

The Women's Chorus of Dallas

Diversity, Equity, and Inclusion Policy (updated 2021)

The Women's Chorus of Dallas stands and sings with our siblings of color, Indigenous, and immigrant communities. We reaffirm our founding within and commitment to allyship with the LGBTQIA+ community. We offer our voices and support in solidarity of the disenfranchised, marginalized, oppressed, and underrepresented across Dallas and North Texas. We will relentlessly promote strength, diversity, and power for ALL women by performing the highest quality music to entertain, inspire, and serve the community.

Definitions

Diversity is celebrating differences in our identities as individuals and within groups, including but not limited to race, ethnicity, color, ability, gender identity and expression, sexual orientation, religion, and place of birth. **Equity** is recognizing not everyone starts at the same place, so we must support members and patrons for full and fair participation in our organization and performances. **Inclusion** is ensuring that all are welcome to contribute to our success and offer richness in ideas, which must be equally supported throughout the organization. Inclusion also means we must identify ways to invite and welcome under-represented individuals and communities in sincere and significant ways.

Goals

Towards operationalizing Diversity, Equity, and Inclusion in practice and policy within our organization, TWCD is committed to maintaining the following standards for Cultural Diversity within our leadership, programming, and outreach.

Leadership:

- 20% or higher Board Racial/Ethnic Diversity (currently achieved)
- 30% or higher Staff Racial/Ethnic Diversity (currently achieved)
- LGBTQIA representation in Chorus leadership and employees (currently achieved)

Programming in 2021-22:

- Perform annual Voices of Women concert featuring works by women composers
- Perform works by women or LGBTQIA+ composers of color
- Commissioning a composer of color to create a new work for treble chorus
- Collaborate with at least one ALANNA performing arts organization

Outreach

- Provide free concert tickets to underserved communities
- Perform free outreach concerts onsite at partner social service facilities
- Perform free concert excerpts at community neighborhood hubs around Dallas
- Perform for or in support of one or more local LGBTQIA+ organizations