



IDEA

Inclusion, Diversity, Equity, Accessibility Plan

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