



## **Pride of Portland Chorus Diversity & Inclusion Statement**

The civil unrest occurring in our city and around the country is again drawing attention to issues of racism, injustice, and inequality here and abroad. During this difficult time, and always, Pride of Portland Chorus believes the lives and livelihoods of every member of our Black, Indigenous and People of Color (BIPOC) community matter. True harmony cannot exist while racism, injustice, and inequality are part of the human experience.

Pride of Portland Chorus combines many voices that are different from one another. We value diversity and strive for inclusion. We are committed to creating a community in which all members are heard, valued, and respected regardless of age, race, ethnicity, national origin, sexual orientation, religion, education, disability, or life experience.

We honor freedom of expression and civility of discourse as fundamental to personal and chorus growth. We are committed to non-discriminatory practices and policies which provide equal opportunity for all members and leaders.

To uphold our diversity, inclusion, and equity goals, Pride of Portland Chorus strives to:

- Lead with respect and tolerance
- Inspire change
- Foster ongoing conversations with members about what diversity, inclusion, and equity mean to them and to the chorus
- Create a Diversity & Inclusion (D & I) Team to provide guidance and accountability as we commit resources to formulate, implement, and assess D & I action items
- Provide educational opportunities to share information and challenge assumptions about inclusiveness, strong leadership, and transparency
- Foster a culture of open-mindedness, compassion, and inclusiveness among individuals and groups
- Develop relationships and pool resources by connecting with individuals and other arts organizations to coordinate D & I efforts

Pride of Portland Chorus' cornerstone mission is to lift up one another, building a better community through singing harmony.