

Bushy Run Battlefield Heritage Society, Inc. (BRBHS)

Diversity, Equity, Inclusion, & Access (DEIA) Policy

Mission Statement

The Bushy Run Battlefield Heritage Society, Inc. (BRBHS) is a nonprofit, volunteer organization committed to preserving and restoring Bushy Run Battlefield as a historical, educational, and recreational resource for the community.

History of the BRBHS

The Bushy Run Battlefield Heritage Society, Inc. was formed in 1980. It is a non-profit, volunteer organization committed to preserving and restoring Bushy Run Battlefield as a historical, educational, and recreational resource for all members of the community.

Located on the 213 acres of Bushy Run Battlefield and Park are a visitor center and museum, an eighteenth century log cabin replica, and two monuments commemorating those who fought in the battle.

BRBHS endeavors to generate support for Bushy Run Battlefield and assists in the development of historical and educational programs in accordance with the agreement between the PHMC and BRBHS.

I. DEIA Commitment and Goals

As the BRBHS and its volunteers reflect on and preserve the past, the society is committed to acknowledging and sharing the events of our country's history and their lasting effects on American society. Within that commitment, addressing diversity, equity, inclusion, and access is essential to creating an environment that welcomes and effectively serves visitors of every background and demographic. Understanding and focusing on these issues is key to cultivating and promoting a safe, inclusive, and accessible space for all, especially for minority and historically marginalized populations including but not limited to people of color, people with varying gender identities, and those with physical disabilities or limited financial accessibility.

BRBHS recognizes that comprehensively addressing the needs, challenges, and opportunities associated with diversity, equity, inclusion, and access will require significant effort and commitment. BRBHS, in partnership with PHMC, is committed to identifying areas for growth and improvement, beginning with the adoption of this policy and the establishment of goals aimed to prioritize the cultivation of a diverse, equitable, and inclusive culture.

These goals, coinciding with the PHMC Diversity, Equity, Inclusion, and Access (DEI&A) Policy, 2018, include:

- Cultivating an equitable, inclusive, and accessible environment welcome to visitors of every background, demographic, and those with varied needs
- Presenting inclusive and factual historical information and interpretation of events related to the mission and vision of BRBHS
- Respecting and valuing all staff, volunteers, and supporters of BRBHS and allowing all voices to be heard as they pertain to the ongoing improvement of the quality of the visitor experience and work culture at Bushy Run Battlefield
- Modeling inclusive attitudes and behaviors among all staff and volunteers to foster cultural competency
- Promoting diversity, equity, inclusion, and access within collections policies and procedures, thus ensuring that a truly representative history of the Battle of Bushy Run and its participants is collected and preserved
- Developing initiatives to address needs related to diversity, equity, inclusion, and access
- Establishing a system of measurement, accountability, and enforcement to ensure that diversity initiatives are successful by being authentic, credible, and ongoing in their implementation
- Intentionally embedding a tone of inclusiveness in BRBHS policies and procedures and continuously developing methods of fostering equity, inclusion, and access to become the standard way of operating

Through its efforts to address these issues with a new and deliberate intention and achieve the goals set forth, BRBHS will strengthen its mission, its vision, and its ability to serve the surrounding communities in critically important ways.

II. DEIA Policy Statement

a. Community Outreach and Engagement

BRBHS will establish a framework for regular and ongoing engagement with surrounding communities, appreciating that while diversity means different things in different locations, inclusiveness, equity, and access must be the common goal for the BRBHS

b. Museum & Collection

The Bushy Run Battlefield Museum collection will reflect the history of the Battle of Bushy Run and the culture and heritage of the diverse parties involved. In accordance with PHMC guidelines, curatorial practices and acquisitions will be informed by an inclusive perspective and supported by credible and expanded research.

c. Historical Interpretation

BRBHS will ensure that all interpretive experiences reflect an accurate depiction of the history of the Battle of Bushy Run and its participants and respect all populations, including those indigenous to the region.

d. Marketing & Communication

BRBHS will ensure that its materials and messaging are sensitized and inclusive in tone, content, and approach. BRBHS's commitment to diversity, equity, inclusion, and access will be included in the overarching messaging.

e. Site Administration

BRBHS supports the inclusion of diverse applicants for both the Museum Facilitator and BRBHS board positions and will ensure that all administrative personnel receive ongoing DEIA related training.

f. Volunteers

BRBHS supports the expansion of a more diverse volunteer base and will ensure that all volunteers receive ongoing DEIA related training.

III. Definitions (*coinciding with the PHMC DEI&A Policy, 2018*)

a. Diversity

Diversity is a core value. It is an inclusive concept encompassing, without limitation, race, color, ethnicity, gender identity, sexual orientation or identity; religion, nationality, age, economic class, educational level, language, physical mobility and ability, geography, and marital and parental status. The state of being diverse means having the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

b. Equity

Equity ensures that a level playing field is created for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations, and opportunities.

c. Inclusion

Inclusion is the authentic effort to ensure that people of varying abilities and experiences can fully participate in all aspects of society work and feel valued. Inclusion results in an organization's ability to attract, retain, accommodate, and involve a range of diverse people who are valued, respected, and accepted.

d. Access

Access is the ability for the diverse populations served by BRBHS to engage with the society in a meaningful way. Providing access to all requires BRBHS to cultivate attitudes, behaviors, and procedures that promote equity and diversity and that foster inclusion.

e. Cultural Competency

BRBHS will strive for cultural competency for its leadership, staff, volunteers, and inters. The state of cultural competency revolves around knowledge and skill in four areas:

1. *Awareness* of one's own cultural worldview;
2. *Recognition* of one's attitudes toward cultural differences;
3. *Realization* of different cultural practices and worldviews; and
4. *Thoughtfulness* in cross-cultural interaction

Over an extended period of time, individuals and the society as a whole will develop the wisdom and capability to:

- *Examine critically* how cultural worldviews influence perceptions of power, dominance, and inequality; and
- *Behave honorably* within the complex dynamics of differences and commonalities among humans, groups, and systems.