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## **The Northwest Chamber Chorus stands in support of Black, Indigenous, and People of Color (BIPOC) communities.**

As choral artists, we know that critical self-reflection and corrective action are parts of the artistic process. With the shooting of Jacob Blake, the deaths of George Floyd, Amaud Arbery, Brionna Taylor, and so many others, we are compelled to closely examine our own practices.

### **This reflection has led us to some difficult truths:**

- We acknowledge that we have performed almost exclusively music from Eurocentric choral traditions.
- We acknowledge that, in so doing, we have marginalized and neglected important choral assets and musical traditions of other cultures.
- We acknowledge that through our inaction we have inadvertently contributed to a pattern of systemic racism in the choral community, and that steps to address this injustice are overdue.

### **The NWCC Board and Members are therefore committed to taking action to create a more inclusive and equitable choral community:**

- We have created a Diversity, Equity, and Inclusion Task Force, whose charge will be to make research-driven recommendations and to facilitate and guide our evolution as we become an anti-racist organization.
- We will examine the reasons BIPOC voices are not equitably represented in our leadership, membership, or audience.
- We will hire experts in diversity, equity, and inclusion to educate the NWCC Board of Directors.
- We will hire guest artists and guest culture bearers, whose guidance will be vital to our development.
- We will audit our music library to remove inappropriate music, and we will purchase music written by BIPOC composers.
- We will perform outreach to, and pursue collaborations with, BIPOC communities of singers and audiences.
- We will speak up, educate, and fight to ensure a just and equitable future for choral music in our community.

### **What you can expect from us moving forward:**

- In the coming months, the Board will receive recommendations from the DEI Task Force. These recommendations will form the foundation of our plan of action.
- We will develop new ways to honor and present a broader and more diverse repertoire of musical styles.
- We will properly contextualize for our audience the music that we present.
- As our repertoire evolves, we will not abandon the musical genres which have been at our core.
- We will communicate openly and transparently throughout this process.

***We know this process will not be quick or easy. We are grateful for your support as we move through this period of growth and chart our course to a brighter, more dynamic future. We remain committed to our mission to present a broad range of repertoire in consistently compelling performances, as we create, nurture, and uplift a community inspired by a love of choral music.***