

Humanities Montana Commitment to IDEA– Inclusion, Diversity, Equity, Access for all People

Embracing the intrinsic value and full humanity of all persons, Humanities Montana provides programs and experiences that nurture imagination and ideas through the diverse histories, literatures, cultures, and philosophies reflective of Montana's diverse communities. While attending to racism, sexism, classism, homophobia, ableism, and other systemic inequities, we make a particular commitment to Montana's Indigenous Peoples, rural communities, and youth.

HUMANITIES MONTANA COMMITS TO:

- Conducting regular review of programs and offerings – with data compilation, community outreach, evaluation, and expected accountability across the organization – to better realize IDEA.
- Collaborating with state, national, Indigenous and other organizations working on IDEA to develop partnerships and mutual opportunities that address these values.
- Ongoing training and engagement on IDEA for board, staff, and others representing Humanities Montana.
- Prioritizing IDEA values in organization initiatives and strategic planning.
- Providing and developing programs and grants for partners using an IDEA lens, to support diverse representation among program leaders, project organizers, scholars, keynote speakers, conversation leaders, and panelists across sponsored events and offerings.
- Promoting IDEA through all of our communication platforms.
- Studying and exposing systematic oppressions and discrimination, efforts that are crucial to humanistic inquiry.

Approved by Humanities Montana Board of Directors, October 1, 2022