Facing History and Ourselves believes in the inherent dignity of each and every human being. We are founded on the belief that education must prepare students to be informed and empowered civic participants, capable and motivated to build a more equitable and inclusive world. Key to this is ensuring that students gain an understanding of the threats of racism, antisemitism, and other forms of bigotry and hatred, and the importance of courage, empathy, and compassion.

Our strength as an organization is directly tied to the diversity of our staff, leadership, educators, students, scholars, and volunteers. We are committed to treating individuals with respect, and to building and maintaining a community of full participation that values and promotes diversity, equity, and inclusion. We welcome to our community those with diverse perspectives who share our vision of a world marked by knowledge and compassion, not bigotry and hate, and our belief that complex, often difficult conversations are at the heart of a thriving democracy. We navigate conversations that acknowledge biases and build relationships across differences. We recognize the need to understand the varied impacts of colonization throughout the world and acknowledge the value of justice, reconciliation, and cultural resurgence for all humanity.

WE DEFINE DIVERSITY, EQUITY, AND INCLUSION AS FOLLOWS:

DIVERSITY
promotes representation of a variety of characteristics, categories of identity and lived experiences that make people unique, including but not limited to physical, social, and other characteristics (such as race, ethnicity, gender, sexual orientation, gender expression or identity, socioeconomic status, age, physical, mental and learning abilities, religious beliefs, and political beliefs).

EQUITY
examines and adjusts structures, processes, and norms that distribute power and resources across a community, to allow and encourage each individual to develop fully. A community committed to equity is one whose members continuously examine the role that power, privilege, and positionally play both in either maintaining or mitigating historical and present-day inequities.

INCLUSION
is the conscious decision to create a nurturing climate where similarities and differences are respected and supported, to ensure the active, full participation of all individuals in the entire community. Such inclusion increases our organizational capacity to create and deliver meaningful and relevant professional work. In a truly inclusive workplace, each individual feels a strong sense of belonging. A culture of belonging is one where we explore and value identity, practice open-mindedness and vulnerability, and engage in civil dialogue. By practicing cultural humility, we honor multiple perspectives and eliminate inequities.
FACING HISTORY AND OURSELVES’ COMMITMENT TO EQUITABLE PARTICIPATION OF ALL COMMUNITY MEMBERS

1. Discriminatory systems of power and policy result in structural inequalities experienced on a societal level and from which no organization, including Facing History, is immune. We are committed to a continual review of our own structures and policies and to taking action to make them more equitable.

2. Our commitment to full participation means that each member of our community is asked to be self-reflective about attitudes toward others. We recognize that identity is fluid and evolving as individuals learn and grow, and we welcome the engagement needed to ensure belonging.

3. All human beings have been socialized to behave in certain ways, and each of us have at times acted with bias. However, we recognize that bias and discrimination has a disproportionate impact on marginalized groups both in society and in our workplace. Therefore, we commit to provide opportunities in our community to practice empathy, even while we promote and encourage healthy dialogue about microaggressions and potential mistreatments stemming from power relationships in specific contexts.

4. A commitment to inclusion and belonging at all levels requires concrete and transparent action. Facing History will strive to communicate regularly with our own staff and governance bodies when setting policies and making decisions, so that the meaningful commitment to equity will be readily apparent to all in the community.

5. Facing History’s commitment to full participation will include the involvement of diverse educators, scholars, vendors, donors, and partners to ensure quality and serve our mission most effectively. Both inside and outside of our organization, we commit to interrupting inequitable practices rooted in systemic racism and other forms of oppression and discrimination, and to removing barriers that prevent the full participation of all.