

Bruneau Centre for Excellence in Choral Music
Equity, Diversity and Inclusion Statement

This document is designed to:

- 1) Ensure that the BCECM reaches, encourages and supports the full diversity of choral music in Newfoundland and Labrador, including singing:
 - in rural and urban areas
 - in community groups as well as structured organizations such as schools, religious organizations, and nonprofit organizations,
 - that transmits the culture, language and traditions of diverse expressive cultures
 - that welcomes voices of all singers, including those with diverse abilities, gender expressions, sexual orientations, experience, age, socioeconomic status, and race
 - that supports the connection and growth of organizations with a social focus that uses singing as a tool to connect members within the group, as well as with the community at large
- 2) Promote fair and equitable practice and help build diversity in our teams, programming and service.
- 3) Ensure that the BCECM acknowledges and respects the special status of Indigenous peoples and the calls to action of the Truth and Reconciliation Commission of Canada

Our Actions:

- Ensure our website acknowledges these principles of Equity, Diversity and Inclusion.
- Review governance of organizational structure and assess and ensure we are continually demonstrating our commitment to EDI practices.
- Ensure that our granting programs reflect our commitment to inclusion, equity, diversity and accessibility.
- Aim to identify and remove barriers that may limit the full participation of all singers and singing groups in the province.
- Support diversity of panels, shows, workshops, etc. by ensuring diversity in events we produce ourselves, and encouraging applicants to consider diversity when organizing their own events.
- When hosting an event or workshop, acknowledge the treaty and Indigenous peoples territory of the host site accurately and appropriately.
- Encourage applicants to take equity, diversity and inclusion into consideration when designing projects by sharing our Guidance for Equitable Project Design.