

## Noontime Concerts DEI Means Everyone

**Diversity** – Everyone is invited **Equity** – Everyone contributes **Inclusion** – Everyone is valued

Noontime Concerts at its core is a diverse and inclusive outreach organization where all employees, volunteers, and constituents whatever their gender; race; ethnicity; national origin; age; sexual orientation; gender identity; education; or personal challenge are encouraged, valued, and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment, advancement, and participation in all of our functional areas, programs, and venues. We respect and value diverse life experiences and heritages.

We aspire to demonstrate equity by modeling and maintaining diversity and inclusion for the arts community of the nonprofit sector.

To provide informed authentic leadership for cultural equity Noontime Concerts strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our board, staff, musicians, and the communities we serve.
- Encourage and support board-level thinking about how systemic inequities impact our organization's work and how best to address that in a way that is consistent with our mission.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services and continually update organization progress.
- Explore potential underlying unquestioned assumptions and unconscious biases that interfere with inclusiveness.
- Challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead and collaborate with respect and tolerance. We expect all employees and contractors to embrace this notion and to express it in workplace interactions and through everyday practices.

Noontime Concerts abides by the following action items to help promote diversity and inclusion in our workplace:

- Evaluate and encourage cultural competency throughout our organization by creating substantive learning opportunities and transparent policies.
- Access quantitative and qualitative research related to equity to make incremental measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Improve our cultural leadership by creating and supporting programs and policies that foster leadership reflective of the diversity of our community and the American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop a system or protocol for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Seek training on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policies that promote diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression, and disparity.

### Diversity, Equity, and Inclusion in Our Musical Offerings

A motivation to inclusion is implicit in the Noontime Concerts long-standing mission to make classical music accessible to everyone. While there is a dedicated commitment to our mission there is also an awareness of the perceived exclusivity of the genre, given that the predominant repertoire presented by Noontime Concerts is from the Western European tradition, a society that practiced racism and exclusion which continues today. With that awareness comes acknowledgment of the diverse roots of classical music instrumentation and composition and the recognition that we cannot be a fully inclusive organization until we equitably expand our definition and presentation of “classical music” to include a diversity of people and cultures. We embrace this challenge as a call to action as we do our part to welcome the classical music genre as among the family of musical traditions from across the globe; music that is created by, played by, and enjoyed by Everyone.