



National Humanities Center Statement of Diversity Values

The National Humanities Center and its Board of Trustees are committed to the values of diversity, equity, and inclusion. We strive to incorporate these values into all aspects of our work, including program development, execution and outreach, workplace environment and operations, and team recruitment and development.

We believe that the energy and ideas that flourish in a diverse community are critically important to the discovery and dissemination of humanistic knowledge. We also believe that an inclusive and equitable work environment facilitates the ability of all who work at the Center to reach their potential. We further believe that such an environment enhances the residency of our fellows, strengthens the impact of our programs, and expands the role we play in employing the humanities toward achieving greater understanding and justice.

To implement these core values, the Center works to promote a shared culture of accepting, respecting and appreciating our human differences, including those related to age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, physical ability, language, family circumstance and cultural background. It will continue this important work by:

1. Promoting a work environment that enables our staff, fellows and visitors to feel empowered, valued, respected, and safe.
2. Cultivating a diverse, equitable and inclusive work environment that supports the recruitment, development, retention and advancement of a diverse staff and cohort of fellows.
3. Promoting Center events that further the spirit of diversity, equity, and inclusion.
4. Engaging all staff in conversations and training about diversity, equity, and inclusion.
5. Strengthening our commitment to advancing the causes of diversity, equity, and inclusion in our offerings, our outreach, and our programs.

As the accountable body at the highest level of organizational leadership, the Board of Trustees plays a critical role in creating an organization that prioritizes, supports, and invests in diversity, equity and inclusion. As stewards of the humanities for the public good, we are called upon to embrace and celebrate our common humanity as well as the inherent worth of all people. We commit ourselves to the same level and type of outreach and support which will continue to develop and strengthen a more diverse and representative Board. We will continue



to offer an open, collegial and supportive culture for all Board members. We recognize that the Center will be better able to do its work effectively and with authenticity when the Board draws on the skills, talents, and perspectives of a broad and diverse range of Board members whose viewpoints come from different life experiences and cultural backgrounds. Such inclusion will strengthen Board deliberations and decision-making, and also sustain a culture of trust, candor, and respect. An inclusive culture ensures that all Board members are encouraged to bring their perspectives, identity, and life experiences to their Board service. An inclusive culture welcomes and celebrates differences. It further ensures that all Board members are equally engaged and invested, sharing power and responsibility for the organization's mission.

Boards play an important role in helping organizations understand the context in which they work and how best to prioritize resources and strategies based on that context. A focused awareness on how inequities have affected our society, and those an organization serves directly and indirectly, will enable us to avoid blind spots that may lead to flawed strategies and less desirable outcomes. A heightened awareness of inequities creates powerful opportunities for us to deepen our impact, relevance and advancement of the public good.

In order to safeguard and advance these critical values, the Board of Trustees commits to the following practices:

1. Lead in supporting the work of the Executive Director of the Center in this effort.
2. Include a review of the Board's culture of diversity as part of the bi-annual assessment of the Board's overall effectiveness, and benchmark those findings against other similar humanities organizations.
3. Ensure that all Board members are welcomed, engaged and integrated into the Board's work in meaningful ways.
4. Address modes of organization and communication that may inadvertently support negative or exclusive Board norms and processes.
5. Build strategies for recruitment and retention of Board members which will increase diverse membership and support a stronger Board culture overall.