



The Star-Spangled Banner Flag House Association, Inc.  
Diversity, Equity, Inclusion and Equal Access Policy

The Star-Spangled Banner Flag House Association, Inc. (Flag House) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We tell the story of the making of the Star-Spangled Banner flag, interpret the complex legacy of Mary Pickersgill, and explore the lives of those who lived here after its most famous resident, striving to make a difference in the lives of people who do not see themselves in our shared historical narratives, especially those who identify with groups whose history has been overlooked, ignored, denied, and erased. The museum seeks to integrate and ensure diversity of all voices, viewpoints, knowledge, and skills throughout our city, state, and region to meet its mission.

The Flag House understands the importance of words and that the meanings of DEI evolve. For the purposes of this policy, the Flag House understands the values of diversity, equity, and inclusion in the following ways:

- Diversity is defined by how people are different and the same at the individual and group level. Organizational diversity requires ensuring that multiple perspectives are represented. The Flag House incorporates diversity by exploring the intersection of history, art, preservation, and culture. The Flag House shares numerous perspectives and experiences that tell a more complete story of place. We welcome diverse perspectives and recognize that all are enriched when diverse voices and viewpoints are engaged and included in our work and the visitor experience.
- Equity ensures that all persons have equal access to opportunities and accommodations to ensure equal access. Equity requires recognizing past exclusion and achieving genuine inclusion. Achieving equity requires the deliberate application of time, resources, and planning to accomplish this goal.
- Inclusion is the cultivation of an environment in which all individuals are treated fairly and respectfully, are valued for their distinctive perspectives and experiences, and have equal access to resources and opportunities. It also refers to how diverse participants are valued as respected members of an organization and/or community. Inclusion requires intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of the museum's work, including decision-making processes.

These principles of diversity, inclusion, and equal access apply to all aspects of the Flag House's operations and across all categories of individual expression. Individuals should be able to share the museum experience in ways free from bias and discrimination based on their personal identity. The Flag House will provide reasonable accommodations to members of the public, employees, volunteers, and others provided that such accommodation does not constitute an undue hardship on the museum.

- Programming will reflect the value that all are welcome here and strive to respond to various needs, ages, communities, languages, and perspectives and to include special events that focus on reaching a broad range of community members.
- Ensuring income is not a barrier to admission. The museum will seek to provide access to low-income visitors through the following:
  - Free Access Days – Smithsonian Museum Day, Flag Day, etc.
  - Free community events and programs
  - Museum for All Initiative
- The Flag House will cultivate partnerships with community-based organizations to ensure outreach and programming are as diverse as the community the museum serves.
- Promoting access through ability, language, and sensory programming.
- Complies with ADA laws, regulations, and principles to ensure full access to visitors with disabilities.
- Provide reasonable collections and archive access to the surrounding community, state, and region – on-site and through digitized collections initiatives.

The Flag House's diversity initiatives are applicable—but not limited—to our practices and policies on employee and volunteer recruitment and selection, governance, compensation and benefits, professional development and training, promotions, transfers, social programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.
- All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.
- All staff, volunteers, and members of the board of directors have a responsibility to treat others with dignity and respect at all times and are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the worksite, and all other Flag House-sponsored and participative events. The Flag house will aspire to support the whole identity of all its employees, volunteers, and board through gender and cultural designations in appropriate circumstances such as email signature lines, gender non-binary forms, and similar opportunities. The Flag House will ensure that staff, volunteers, and its board understand the organizational commitment to diversity, equity, and inclusion through sharing this policy and promoting practices.

The Flag House's DEI & Equal Access Policy is based on the fundamental assumption that our work in the nonprofit museum community is enriched and made better by having a diversity of voices, viewpoints, and skillsets around our organizational table—encompassing board and staff. Our commitment to diversity, equity, and inclusion is an organizational policy affirmed by board approval, including board composition, staff composition, volunteer composition, and program composition.

*The Flag House's DEI & Equal Access Policy was developed with in accordance with the best standards and practices outline by the National Council of Nonprofits and American Alliance of Museums.*

*Adopted by the Board of Directors of the  
Star-Spangled Banner Flag House Association, Inc.*