



c/o Log House Museum, 3003 61st Ave. S.W., Seattle, WA 98116
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Our mission: to promote local heritage through education, preservation and advocacy

Southwest Seattle Historical Society Diversity, Equity, Accessibility, and Inclusion Statement with Initial Goals

The Southwest Seattle Historical Society's (SWSHS) mission is to preserve and promote local history through education, preservation, and advocacy. Per our mission, and because we are committed to welcoming and affirming a diverse community, it is a priority for SWSHS to incorporate Diversity, Equity, Accessibility, and Inclusion (DEAI) into every area of our operations, exhibits and programming, and collections practices.

At the core of SWSHS efforts to preserve and promote local history is a desire to serve our community. SWSHS recognizes that its effort to promote and preserve history inevitably influences people's perspectives, perceptions, and behaviors about and toward one another. In doing so, we take seriously our responsibility to affirm the equality of all people and to underscore that every individual is an agent of historical change whose actions and ideas matter. All of our operations and initiatives will be defined by a commitment to compassion and empathy, to fostering discourse based on a range of voices and perspectives, to acknowledging our own shortcomings, and to denouncing injustices and inequities. Ultimately, SWSHS hopes to be an indispensable resource that stimulates critical discourse and meaningful action, rooted in an understanding of our collective past, to create a more inclusive, equitable, and just community on the Duwamish Peninsula.

PRINCIPLES:

Every member of our Board of Trustees, staff, and volunteer cohort has a personal responsibility to acknowledge and practice the following basic principles:

1. We affirm the inherent dignity of every individual and we will actively work to maintain an inclusive and equitable community.
2. We recognize and celebrate the richness contributed to our lives by our diverse community. We promote mutual understanding among the members of our community.
3. We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economics, or veteran status.
4. We affirm our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

5. We recognize each person's right to think and speak as dictated by personal belief and to respectfully disagree with or counter another's point of view.
6. We promote open expression of our individuality and our differences within the bounds of SWSHS policies.

GOALS:

As part of SWSHS's commitment to DEAI, the organization is actively working toward the following goals:

1. The composition of the Board of Trustees will reflect the composition of the communities in our service area.
2. The composition of our staff and volunteer cohorts will reflect the composition of the communities in our service area.
3. Staff, Trustees, and volunteers will be trained to respond to incidents of discrimination, especially racial discrimination.
4. We will actively work to develop experiences and offerings that resonate with the interests and needs of under-resourced schools and communities in our service area.
5. Staff and Trustees will implement an annual diversity, equity, accessibility, and inclusion audit of all operations to identify specific areas for growth and improvement.
6. All of our communities will be actively engaged and served through our offerings and this engagement will be reflected and measured through visitation and participation in programs and experiences.
7. Programs, exhibits, and other initiatives will explore and promote more accurate and equitable historical narratives that honor the full complexity of our humanity.

These DEAI principles and goals are contextual to their inception in 2021 and will continue to evolve as SWSHS learns and nurtures a culture of diversity, equity, accessibility, and inclusion across all its constituents.

At the core of SWSHS's goals is a commitment to more fully represent and serve our community. As SWSHS embarks on this vital learning process we will work with a wide range of partners throughout our community and proactively reflect on feedback provided to us by individuals across our service area and beyond. As such, we encourage you to share your thoughts and suggestions by emailing museum@loghousemuseum.org. In particular, we would be especially grateful to know:

- 1) How do you think SWSHS can foster an atmosphere of curiosity and encourage critical thinking to cultivate understanding of equity and justice for all?
- 2) What role does understanding local history play in creating a community that is inherently inclusive?

Adopted by the SWSHS Board of Trustees on July 20, 2021.