

MYAC Commitment to Diversity, Equity, and Inclusion Statement



It is the mission of MYAC to build a home with the power of music to enrich the lives of our students and their communities.

At MYAC, we understand that cultivating a diverse, equitable, and inclusive culture is essential to MYAC's vision of our home where there are no barriers to every child experiencing music education as a core part of overall education.

We value diversity and celebrate the contributions of people of all backgrounds, across age, ethnicity, race, color, ability, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, sex, sexual orientation, and gender identity as well as differences in ideas, thoughts, values, and beliefs.

Recognizing that individuals from certain groups have historically experienced barriers to music education, we will do our best to eliminate the societal and music barriers which may include access to private lessons, ensemble experiences, performance venues and financial aid.

Unity – music brings us together.

Our commitment to opening our doors to all means that we take the following actions:

- Commit to ongoing dialogue and training to continue our development as an inclusive organization.
- Develop pipeline programs as partnerships with schools, community centers, houses of worship, and other community organizations.
- Expand our curriculum and performance repertoire to include diversity in programming.

Code of Ethics - Core values and Expectations:

- **Respect of differences:** We appreciate diversity, foster mentorship, and embrace scholarly empowerment.
- **Enthusiasm:** We approach teaching, learning, and playing together with curiosity and excitement. We value the opportunity to play together and learn from one another.
- **Excellence:** We are committed to providing superlative musical education experiences to our students and our audiences. We commit to maintaining the highest possible standards in our teaching and our playing. This commitment also extends to excellence in how we treat one another and how we conduct ourselves both on stage and off.
- **Collaboration:** Excellent musical performance is rooted in close cooperation and collaboration. We commit to working together in this spirit which includes delivering and receiving critical feedback with kindness and grace and resolving conflicts that do arise respectfully and restoratively.

Violations of the above values and expectations, Code of Ethics, or other policy may be reported to any staff or faculty member and may be escalated to a member of the Board of Directors if not satisfactorily addressed.