



THE CHARLOTTESVILLE CENTER FOR HISTORY AND CULTURE

**Home of the Albemarle Charlottesville Historical Society
Founded 1940**

Values Statement

A Commitment to Diversity, Equity, and Inclusion

UPDATED FEBRUARY 2018

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 a moral obligation to do its part to address past and current injustices to groups that have been historically disadvantaged and socially, politically, and economically excluded. Our commitment is shaped by our values, our work, and the traditions of the Society in its endeavor to promote an appreciation of local history so that the past may shed light on the present and the future.

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, 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; and
- 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 which we believe will contribute to a more just, sustainable, and peaceful world.