Anti-racism & Diversity, Equity, and Inclusion

Genesee Country Village & Museum is dedicated to nurturing a culture of equity and inclusion.

To do so, we must understand systemic racism, the bias it creates, and how it affects our decisions and actions. As our understanding of these issues progresses, we are able to better serve our mission - to enrich life today by connecting people with history, art, and nature -- by thoughtfully and deliberately applying our values of Authenticity, Collaboration, Exploration, Inclusivity, Stewardship, and Responsibility.

GCV&M stands in solidarity with Black and Indigenous people, People of Color, and all people marginalized and disenfranchised by systemic racism, bias, and discrimination -- and we seek to amplify the importance of their lived experiences:

- We recognize that GCV&M interprets a period of American history in which the experiences of white men were the dominant, recorded, and prioritized narratives, and that systemic racism, bias, and discrimination have had an inappropriate impact on the way we have collected and interpreted history, art, and the natural environment, often omitting all other diverse voices or relegating their experiences and perspectives to token stories or harmful stereotypes.
- We understand that the destructive effects of systemic racism, bias, discrimination, marginalization, lack of access, and injustice are very real experiences of individuals and communities that we serve today, including Black and Indigenous people, all People of Color, women - particularly women of Color, non-cisgender and non-heterosexual (LGTBQ+) individuals, and individuals with disabilities.
- We affirm that it is important to recognize and discuss the implications of race when interpreting both the historical contributions of and racial and social injustices visited upon Black, Indigenous, and People of Color.

GCV&M is committed to being a better catalyst for diversity, equity, accessibility, and inclusion in our interpretation, communications, research, and engagement with each other and with the communities we serve. We pledge to make progress in anti-racist and other cultural competency training; to elevate marginalized stories and voices in our programming through authentic storytelling and local partnerships; to continue to confront the ways that systemic racism, bias, whiteness, and privilege have infused our work; and to create welcoming, inclusive spaces for work, learning, reflection, and fun that reflect the diversity we strive to honor.
Our goals for 2020 and beyond include:

- Respectfully and authentically curate and interpret stories of 19th century Black and Indigenous people and women in Museum programs and exhibits. This includes giving voice to diverse stories through partners, collaborators, volunteers, and staff that speak from a shared perspective and affinity with the history, art, or other experience being interpreted.
- Recruit and retain a more diverse team of staff, volunteers, and leaders in all areas of the organization and work towards having an inclusive, collaborative, effective and supportive workforce and volunteer team.
- Engage all members of the staff and Board in ongoing learning and development regarding bias, race, equity, and accessibility.
- Communicate messages of welcome, inclusivity, and cultural contextual awareness in all visitor and stakeholder engagement.
- Adapt experiences to accommodate varied abilities and approach new programming from a universal design perspective to better support a broad range of abilities and interests.
- Integrate diversity, inclusion, equity, and accessibility into staff performance goals.
- Set specific, measurable, and time-bound benchmarks by October 2020. Internally review progress monthly and report progress to members and the community regularly.