



BRANFORD ELECTRIC RAILWAY ASSOCIATION, INC.

THE SHORE LINE TROLLEY MUSEUM

POLICY NO.: 108 – ADMINISTRATION

POLICY: DIVERSITY, EQUITY AND INCLUSION

Branford Electric Railway Association, Inc. Mission

The Shore Line Trolley Museum preserves and shares the social and technological history and continuing impact of urban and suburban public transportation systems by sustaining and operating historic vehicles on the oldest continuously running suburban trolley line in the United States.

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POLICY: DIVERSITY, EQUITY AND INCLUSION (CONTINUED)

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1.0 Purpose

The Shore Line Trolley Museum is committed to making its collection and displays as accessible as possible to as diverse an audience as possible. The Museum recognizes that a diverse range of visitors, members, and employees will make our organization stronger and more vibrant. The Museum welcomes the opportunity to show how dedicated people from a wide variety of backgrounds can work together successfully to share with others the experiences of the trolley era.

2.0 Policy Statement

The Shore Line Trolley Museum is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, members and visitors feel respected and valued regardless of age, ancestry, color, learning disability, marital status, intellectual disability, national origin, physical disability, mental disability, race, religious creed, sex, gender identity or expression, sexual orientation, and status as a veteran.

It is the policy of the Museum not to discriminate in accepting membership, nor in the employment process and provision of services, in accordance with all Federal and State of Connecticut guidelines. This applies to all phases of the membership and employment process including, but not limited to, recruitment, hiring, promoting, and assignment to duties and offices, and training

3.0 Goals

The Shore Line Trolley Museum will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.

To recognize and address inequities in our policies, programs, and services.

To commit to being transparent about diversity in all our interactions.

To dedicate time and resources to expanding greater diversity within our board and leadership structure.

4.0 Action Plan

4.1 Policy, Process, Procedure Review

To undertake a review of all Shore Line Trolley Museum policies, procedures and practices for diversity, equity, and inclusion.

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4.2 Programs and Infrastructure

To review current programming and infrastructure to identify opportunities to make our programs more accessible and inclusive to a diverse population.

4.3 Governance and Administration

To create a more inclusive workplace by increasing diversity of staff, officers, Trustees, and volunteers.

4.4 External Partnerships

To evaluate current partnerships for being culturally representative of the communities served and to seek out new partnerships that reflect equity, diversity, and inclusion.

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APPENDIX A—Document History

09-17-2022 Adopted by The Branford Electric Railway Association, Inc. Board of Trustees.
Resolution 2022-17