



Equity, Diversity, and Inclusion Policy

1. Equity

The Perot Museum of Nature and Science is committed to providing an equitable workplace for all employees. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Museum will be based on merit, qualifications and abilities. The Museum does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, gender identity or expression, sexual orientation, or any other characteristic protected by applicable law.

In accordance with the Americans with Disabilities Act or other applicable law, the Museum will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training.

To ensure that equity is achieved, the Perot Museum espouses the below Values and Guiding Principles, known as **[FIIRST]**:

Flexibility—Work is just one aspect of life. People must be able to attend to all aspects of life in order to be completely effective at work.

Integrity—Say what we mean, mean what we say. Make and keep commitments with sincerity. Do the right thing.

Innovation and Creativity—Encourage curiosity and novel ideas from everyone. Explore new ways of doing things. Ask questions like “why” and “why not” without fear.

Respect—Treat all others with dignity and common courtesy. Listen to each other. Encourage different points of view. Recognize contributions, large and small.

Stewardship and Accountability—Be response custodians of our precious resources, people, collections, funding, and time. Fix problems not blame. Demonstrate pro-active leadership. Make a positive difference in everything we do.

Trust—We are bound together by our mission. We trust that all colleagues are working to achieve our mission in any undertaking or decisions. We earn the trust of our communities and constituents by providing timely, high quality and completely accurate information.

2. Diversity and Inclusion

The Perot Museum of Nature and Science strives to exhibit diversity and promote inclusion in all aspects of the organization, including, but not limited to, programming, staff, audience reached, and Board of Directors.

Programming

The Perot Museum is committed to showcasing a diverse array of programming that is welcoming and inclusive to all members of the North Texas community. The Museum staff is committed to delivering engaging, STEM content in a way that is accessible, such as through a festival approach. In addition, the Perot Museum will offer bilingual (English/Spanish) programming and, at times, monolingual programming in Spanish, to be more accessible for new audiences.

As the Perot Museum reimagines its exhibits, it is committed to providing all content in new exhibits in English and Spanish, with both languages having equal representation in size and placement, so that no one language appears “more important” than the other.

The Perot Museum will work with neighboring community leadership to establish relationships within the communities to better understand how the Museum can meet their needs as it relates to STEM education. The Museum will co-develop programming with these community leaders to meet those needs.

Staff and Volunteers

The Perot Museum strives to maintain a diverse staff and volunteer base across all levels of the institution. The Museum promotes an environment in which diversity is encouraged and employees are expected to treat everyone with respect, no matter race, color, religion, sex, national origin, age, disability, gender identity or expression, or sexual orientation.

Audience

The Perot Museum aspires to serve a diverse audience through its onsite and offsite programming, both for the public and for schools, as is reflective of the city of Dallas. As such, the Museum has established a position, Director of Community Engagement, to develop and lead the effort to work with surrounding communities to co-create programming and visits to best suit their needs and desires.

As part of this effort, the Museum is committed to better understanding the audience that it is currently serving so that it can appropriately benchmark and set goals for the future, as well as be as inclusive as possible in its practices and approach with new audiences.

The Museum wants to ensure that its staff is equipped to provide the best service and educational experience to diverse audiences. As such, staff will receive cultural competency training via custom training modules developed by the Perot Museum.

Board of Directors

The Perot Museum is committed to developing a highly diverse, engaged, educated, and strategic Board of Directors. The Museum defines diversity as diversity in race, ethnicity, gender, and areas of expertise. The Museum will evaluate its current governance structure's effectiveness at providing the opportunity for flexibility in board terms and number of members to allow for change to happen in the short-term.