

Policy on Diversity, Equity, Accessibility, and Inclusion





MOG Board Commitment Statement to DEAI

(Approved by Museum of Glass Board of Trustees in 2017)

Museum of Glass Board of Trustees are committed to developing an environment where individuals feel supported and listened to and are encouraged to do their personal best. As a museum with a global collection featuring glass artists from around the world, it is our mission and responsibility to ensure that our employees, trustees, interns and volunteers demonstrate cultural competence, and that our collections and programming reflect and respond to diverse needs, interests and cultures of our communities in the Puget Sound region, the state of Washington, and beyond.

Museum of Glass Board of Trustees is committed to the exploration of taking steps that support the development of a policy of inclusiveness, diversity, equity and accessibility. The goal of this new policy would be to ultimately translate it across all of the Museum's operations, from hiring, recruitment, professional development, educational programming, exhibitions, visiting artists, events and the marketing of such. This policy, once adopted by Museum of Glass Board of Trustees, will align with the policies of the American Alliance of Museums from which we are accredited.

The Museum of Glass Board of Trustees will strive to incorporate within its own board operations, policies that strengthen diversity, equity, accessibility, and inclusion in all aspects of board membership and within the museum's structure and programming, which we believe are vital to the future viability, relevance, and sustainability of museums.



Definitions

(American Alliance of Museums:)

Diversity: 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 make-up of a group to ensure that multiple perspectives are represented.

Why this definition?


Our definition of diversity moves toward opportunities for groups to continually question whether they have adequate representation to make equitable programmatic, hiring, governance, financial, and other decisions. Any individual will have multiple identities and experiences. What it means to be diverse, in practice, will vary depending on the organization.

Equity: 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.

Why this definition?

Equity is the goal of our work. It requires deliberate attention to more than matters of recruitment, hiring, compensation, promotion, and retention. Equity includes governance, representation, and other indicators of power. It is, collectively, a step toward recognizing past exclusion and achieving genuine inclusion.

Equity is not the natural state of things. We must deliberately apply time, resources, and consideration to achieve this goal. In addition, our museums must develop relationships of trust and understanding.



Accessibility: 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.

Why this definition?

The definition of accessibility is broadening beyond public accommodations and job opportunities. It's not just about the physical environment: it's about access to and representation in content for all.

We must integrate those concerns into the definitions. Our understandings of accessibility include the legal definitions and provisions of the Americans with Disabilities Act, but we're striving for inclusive design.² We want to go beyond compliance.

Inclusion: 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.

Why this definition?

We need museums in which diverse participants are truly integrated and valued as respected members of the organization and/or community, beyond token participation and authority. The measure and success of inclusion must include the perspectives of the disenfranchised.



Equity Statement

(Approved by Museum of Glass Board and Staff in July 2020)

Museum of Glass is committed to a future where diverse identities are celebrated, and equitable and inclusive practices are part of everything we do. MOG recognizes that we have work to do for our organization to actively represent diversity, equity, accessibility, and inclusion (DEAI) through our Board, staff, volunteers, Visiting Artists, partners, exhibitions, programs, and events. We are committed to an evolving journey and to having difficult conversations around the steps needed. The Museum is immediately dedicating internal resources to strengthen and expand our efforts. Through this ongoing process we will seek input, admit to mistakes, learn to better represent our communities, and expand access to the medium of glass.

Museum of Glass Diversity, Equity, Accessibility, and Inclusion Policy

(Updated April 2022)

The mission of the museum of glass is to ignite creativity, fuel discovery, and enrich lives through glass and glassmaking.

To effectively implement this mission requires the Museum's commitment to a future where diverse identities are celebrated, and equitable and inclusive policies are part of all we do.

Policy Elements:

- The Museum's board and staff will commit to equity by ensuring that the composition of each represents the communities they both serve, in terms of ethnicity, gender, age, and other demographic criteria. They will govern and operate with a culture in which all constituencies are treated with respect and have a voice in decisions.
- The Museum will model a culture in which all elements of the institution pass through the lens of equity, inclusion, accessibility, and diversity, to provide informed, authentic leadership for cultural equity. It will require respectful decision making and an openness to deep probing of all elements of its operations. It will require transparent communications in all elements of the work.
- The Museum will welcome every guest and plan its exhibition and Visiting Artist schedules, programming, events, and activities to meet the expectations of the broadest possible range of interests and backgrounds. It will reach into the community to incorporate more diverse leadership and community input into our planning processes.
- The Museum will ensure our policies, systems, programs, and services are equitable, and continually review our organization's progress in creating an equitable workplace. As equity issues are discovered, they will be addressed expeditiously.
- The Museum will willingly examine any underlying assumptions that interfere with inclusiveness. It will advocate and support open discussion concerning how systemic inequities impact the Museum's work.
- The Museum will ensure that an approach featuring respect and tolerance permeates every level of the institution, and that it embraces its Museum Values and the elements of this policy.

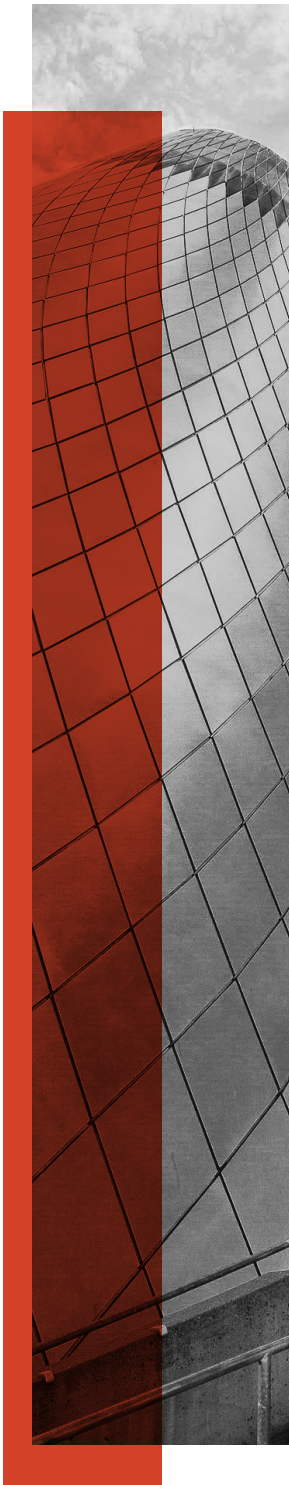


Museum of Glass DEAI Goals

(established July 2020)

The following are high level goals for the Board and Staff at Museum of Glass. More immediate action plans have been and will be continuously created and executed.

- Identify and track current Board, staff, and volunteer diversity statistics
- Increase our organization competency and capacity on DEAI practices
- Develop a diverse candidate pipeline so Board/staff reflects the diversity of the communities served
- Maintain connections with under-invited (or underserved) communities of color, LGBTQIA+ folks, and differently abled people
- Deepen partnerships with high schools, colleges, and universities
- Provide access to glass art to underserved individuals and families
- Improve metrics, including disaggregated data to inform and track progress



Museum of Glass Values

(Established 2017)



Creativity

We foster imagination, exploration, and out-of-the-box thinking

Innovation

We encourage artists, appreciators, collectors, students, and professionals through glass and glassmaking

Relevance

We steward history, scholarship, education, and best practices relating to glass

Collaboration

We partner with others in our workplace and communities, locally, and nationally

Integrity

We live by an ethics code of honesty, decency, and inclusion

Respect

We listen and learn from each other

Balance

We encourage each other to work hard and to also enjoy all aspects of life



MUSEUM *OF* GLASS

