feel valued. Our diverse talents, skills, knowledge, experiences, and perspectives all strengthen our collective capabilities.

Our commitment to DEAI is a permanent one, rooted in our mission and in our institutional values:

- Honor the memory of the victims of the Holocaust
- Conduct our work with dignity, humility, integrity, and respect for others
- Strive for excellence through teamwork, rigor, and a culture of continuous learning

For our DEAI work to thrive, we recognize that we must look critically at our own culture and practices. We must actively support the principles of DEAI and Equal Employment Opportunity and work to eliminate behaviors or practices that discriminate or create barriers for any members of our staff and Museum community. We must also have a common language and shared understanding of what we mean when we talk about the principles of DEAI. To that end, working with our DEAI Advisory Group, we have developed the following definitions:

DIVERSITY — all the ways that people are different and the degree that they are represented. This includes individuals from *diverse*:

- Races, ethnicities, nationalities, and generations;
- Sexuality and gender identities, physical and mental abilities, appearance, perspectives, views and religious traditions;
- Economic, social and geographic backgrounds and levels of education.

EQUITY — the degree to which:

- All members of our Museum community and job applicants are treated fairly, equally, equitably;
- All staff are provided what they need to succeed, grow, advance, and develop as professionals;
- Museum audiences are treated fairly, equally, equitably and provided what they need to participate in our programs.

ACCESSIBILITY — the degree to which the Museum provides:

- Access to its programs, services, and information to visitors and other external stakeholders;
- Opportunities and resources for its employees to grow, develop and reach their career potential.

INCLUSION — the degree to which:

- All members of our Museum community feel welcomed, accepted and valued;
- Staff voices are being heard, considered and involved in important meetings and decisions that are related to their roles, responsibilities and expertise.

Every member of our Museum community is responsible for ensuring that the Museum is free of discrimination, harassment, and retaliation and for promoting a diverse, equitable, accessible, and inclusive institution. This includes supporting DEAI throughout our workplace – in our policies, programs, culture, facilities, and technology. To this end, all supervisors, as institutional leaders, will be held accountable for ensuring that their employees are made aware of this Museum commitment and that they and their employees support and help advance these principles.

Working and learning together with humility and respect, we as a community can accomplish a great deal.

Sara J. Bloomfield, Director