



Diversity, Equity, Accessibility, and Inclusion Statement
Approved by Perot Museum Board of Directors on June 30, 2021

Our mission to *“inspire minds through nature and science”* is one we believe in strongly and support unconditionally. It is simple, direct, and guides our thinking on all decisions. That mission derives from a belief that a shared understanding of nature and science has underpinned most of human progress through the millennia, and that as the challenges humankind faces grow in multitude and magnitude, such understanding will be critical to continued progress. Thus, fostering an environment for all where inquisitiveness about the natural world can grow and flourish is an essential component of our mission.

Towards that end, from the day the Museum opened in 2012, we have had a stated commitment to equity, diversity, and inclusion. Over our first ten years, we are proud to have inspired the minds of millions of school children and other visitors of widely diverse backgrounds from across North Texas and beyond. Yet, we know that we can do even better. There are still significant parts of our community that we have not yet reached, and we recognize that this keeps us from fully delivering on our mission. So, as we approach our 10th anniversary, we have rededicated ourselves to taking the power of our mission to the next level for the benefit of all.

Looking forward, the Perot Museum of Nature and Science commits that it will proactively strive to:

- Welcome diversity in all its forms, including but not limited to race, ethnicity, sexual orientation, gender identity/expression, ability, religion/spirituality, national origin, and socioeconomic status
- Seek out the perspectives of our diverse constituents to better understand their needs and to discover where we can do more to engage our entire community
- Remove barriers from those with the least privilege by intentionally assuring that the entirety of our programming, exhibits, policies, and organization are inclusive and equitably accessible to all
- Assure that the Board, executive leadership, and staff all reflect the rich diversity that is our community
- Work to undo any systems of injustice and inequality we may find within our institution

Trial and error is essential to the scientific process: trying, learning, improving. Fulfilling our mission demands that we continually evaluate our efforts to determine what works, what doesn't, and what biases may be influencing the result. For that process to work, we must listen to many voices and assure diversity of thought and representation. Our mission and our shared future depend on it.