



May 8, 2018

It is a privilege to release and put into action the report of the Equity and Inclusion Working Group (EIWG), ***Recommendations for Advancing Equity and Inclusion in the American Institute for Conservation of Historic and Artistic Works***. The EIWG was established in December 2016 for a term of one year and was charged with drafting a *Statement on Equity and Inclusion*, which was incorporated into our [Core Values](#) in April 2017. The Group was also tasked with writing a report that summarized similar efforts in allied professions and proposing avenues in furtherance of equity and inclusion in AIC Strategic Planning, and, lastly, recommending strategies and programs to help the AIC improve equity and inclusion within the organization.

The final report frames the EIWG's recommendations according to four targets:

- *Develop Internal Engagement and Education Processes or Resources;*
- *Increase Advocacy & Partnerships with Allied & International Professionals;*
- *Enhance Recruitment, Growth, and Retention Practices;*
- *Ensure Sustainability of Efforts.*

The EIWG has fulfilled its charge with distinction and the Board is grateful to its members:

- Jennifer Hain Teper, Chair
- Heather Galloway, ETC Liaison
- Kimi Taira, ECPN Liaison
- Anisha Gupta
- Beatriz Haspo
- Thomas McClintock

Clearly the time has come for the AIC to commit to these efforts in a systematic and proactive manner if meaningful progress is to be achieved. Accordingly, members are encouraged to read and reflect upon [\*\*\*Recommendations for Advancing Equity and Inclusion in the American Institute for Conservation of Historic and Artistic Works\*\*\*](#). Opportunities for member input will be scheduled and advertised.

As a reflection of its endorsement of this report, the Board has formally approved the appointment of an Equity and Inclusion Committee and will be posting a call for members soon.

The AIC Board