



In January 2020, MOHAI completed the development of our Racial Equity statement and three-year workplan based on a year of staff and board racial equity training.

The Racial Equity Statement and Goals was collaboratively created, along with a more in-depth workplan, over several months and reflects the cumulative work of every department.

Our workplan will be updated regularly to ensure we are meeting the goals and expectations we have set for ourselves and to be responsive to feedback from our community partners.

MOHAI Racial Equity Statement

MOHAI's mission is to preserve and share the artifacts and stories of the Puget Sound Region's diverse history, and in doing so highlight our tradition of ingenuity and imagination. We value authenticity, individual stories, inclusiveness, and innovation.

MOHAI understands that in order to uphold our mission and values, we must prioritize racial equity within our organization, and in doing so contribute to advancing racial equity in the Puget Sound region. Improvement in racial equity requires a purposeful, sustained, strategic, and explicit commitment of resources to the work of achieving racial equity in our content and among our stakeholders: our audience, donors, staff, volunteers, board, partners, and consultants.

MOHAI recognizes our settler colonialist origins, and the impact of these origins on racial inequity. In acknowledging this past, MOHAI's strategic plan charges the institution to work to be a catalyst for community engagement; to be accessible and accountable to communities of color in our exhibits, collections, programs, and events. Additionally, we will be bold in this work and seek to amplify stories of communities of color to address racial inequity. MOHAI's promise states that we will help each visitor acquire new knowledge, feel encouraged to dream beyond the present, and support a sense of community.

MOHAI Racial Equity Goals

1. Sharing the stories of communities of color is at the core of our work, which shifts the conversation around race and racism by broadening the historical narratives and perspectives shared in our region.
2. Racial diversity in attendance, membership, supporters, and donors at MOHAI is reflective of the demographics of our region.
3. MOHAI is committed to addressing racial inequity in workplace culture by changing systems and norms that uphold racial inequity.
4. MOHAI achieves racial equity in its staff, volunteers, trustees, partners, contributors, consultants, and contractors.
5. MOHAI engages with communities of color impacted by racism to be a welcome, trusted, and safe community space, intentionally fostering dialog and understanding through the use of our resources.