

Polyphony Lit Diversity, Equity, and Inclusion Statement

At Polyphony Lit, a diverse, inclusive, and equitable workplace is one where all students, professional staff, and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected. We are committed not merely to a nondiscriminatory approach which provides equal opportunity for employment and advancement in all our programs, but also commit to continually assessing our progress and searching for new ways to achieve equity. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard, and are committed to maintaining an inclusive environment with equitable treatment for all. In pursuit of an inclusive environment in which students feel welcome, Polyphony Lit strives to:

- See diversity, equity, and inclusion as core to our mission to offer programming to all who are interested, and critical to ensure the well-being of our staff and the arts communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our student leadership, board, staff, and advisory bodies.
- Lead with respect and tolerance. We expect all our members to embrace this notion and to express it in workplace interactions and through everyday practices.

Polyphony Lit abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the arts industry.

- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.