



DIVERSITY POLICY

Adopted January 24, 2002

Revised September 17, 2022

PRESERVATION TEXAS exists for the benefit of all Texans. It is therefore the policy of the organization to take into account diversity considerations in all its actions.

Specifically:

- All personnel actions (including hiring, promoting and dismissing staff) shall be done without regard to race, color, religion, creed, gender, sexual orientation, disability, age, or national origin.
- The Board Development Committee will work to obtain a diverse Board of Directors.
- Programs will be devised so that PRESERVATION TEXAS support is given to historic preservation projects all around the State and in all types of neighborhoods.
- In the administration of programs, every effort will be made to assist minorities to ensure that the true worth of their applications is not obscured by procedural or linguistic difficulties.
- Outreach will be made to minority and ethnic communities.
- In its efforts to increase the historic preservation ethic amongst all Texans, PRESERVATION TEXAS will tailor its methods so as to take into account the background and ethos of the different audiences it addresses.

This Policy will be reviewed periodically by the Board of Directors as part of the general updating of PRESERVATION TEXAS' policies and procedures.