

Dear [insert name here],

Washington ACDA is excited to host you for your upcoming workshop on [insert date]! In preparation for your visit, we'd like to share some relevant information about our chapter's policies regarding our diversity and equity expectations.

Please:

1. Choose repertoire, videos, and supporting materials that include examples from traditionally minoritized communities.
2. Refrain from any comment that negatively targets a minoritized person or group of people.
3. Refrain from using gendered language; use voice part designations instead.
4. Approach all musical genres, traditions, and vocal characteristics in a non-hierarchical and non-judgmental manner. By hierarchical, we mean showing preference for materials and approaches that favor Western European choral traditions (and choral music from the US that embraces these same characteristics) rather than celebrating the myriad choral traditions present in the US and abroad.

If there is a membership concern, it is hoped that the clinician will discuss possible responses to both the offended members and overall membership with the Equity Committee, or committee members, and then take action to rectify the situation and move forward.

We look forward to the expertise that you will share with our chapter, and we appreciate your sensitivity to the issues in this document. Please know that the committee is available to you at any time for further conversation. You are welcome to contact us at WAACDAEquityCommittee@gmail.com.

Respectfully,
Washington ACDA

Attached: Statement on Black Lives Matter

WASHINGTON ACDA SUPPORTS THE BLACK COMMUNITY

Institutional racism and systemic oppression against the Black community are rampant in the United States. The recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Manuel Ellis, and other innocent and unarmed Black individuals at the hands of police brutality are sobering reminders that we still live in a country where Black people are routinely abused because of the color of their skin.

WA-ACDA recognizes and owns its failure to serve and uphold members of the Black community as well as its promotion of repertoire, procedures, and values that uphold the White dominant culture.

- WA-ACDA is complicit in promoting musical traditions centered in Western Europe while marginalizing and appropriating musical traditions of other cultures
- WA-ACDA recognizes that events it sponsors have not addressed racial injustices
- WA-ACDA acknowledges that the underrepresentation of Black musicians within our membership and practice is due to years of negligence and failure to reexamine long-standing practices and assumptions

The board and members of WA-ACDA are therefore committed to the following actions:

WA-ACDA Board

The WA-ACDA Board will become a proactive and intentionally anti-racist board that critically and continuously examines all areas of its policies and procedures by:

- Examining the reasons Black voices are not acknowledged in our organization
- Advancing racial equity agenda items at each of its board meetings
- Financially compensating experts in diversity, equity, and inclusion to educate the board
- Modeling respectful language absent of microaggressions
- Nominating and electing Black voices to leadership positions
- Directing funds to organizations that center racial equity in music education
- Including interest sessions, written materials, and other resources to help members of WA-ACDA identify, understand, and rectify racial injustice

WA-ACDA Membership

The WA-ACDA Membership will:

- Have the courage to lean into discomfort and hold each other accountable when engaging in conversations about race
- Amplify the voices of the Black community while recognizing it is not the responsibility of the Black community to educate White people about racial injustice
- Reach out to conductors who have felt unwelcome in WA-ACDA because of race and encourage these conductors to become members and leaders of WA-ACDA
- Cull the choral and vocal canon of racist repertoire
- Program choral compositions of all styles written by Black composers
- Incorporate culturally-responsive teaching practices

WA-ACDA stands in solidarity with the Black community. WA-ACDA will speak up, educate, and fight to ensure a just, equitable future for choral music in our state.