

## SACKETS HARBOR HISTORICAL SOCIETY

### DIVERSITY POLICY

Approved 12/9/2021

The Sackets Harbor Historical Society recognizes that diversity is essential to the effective performance of our mission. The Sackets Harbor Historical Society will comply with all New York State laws policies regarding diversity, including the EEO and MWBE programs, in order to perform its mission and to fulfill its obligations under grant contracts with New York State.

Towards that end, the Board:

- Aspires to develop, promote, and sustain an organization culture and reputation in the community that we serve as a high performing organization that values, nurtures, and leverages diversity and inclusiveness in all that we do.
- Pledges to ensure the diversity of its board, staff, volunteers, and programming. We will accomplish this through leadership, values, policies, and practices. We define diversity in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, parental status, and socio-economics. We respect different experiences and cultures across this diversity and will work to create a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organization.