This plan will guide the ongoing work at the Vero Beach Museum of Art as we create a culture of racial equality and inclusivity that permeates the museum in its programs, activities, and people. To create positive change in the Museum, we will:

I. Continue to build diversity in the permanent collection and schedule of special exhibitions.
II. Create programs and classes to engage a more diverse community, and build awareness of all of these efforts.
III. Commit to diversity on the Board of Trustees, and with workplace hiring practices, to better reflect our community.
IV. Create a structured diversity and inclusivity training program for VBMA management and staff, Trustees, and Volunteers, and revise policies accordingly.
V. Establish a timeline and measurements of success for these initiatives.

Endorsed by the Staff and Board of the Museum on August 20, 2020