



## STATEMENT OF DIVERSITY, EQUITY & INCLUSION

West Michigan Symphony is committed to building an organization that fosters diversity, equity and inclusion. We acknowledge and celebrate the 19<sup>th</sup> century European cultural heritage from which the symphony orchestra arises. At the same time, we believe the art form is renewed and enlivened by embracing multifarious cultures and influences, as it has done throughout its history. We will continually explore ways to reflect plurality, inclusivity and curiosity in our artistic programming.

We particularly recognize that historically under-represented ethnic groups have often experienced the Symphony as a foreign and unwelcoming environment. We commit to inviting them into an ongoing, active dialogue so that we can learn, grow, and change, making the Symphony a place where everyone feels invited and accepted.

We will strive to reflect these values throughout our organization. In our Board, staff and volunteer base, we will work for greater inclusivity in ethnicity and cultural background, gender, sexual orientation, age, socio-economic status, disabilities, education, geography, and religion—thereby reflecting the rich diversity of the West Michigan community.

*2018*

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