



ICA's Racial Equity, Equity, Diversity, and Inclusion Statement:

ICA's mission is to preserve the corpus of human visual material culture -- artistic, historic, scientific, and cultural – for all people today and in the future. Our work touches on objects born of all cultures, all times, all geographies, and all belief systems. It is imperative that ICA conduct its work within an environment that transcends any race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, age, veteran status, citizenship, immigration status, disability or protected class. All perspectives are relevant, vital, and welcome in the development and implementation of the best solutions to conserve and preserve our visual material culture.

ICA's Racial Equity, Equity, Diversity, and Inclusion Strategy:

Preservation and conservation of objects and collections from communities whose voices have been unheard and whose perspectives have not been represented in cultural narratives are important to ICA.

ICA seeks resources to support educational, consulting, preservation, and conservation services for collections that have been underserved, particularly for materials embodying unheard and unrepresented voices. ICA seeks to provide assistance to collection stewards who work to preserve and conserve collections that embody and communicate stories from their communities.

Conservation is a highly technical and exacting field that requires many years of preparation, education, and training before a candidate is qualified and able to perform conservation activities. It is currently composed of over 90% people who are white and over 70% people who self-identify as female. ICA works in all the ways that it can to encourage people of color and people who self-identify as non-female to pursue and enter the field.

To increase awareness of the conservation and preservation field at the earliest onset, ICA is seeking to work with partners in the Cleveland Metropolitan School District and other educational organizations to share the interdisciplinary approach of conservation with students and to explore the integral intersection of the arts, sciences, and humanities that conservation exemplifies. By doing this, ICA hopes to introduce the field to students who are people of color and people who self-identify as non-female and encourage them to enter the field.

ICA seeks resources to provide paid internship experiences at various of levels in order to nurture people of color and people who self-identify as non-female to pursue careers in the field.



ICA's Philosophy:

Objects and documents are repositories of cultural memory and artistic expression and as such deserve our informed respectful attention. ICA's staff treats each object with the same high standard of diligence, respect, and care. They bring a full toolkit of professional expertise, experience, and knowledge of materials and techniques to their work.

ICA's work complies with the [American Institute for Conservation's Code of Ethics and Guidelines for Practice](#). This involves close and careful examination, needed testing and analytic investigation, careful thought and planning, and full documentation for each project. Conservation and preservation treatments and recommendations are the result of intentional thinking and proscribed processes. We endeavor to preserve the artist's/maker's original intent. We opt for the most non-invasive and reversible techniques available, techniques that alter the object as little as possible. We use the most stable and inert materials available in our conservation and preservation work. We address the structural integrity of the object before cosmetic reintegration is addressed. We work to the highest professional standards and do not stray outside of our areas of sound expertise. To the best of our ability, we align our work to meet both the needs of the object and the client.