

Diversity, Equity, and Inclusion Statement

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We believe that diversity is not only a matter of ethnicity, but also encompasses gender, age, socioeconomic background, disability, sexual orientation, and religious beliefs. We value and celebrate the differences that make each individual unique, and we actively seek to foster an inclusive environment that respects and honors these diversities.

Our commitment to equity means we strive to create fair and just opportunities for all, striving to ensure that historically marginalized communities have equal access to our programs, services, and resources.

We aim to create a welcoming and inclusive space where all individuals feel valued, respected, and represented. We actively seek to engage diverse perspectives in decision-making processes, programming, and outreach efforts. By fostering a culture of inclusion, we believe that we can better connect with and serve our diverse communities.

To realize our commitment to diversity, equity, and inclusion, we strive to:

1. Foster an inclusive organizational culture that values diversity and ensures equal opportunities for all staff members and volunteers.
2. Collaborate with diverse stakeholders, including community organizations, cultural groups, and indigenous communities, to develop programs and initiatives that reflect their unique needs and perspectives.
3. Provide educational resources and engage in dialogue that promotes understanding, appreciation, and respect for different cultures and histories.
4. Identify and address barriers that prevent full participation in our programs, services, and events.
5. Continuously evaluate and improve our practices to ensure they align with our commitment to diversity, equity, and inclusion.

We recognize that the journey towards diversity, equity, and inclusion is ongoing and requires active engagement from all individuals and communities. We believe that we can create a heritage area that is representative of all its residents, visitors, and stakeholders and we invite

our visitors, partners, and supporters to join us in this important work as we strive to create a more inclusive and equitable Santa Cruz Valley National Heritage Area for all.