

Descanso Gardens Statement & Policy on Diversity and Inclusion

Statement

As a public garden, we believe that access to nature and green spaces is fundamentally important to the human experience. Located in Los Angeles County, one of the most diverse metropolises in the world, we recognize our responsibility to serve and welcome a diversity of people and communities. Moreover, we embrace the value of human diversity and see strength in human variety with respect to ethnicity, age, culture, gender, personal values and beliefs, socioeconomic situation, physical abilities, religion, and sexual orientation. Consistent with our mission, we strive to enhance diversity, equity, inclusion and access to nature spaces for Los Angeles County residents and beyond.

Policy

To support our commitment to diversity, equity, inclusion, and access Descanso Gardens endeavors to:

- Consider diversity and inclusion a driver for institutional excellence and seek out diversity of participation, thought and action.
- Increase diversity of our Board, Volunteers, Workforce, Audience, Vendors, Artists and Partners.
- Develop partnerships with diverse audiences to identify and meet the needs of all constituents in the community.
- Create work environments and practices that are inclusive of all individuals, and ensure that employees, volunteers, and participants feel supported, listened to and are able to achieve their highest potential.
- Regularly evaluate our diversity and inclusion practices.