

**Elemental Music
Racial Equity Statement
Approved by BOD on February 11, 2024**

Elemental Music celebrates music-making and builds community through exceptional youth education programs. We believe that every child has great potential and should have access to high quality music education that allows them to realize what is possible, regardless of their race.

Equity is a core value of Elemental Music. Our programs primarily focus on music education through the lens of Western classical music, which is an art form that has historically marginalized artists of color. Given this, we:

- acknowledge our implicit bias as we work to create racial equity in our organization,
- commit to confronting the inequities that limit access to classical music,
- dedicate ourselves to being non-discriminatory and anti-racist,
- respect and celebrate diverse experiences and cultures, and
- strive to ensure that all voices are heard.

It is through the variety of our shared backgrounds that we can provide our students and community with a culturally rich experience. We commit time and resources to ensure the following:

PROGRAMS

- Work to identify and remove barriers of access for people of color as we strive to represent the diversity of the community we serve.
- Develop and execute programs with racial equity strategies at the forefront.
- Create space in our programs to allow students of all backgrounds to express themselves, share their cultures, and see themselves reflected in our activities.
- Program intentionally to include composers from Black, Latinx and other underrepresented communities and cultures.
- Prioritize bringing in guests to share diverse backgrounds and experiences.

ORGANIZATION

- Create ongoing DEI-centered support, space, and training for staff and the board.
- Examine our policies and procedures through the lens of racial equity and continue to grow more equitable and inclusive practices.
- Seek diverse representation at all levels, including the staff and the board.