

Issaquah History Museums Values Statement

Timeline of Process:

Summer 2019:

The Issaquah History Museum's Board of Directors and Staff began the collective process of discussing and articulating their organizational values. Board and staff members were led through a process of "homework" which had them learning about organizational Values Statements, their own personal values, and how these values arise in our daily lives and work.

Fall 2019:

At a joint retreat the Board and Staff met and engaged in a heartfelt and expansive discussion about what they had learned, and what they believed were the values of IHM. The following values were agreed upon using consensus methods: Authenticity, Community, Intentional, and Delight.

Spring 2020:

Amidst stay-at-home orders due to Covid-19, Board and Staff began to examine the behaviors they felt aligned or did not align with the values articulated previously. In a retreat held via video conferencing, they expanded their understanding and experience of the values of IHM.

May 2020:

A draft Values Statement was in process when the murder of George Floyd tipped the nation into large scale protests against the violence committed against Black Americans by police and citizens alike.

June 2020:

IHM released a statement of anti-racism in response to the protests, committing to doing the work to become an anti-racist organization. Drafting the Values Statement was put on hold to focus on this commitment and to create a plan for IHM to further center and uplift the voices of the underrepresented and marginalized.

On June 24, 2020 IHM's first Values Statement was completed, with plans in place for an annual review at Board and Staff retreats.

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IHM Board and Staff recognize the following as our values, and strive to bring them into all of our work. The behaviors listed represent some, but not all, of the ways these values strengthen our work. We recognize there will always be new opportunities to bring these values to museum experiences and relationships.

Issaquah History Museum's board and staff members pledge to:

Be

Authentic

- We strive to create and nurture relationships with all of our staff, volunteers, board members, and visitors that are real, genuine, and convey our interest in their lives and experiences.
- We present history as it is, with what we have, regardless of public perception. We will work to fill in the gaps where they exist and recognize that one experience can vastly differ from another.
- We acknowledge our limitations personally, and as an organization, and we move towards growth.
- We are transparent and honest to the best of our ability and consciously work towards establishing trust with our community.

Represent our

Community

- We are working to develop community partnerships and to “show up” to support other organizations.
- We regularly recognize the commitment and dedication of our volunteers, not only at our annual Volunteer Awards Night, but in our ongoing relationships.

- At community events we engage with people and families in order to learn how we can better serve them and share their history.
- We recognize that not only can our community learn from what we offer, but we can learn from their experiences.

Work

Intentionally

- We try to avoid the trap of “that’s how it’s always been done” by re-evaluating programs, processes, and events often.
- We take the time needed to assess a problem and avoid impulsive decisions.
- Potential collection accessions are dutifully considered as to whether they meet our criteria for intake.
- We seek to be held accountable by our community in all ways.

Embody Delight

- We take pride in the experience of visitors to our museum so that they are continuously engaged and met in their expectations and enjoyment.
- We draw on our own interests and enthusiasm when working with each other and with our community.
- We recognize when a different voice may better share a story or experience other than our own.
- We share our history with our community in as many ways, and through as many formats, as we can, both in-person and virtual.