



ADVANCING THE WAY WE BUILD AND LIVE

## Frank Lloyd Wright Foundation Policy on Inclusion, Diversity, Equity, and Accessibility

*Democracy is a very high thing. The faith in the individual is a great challenge and America is that challenge to the world.*

*-Frank Lloyd Wright, 1951*

*Everyone professing democracy should have not only an open mind but a certain charity of the soul that appreciates the qualities in others.*

*-Frank Lloyd Wright, 1952*

Frank Lloyd Wright's work is grounded in core American values of liberty, democracy, and community. These values are represented not only in his built and written works<sup>1</sup>, but also in his practice and, later, his Fellowship. Wright's first employee, Marion Mahony, was one of the first women licensed to practice architecture in America; and women were welcomed into the Fellowship, as were individuals from many nations, faiths, and cultures. The richness of this diverse group contributed to the richness of the architecture and design work undertaken by Wright's studio—where all were invited to demonstrate their merit by working to refine their abilities<sup>2</sup> and contribute to the Taliesin community, and through that community to the world at large.

Today, the Frank Lloyd Wright Foundation extends Wright's core belief system in all of our work. We strive to match the ideals established by Wright in his lifetime through these actions:

- All people are afforded access to the Taliesin and Taliesin West campuses, as well as their collections, opportunities, and experiences, without regard to personal characteristics such as race, color, religion, sex, age, national origin, disability, pregnancy, genetic information, military or veteran status, sexual orientation, gender, gender identity or expression, marital and civil partnership/union status, alienage or citizenship status, creed, genetic predisposition or carrier status, unemployment status, familial status, domestic violence, sexual violence or stalking victim status, caregiver status, or other characteristics protected by law.
- We strive to improve physical access to our facilities and programs in a manner consistent with both principles of historic preservation and compliance with law, working to ensure a quality experience of both Wright's work and our other programs. The Foundation provides reasonable accommodation to members of the public, employees, and others, provided that such accommodation does not constitute an undue hardship on the Foundation. Employees and volunteers who wish to request an accommodation should contact the Foundation's Human Resources department; audience members and visitors should contact the Foundation's Public Engagement department.
- We believe that our work is most successful when we are informed by diverse viewpoints, and we seek to include the views of diverse cultures and groups within our work. We believe that representation of these cultures and groups is important in the presentation of our work to the public.
- These principles of diversity, inclusion, and equal access apply to all aspects of our operations, including our Board of Trustees, staff and volunteers, audience members and visitors, and others with whom engage as we fulfill our mission. Individuals should be able to share in our work, free from biased or demeaning conduct or statements based on their personal characteristics.
- Employees and volunteers who have questions about this Policy should contact the Foundation's Human Resources department. Audience members and visitors who have questions about this Policy should contact the Foundation's Public Engagement department by emailing us at [info@franklloydwright.org](mailto:info@franklloydwright.org).
- The Foundation strictly prohibits retaliation against anyone who, in good faith, reports a violation of this policy or participates in an investigation into a potential violation of this policy.

<sup>1</sup> "The principles of an organic architecture, once you comprehend them, naturally grow and expand into this great freedom that we hoped for when we founded this nation and that we call democracy." Frank Lloyd Wright, 1949

<sup>2</sup> "The characteristic faith of Democracy is in growth: freedom for self-improvement on the part of every individual." Frank Lloyd Wright, 1955