



MBC diversity and inclusion statement

At the Museum of Broadcast Communications we strive to be a diverse, inclusive, and equitable workplace, one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We're committed to modeling diversity and inclusion for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

We follow the American Alliance of Museum standards to be inclusive and offer opportunities for diverse participation; to provide the public with physical and intellectual access to the museum and its resources; and to comply with local, state, and federal laws and codes for ensuring accessibility. We will design all exhibits and onsite programs to be accessible through adherence to ADA guidelines for mobility, comprehension, and learning.

To provide informed, authentic leadership for cultural equity, the Museum of Broadcast Communications strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

The Museum of Broadcast Communication abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Focus as a core part of our mission to expand the narratives we present in educational programming and exhibitory to be inclusive of all the populations that have been part of or

affected by the industries we cover — radio, television and digital broadcasting.

- Ensure the stories we present are built from the voices that lived those experiences, to provide “own voice” narratives.

To do that effectively we seek to have diverse voices within the staff and board, to ensure representation is meaningful and informs our mission.

- When a nonprofit’s Board reflects the diversity of the community it serves, the organization will be better suited to serve that community and attract a diverse staff to implement its programs. Therefore, we will work to diversify our board within the next five years to be more reflective of Chicago’s diversity.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other museums and nonprofit organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the nonprofit and museum industries.

- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.