

How does Diversity, Equity and Inclusion help genealogists?

Genealogists work with records and stories from many different cultures, places, and time periods. By keeping diversity in mind, we can better understand the backgrounds of the people we're researching, recognize gaps or biases in historical records, and approach our work with greater respect for different experiences.

Diversity, equity and inclusion also help build a stronger, more connected community of genealogists. When people from all backgrounds feel welcomed and included, it encourages the sharing of ideas and knowledge, which helps everyone grow. In the end, we can make genealogy more inclusive, more accurate, and more reflective of the rich diversity of human history.

Benefits

- ✓ Wider customer base
- ✓ Better meet the needs of clients
- ✓ Positive and inclusive reputation
- ✓ Increased empathy
- ✓ Foster the genealogy community as a safe space for all, particularly when speaking to younger generations

What does Diversity, Equity and Inclusion mean anyway?



Diversity

Recognizing people of different backgrounds, identities, and experiences as individuals who should be represented.



Equity

Acknowledgement that not all people or communities are starting from the same place.



Inclusion

A state of belonging where everyone is valued, integrated, and welcomed equitably.

What would make someone not feel welcome in genealogy?



Lack of Representation

When speakers, leaders, and materials in genealogy communities mostly reflect the experiences of one group, people from other backgrounds may feel invisible or like their histories don't matter.



Barriers to Participation

If communities don't actively work to remove barriers—like offering materials in different languages, providing accessibility options, or creating welcoming spaces for people of all identities—some may feel excluded or out of place.



Unaddressed Biases

Historical records often contain biases, and if genealogy communities don't acknowledge this, it can lead to uncomfortable or hurtful situations. Without education, there's a risk of unintentionally reinforcing harmful stereotypes.



Unwelcoming Environments

Microaggressions, insensitive comments, or dismissive attitudes can make people feel like they don't belong. Without clear guidelines, there may be no support system to address these issues, leaving individuals feeling isolated or unheard.



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