

Historic Denver **VALUES** Statement:

Historic Denver, Inc. and the Molly Brown House Museum strengthen our commitment to preserving and amplifying a more inclusive history that represents all people of Denver and Colorado. The demand for social and racial justice continues to grow, evidenced by the public protests led by concerned members of our community, we have been listening, learning, reflecting, and taking action.

Historic Denver started as a grassroots preservation organization in 1970, and over the course of fifty years has saved some of Denver's most beloved historic buildings and places. Traditionally however, historic preservation has focused on the designation of landmarks and the field has too often perpetuated a White affluent male narrative, failing to tell inclusive stories about historic places. Preservation has caused harm to members of our community by excluding their voices and connections to places in Denver. We acknowledge systemic racism, discrimination, and oppression persists in historic preservation.

Historic Denver commits to advance the stories and histories of all people in our community and to elevate the field of preservation and local history. We commit to greater diversity, equity, awareness, inclusivity, and access for people with appreciation for race, ethnicity, religion, gender, ability and identification. This includes African American, Black, Latina/o, Hispanic, Chicana/o, Indigenous, Asian, Pacific Islander, and LGBTQI+ people and women. We will be an organization that better serves and reflects our communities and advances the stories and histories of all people in our community through preservation, education and advocacy.

We commit to holding ourselves accountable in the following ways:

- Adopt a Board resolution committing to this work, to include facilitated discussion on March 25, 2021.
- Create an internal Diversity, Equity, Inclusion, and Access (DEIA) ambassadors at all levels of board, staff, and volunteers, imbedded in committees, to champion honest conversations, intentional dialogue and deliberate action on diversity, equity, inclusion, and access.
- Incorporate regular dialogue, reporting on, and evaluating this essential work at all board meetings.
- Use storytelling to ignite and sustain our energy and commitment.
- Update and integrate a diversity, equity, inclusivity, and accessibility lens with essential questions and action steps into our current strategic plan.
 - How does this action/policy/decision/story reflect the value statement?
 - Does this action advance DEIA in the full story of our city?
 - Does it prioritize under-told or under-recognized resources?
 - Are those most impacted by this action/story involved in making decisions?
 - Have we listened to our community (internal or external) in the process of making this decision?
 - Are there unintended consequences of this action/story?
- Prioritize representation in our membership base, volunteers, staff, leadership, and board that reflects the diversity of our community.
- Create content, provide resources, and develop programs that confront issues of systemic prejudice, discrimination and exclusion in preservation.
- Challenge/confront historical interpretation or storytelling that perpetuates a divisive form of nostalgia that supports and validates bigotry, marginalization, and segregation.
- Embed representation and visibility of this work on our website, publications, and social media platforms.