

Diversity and Inclusion Policy

*SEMC council adopted AAM's Diversity and Inclusion Policy
October 20, 2014*

Diversity and Inclusion Policy Statement

Southeastern Museums Conference (SEMC) respects, values and celebrates the unique attributes, characteristics and perspectives that make each person who they are. We believe that our strength lies in our diversity among the broad range of people and museums we represent. We consider diversity and inclusion a driver of institutional excellence and seek out diversity of participation, thought and action. It is our aim, therefore, that our members, partners, key stakeholders reflect and embrace these core values.

Diversity and Inclusion Framework

SEMC strives to support the museum field through its leadership by providing the best resources to enable a positive impact on local and global communities. By modeling excellence around diversity and inclusion, SEMC is better situated to respond to the unique needs of the museums it represents within three categories:

Human Capital

It is important to support and nurture the governing board, staff and volunteers by creating positive workplace environments and structures that enable them to be engaged in their jobs and to challenge them appropriately to support growth.

Key Stakeholders

Individuals, organizations and corporations of all types have the potential to offer insight and expertise on a broad range of strategies related to diversity and inclusion initiatives. We are committed to working collaboratively with key stakeholders locally, statewide, nationally and internationally to strengthen the integrity, impact and relevance of museums.

Programs and Resources

SEMC strives to leverage its programs, products and services to enhance the museum field and its efforts to promote diversity and inclusion for the museum field at-large with an emphasis on:

- Standards and Best Practices
- Career Pipeline
- Professional Development
- Research and Data Collection

Definitions

Diversity

The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; education; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture—and more. Even when people appear the same on the outside, they are different.

Inclusion

The act of including; a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.