



Preserving America's Heritage

STATEMENT OF POLICY ON DIVERSITY AND INCLUSIVENESS

The changing demographics of America pose opportunities as well as challenges for the national historic preservation program. The diversity of cultures in our country shape and enrich the American experience, and the federal government can continue to encourage wider involvement and representation in the program. This includes determining what historic sites are worthy of recognition and preservation; how history and cultural heritage should be valued, interpreted, and preserved; and how we can ensure the American public as a whole can take advantage of the programs and tools created under the National Historic Preservation Act. The ACHP is pursuing efforts in all aspects of its work to build a more inclusive preservation program to further these goals.

Pursuing the ACHP's Programs and Goals

The ACHP is committed to using the tools provided to it by the National Historic Preservation Act and other authorities to advance diversity and inclusiveness in its daily work. This commitment is reflected in the ACHP's development of national preservation policies, its administration of the Section 106 process, and the great variety of interagency and public-private initiatives it undertakes.

The ACHP respects the diverse cultures that make up the national heritage. In that spirit, it seeks and considers the views and values of all Americans as it conducts its authorized activities. The ACHP is committed to providing a consistent voice for diversity and inclusiveness in all aspects of the national historic preservation program and to encouraging federal agencies and the ACHP's non-federal partners to pursue the same goals in their work concerning cultural heritage.

Maintaining a Diverse and Inclusive Membership and Staff

In order to successfully achieve goals of diversity and inclusiveness in its work, the ACHP must promote the diversity and inclusiveness in its human resources, existing in the membership and staff of the agency. Recognizing that the President appoints the non-ex officio membership of the ACHP, the ACHP will recommend to the President candidates that reflect the diversity of the nation. Acknowledging that the ex officio members designate their representatives to the ACHP, the ACHP encourages those members to consider and promote the goals of the ACHP's diversity policy in their designations.

Diversity in the ACHP staff means valuing employees in all occupations, at all levels, and providing opportunities for them to work at their full potential, making maximum contributions toward achieving the agency's mission and goals. Diversity encompasses more than the differences in race, religion, national origin, disabilities, age, gender, or sexual orientation. It includes the following:

- respecting and appreciating individual differences, empowering and motivating staff, and ensuring all employees are included as fully contributing and influential team members
- creating and maintaining an inclusive approach to all systems, policies, and practices
- providing equitable treatment and opportunities
- educating the workforce on the benefits of diversity

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Inclusiveness involves bringing people together to draw upon their varied skills, perspectives, and resources in a way that is beneficial to all. Inclusiveness puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to accomplish goals.

The ACHP supports a diverse and inclusive workplace that uses the skills, abilities, and talents of each employee, volunteer, and intern to effectively accomplish its goals and mission. To further that goal, the ACHP is committed to recruiting, selecting, developing, promoting, and retaining employees of differing viewpoints, backgrounds, experience, education, socioeconomic status, occupations, and geographic locations. To maximize the contributions of a diverse membership and staff, the ACHP strives to maintain a workplace where the views and perspectives of all members and employees are welcome and their talents, skills, and abilities are recognized and appreciated.

Conclusion

The ACHP's ongoing commitment to achieving the goals of this policy statement enables it to continue to be a vibrant and meaningful leader of the national historic preservation program and an effective advocate for the recognition and preservation of the heritage of all Americans in the years to come.