

# MUSE KNOXVILLE STATEMENT ON BELONGING

## Muse for All

*You belong, be yourself. We thrive that way.*

We believe in actively creating a place of diversity, inclusion, and belonging among our staff, volunteers, the audiences that we serve, the programs we develop, and the community partners that we pursue.

We seek to recruit, hire, promote, and retain a diverse workforce—one that welcomes and engages people from every background.

We value our staff members, volunteers, and board members and their individual backgrounds; they further our ability to serve and learn from the diverse families that enrich our community.

We invite you to join us on our journey.

At Muse Knoxville, children are the center of our work. We encourage their fullest potential as artists, scientists, inventors, explorers, as well as empathetic global citizens. We strive to create a community hub where all children, and the adults that love them, feel a true sense of belonging. We know that our organization and community will thrive when we embrace diversity in everything we do.



# Pillars of Belonging at Muse Knoxville

**Access** means that all physical, economic, and social barriers to the museum or programs and services are eliminated.

**Diversity** means I see myself reflected and respected in the organization at every level.

**Equity** means I am supported by systems and policies that ensure I can succeed, despite historic patterns of exclusion.

**Inclusion** means I have a voice in the organization and my diverse ideas, perspectives, and background are valued.

## To create an authentic sense of Belonging we will:

- Listen to our community's hopes, dreams, and needs so that we can work together to make Knoxville the best place for all children to learn through the power of play.
- Practice diversity, equity, and inclusion in our organization through recruiting, retaining, and valuing diverse volunteers, staff, and board members, which ensures innovation and sustainability of the organization well into the future.
- Create community connection through exhibits, programs, policies, facilities, and partnerships that reflect and celebrate our rich differences and common goals.
- Strengthen children's abilities to create and problem-solve together, through play, in order for them to succeed in an increasingly diverse, complex, and global society.
- Foster empathy for children and families where everyone is accepted for their unique interests and abilities.
- Understand that there is always room to improve and seek input when we fall short of our goals.

To learn more about Muse Knoxville's commitment to DEA&I, please contact Allison Comer, Director of Belonging, [allison@themuseknoxville.org](mailto:allison@themuseknoxville.org) or visit [themuseknoxville.org](http://themuseknoxville.org)