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Responsible Executive:
Angela Williams
Responsible Department:
Human Resources &
Volunteer Services

Diversity Policy



Purpose:

The Royal BC Museum has identified Diversity as one of its' six core values. We believe Diversity in our organization, is demonstrated by sharing scientific and cultural knowledge which embraces the rich diversity of the people and environment of British Columbia. We respect this diversity by reflecting and responding to the rights and differences of the people we serve; and by being champions of environmental sustainability. Foundational to this Value, is the philosophy and understanding that each staff member, volunteer, and Board member will ensure that the Royal BC Museum upholds its principles of equity, diversity, ecological sustainability, and inclusiveness in all its practices, including when carrying out their various roles within the Royal BC Museum and as representatives of the museum and archives in public.

Scope:

The Diversity Policy applies to all staff, volunteers, interns and board of directors. It is expected all partners and members of the Royal BC Museum community will embrace the Diversity Policy.

Policy Statement:

Every person is accepted, valued and celebrated for who they are and what they choose to bring to our community.

Links/References/Resources:

In determining the application of this policy, including discipline for contravening the policy, the Royal BC Museum refers to the following:

1. [Royal BC Museum Diversity Policy – Appendix 1](#)
2. [Royal BC Museum Discrimination & Harassment Policy & Procedures](#)
3. [Royal BC Museum Whistleblower Policy](#)
4. [Royal BC Museum Annual Report on Multiculturalism](#)
5. [BC Public Service Diversity Strategy](#)
6. [BC Public Service Standards of Conduct Policy](#)
7. [Canadian Human Rights Act](#)
8. [United Nations Earth Charter](#)
9. [UNESCO – Convention on the Protection and Promotion of the Diversity of Cultural Expressions](#)

Approved



Professor Jack Lohman
Chief Executive Officer



Date