



Diversity, Equity, and Inclusion Policy

St. Cecilia Music Center is committed to a culture of diversity and inclusion. The life experiences, knowledge, unique capabilities and talent that our staff, volunteers and visiting artists invest in the music that is presented at St. Cecilia Music Center reflect our role in the community as a cultural and educational leader.

SCMC embraces diversity in age, color, disability, marital status, gender identity or expression, national origin, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics. We strive to serve all in the community with the music we present and programs we offer.

St. Cecilia Music Center's commitment to diversity includes:

- Recruitment and selection of Staff, Volunteers, and Board Members;
- School of Music programs offered to a diverse student population with no student excluded for financial reasons;
- Selection of visiting artists for the jazz, chamber music and folk series in order to offer presentations for a diverse audience base;
- Partnerships with organizations and schools in the community;
- Marketing, development and patron services;
- Professional development and training; and

As an organization, we encourage:

- Music that engages and reflects multiple communities, perspectives and experiences;
- Productions and programs accessible to all; and
- Respectful communication and cooperation among all stakeholders.

All staff and volunteers of SCMC have a responsibility to treat others with dignity and respect. All staff and volunteers are expected to exhibit conduct that reflects inclusion during work, at SCMC concerts and events, and during all School of Music activities.

Any staff member found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action up to and including discharge. Employees who believe they have been a victim of or witness to any kind of discrimination or harassment that conflicts with the company's diversity and inclusion policy and initiatives should immediately notify the Executive Director or Board President. Retaliation in any form against an individual who makes a report or who cooperates in an investigation under this policy is also prohibited.

Policy adopted by the St. Cecilia Music Center Board of Directors on May 4, 2018.