



**Diversity, Equity, Accessibility, and Inclusion
Board Policy
Approved by the Board of Directors
February 10, 2021**

Filoli is dedicated to nurturing and growing diversity, equity, accessibility, and inclusion in all that we do. Our core mission is to connect our rich history with a vibrant future through beauty, nature, and shared stories. We strive to create a sanctuary for healing and building connections for all people. We are open to all and work tirelessly and collaboratively to create a place that welcomes and respects everyone. We strive to live our credo authentically to fight for a just cause, love your fellow man, live a good life.

Our Values

Diversity, equity, accessibility, and inclusion mean many things to many people. At Filoli, we have taken our inspiration from a garden to ensure our roots are grounded and that we grow and flourish. In a garden, the diversity of plants from all over the world create beauty. In a healthy garden, each plant is given the water and nutrients it specifically needs to grow strong and lush. The unique need of each plant is equal to the unique beauty it brings. When gardeners bring in new plants, they seek to create the right conditions from access to sunlight to the right soil. It is vital to the ongoing health of each plant to recognize when access to what it needs is diminished. A beautiful garden is one where unique plants rooted in a healthy environment work in symphony with each to create beauty and magic to be shared by all.

Our values are rooted in definitions that capture the inspiration from the garden and connect to our community at large.

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We seek to ensure representation reflective of our regional community through all aspects of our work. We also strive to create an environment where unique perspectives are celebrated.

Equity is meeting people where they are and providing them what they need for an engaged experience. With a visitor focus, we strive to provide an experience that allows for flexible interpretation to nurture curiosity and creativity.

Accessibility ensures that every person is welcome and can access the experiences Filoli offers.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. Through empathy and valuing differences we build a harmonious place for all to experience the beauty of every day.

Relevance

Filoli recognizes our role as a regional, national and international site to host not only experiences but inspire community conversation. We recognize the native inhabitants of Filoli's land, acknowledge our place in their history, and honor the spiritual value the land has for them. We know that in order to thrive as an organization our values around diversity, equity, accessibility and inclusion requires an action plan that ensures our relevance to all people. And, importantly, it is our moral imperative to represent the timeless ideals set forth in our credo by changing our narratives to reflect the perspectives of those who may have been silenced, forgotten, and invisible in our history. Together, we are committed to creating a more vibrant future through Diversity, Equity, Accessibility and Inclusion practices.

Our Goals

In line with the strategic plan, the Board of Directors has identified overarching goals for the organization to ensure that Diversity, Equity, Accessibility and Inclusion are integrated into all aspects of Filoli's delivery of its mission and become ingrained in its culture.

- Commitment to actively participate in diversity, equity, accessibility, and inclusion initiatives of Filoli.
- Provide informed leadership for diversity, equity, accessibility, and inclusion integrated into all of our practices.
- Ensure that the board, staff and volunteers are representative of our community and that the community voice is represented in planning and program development.
- Recognize and address inequities in our policies, programs, and services.
- Identify systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
- Invest time and resources to implement training and educational programs and develop diverse practices

- Ensure transparency around our diversity practices and interactions.
- Advocate for social justice causes to ensure Filoli is viewed as a sanctuary for all.
- Lead with respect and tolerance and require all board members, employees, and volunteers to demonstrate these tenors in their work within our organization.

The Board of Directors has directed Filoli staff to lead a comprehensive Diversity, Equity, Accessibility and Inclusion Action Plan. The Board is committed to direct engagement in the actions and will review progress throughout the implementation.

Filoli is a place of healing, reflection, and transformation and we want to offer a safe place for conversation, contemplation, and solace. We are committed to enacting lasting change that becomes ingrained in the culture at Filoli.