

Every Voice Choirs Diversity Policy
April 2017

Mission and Diversity

It is the mission of Every Voice Choirs to promote the musical and personal growth of youth by empowering them to discover and share their voices with confidence and pride. We seek to build on students' unique musical interests and experiences, creating ensembles that are shaped by their diverse members and in which every voice truly matters. Therefore, diversity is fundamental to the Every Voice Choirs mission.

Diversity throughout the Organization: Board, Staff, Volunteers, Participants

Every Voice Choirs is committed to ensuring the diversity of its board, staff, volunteers, and participants in its programs. We accomplish this through leadership, values, policies, and practices. We define diversity in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, parental status, and socio-economic status. We respect different experiences and cultures across this diversity and will work to create a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organization.

As the Board of Directors of EVC expands, board members shall be made up of women and men from diverse racial, ethnic, gender, sexual orientation, cultural, professional, and class backgrounds. The board will develop and implement ongoing plans for its sustainable visibility, outreach, inclusiveness and recruitment to diverse communities. The board shall monitor and report its progress toward these goals annually. The board and staff will adopt appropriate benchmarks to measure annual progress. In the event that Every Voice Choirs is not meeting the benchmarks, Every Voice Choirs will evaluate what additional and more aggressive steps must be taken to meet the benchmarks.

Likewise, as EVC's staff expands, the staff shall be made up of women and men from diverse racial, ethnic, gender, sexual orientation, cultural, professional, and class backgrounds. The board will develop and implement ongoing plans for sustainable visibility, outreach, inclusiveness and recruitment to diverse communities for staff positions. The board shall monitor and report its progress toward these goals annually. The board and staff will adopt appropriate benchmarks to measure annual progress. In the event that Every Voice Choirs is not meeting the benchmarks, Every Voice Choirs will evaluate what additional and more aggressive steps must be taken to meet the benchmarks.

Equally important, as the number of participants in EVC's programs increase, choir membership shall be made up of people from diverse racial, ethnic, gender, sexual orientation, cultural, and class backgrounds. The board will develop and implement ongoing plans for sustainable visibility, outreach, inclusiveness and recruitment to diverse communities for participation in EVC's programs. The board shall monitor and report its progress toward these goals annually. The board and staff will adopt appropriate benchmarks to measure annual progress. In the event that Every Voice Choirs is not meeting the benchmarks, Every Voice Choirs will evaluate what additional and more aggressive steps must be taken to meet the benchmarks.