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NEWS RELEASE

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OHS Employee Association contract includes non-binary pronouns in a move to be a more inclusive workplace

Portland, OR – April 23, 2018 – On Monday, April 9, 2018, the Oregon Historical Society and the Oregon Historical Society Employee Association (OHSEA), an International Longshore and Warehouse Union (ILWU) Local 5 affiliate, signed a three-year collective bargaining agreement that runs through April 2021.

The Oregon Historical Society is excited to announce that in addition to including wage increases and continuation of benefits for existing employees in the bargaining unit, the collective bargaining agreement contains more inclusive non-binary pronouns (they/them/their), which is one of only a few in the country and the only in the Pacific Northwest. The contract embraces the diverse nature of the OHS workplace by specifically choosing language that ensures all workers are welcome and respected.

“The Oregon Historical Society recently developed a [Statement of Diversity and Inclusion](#), which calls us to ‘expand our strategic planning processes to have equity, diversity, and inclusion become increasingly evident in our organizational structures,’” said Oregon Historical Society Executive Director Kerry Tymchuk. “I am proud that this new contract with OHSEA shows a clear support of these ideals as we continue to foster a culture of inclusivity within our workplace.”

OHSEA was established in 1990 and consists of 28 full-time and part-time employees who work in the research library, archives, museum, facilities, visitor services, development, and publications departments. OHSEA voted in November 2017 to affiliate with the ILWU Local 5, which also represents Powell’s Books.

About the Oregon Historical Society

For more than a century, the Oregon Historical Society has served as the state's collective memory, preserving a vast collection of artifacts, photographs, maps, manuscript materials, books, films, and oral histories. Our research library, museum, digital platforms & website (www.ohs.org), educational programming, and historical journal make Oregon's history open and accessible to all. We exist because history is powerful, and because a history as deep and rich as Oregon's cannot be contained within a single story or point of view.