

## Play On Philly's Commitment to Cultural Equity and Anti-Racism

We are Play On Philly, an inclusive and equitable organization where all staff and stakeholders are valued and respected. Our community includes young musicians, their families, Teaching Artists, administrators, Board members, and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability. We prioritize equity, acceptance, and empowerment as core tenets of our work. We commit to providing equal supports and opportunities and facilitating meaningful participation in all programs and across the organization. We respect and value diverse life experiences and heritage and how that impacts learning. We are committed to maintaining a safe learning environment in which our participants find unconditional positive regard and honoring of their contributions to the Play On Philly musical community.

We are committed to recognizing the ways in which racism, devaluation, marginalization, and disenfranchisement of Philadelphia's communities has created the context in which we do our work. We are committed to doing our part to dismantle these systems toward the goal of equity and we commit to modeling anti-racist principles for the entire nonprofit arts and education sector.

Play On Philly commits to:

- Increase accountability and intention to our role and responsibility in dismantling the historic and present realities of racism affecting the community we serve.
- See diversity, inclusion, and equity as mission-critical, to ensure the well-being of our participant families, staff, and the communities.
- Acknowledge and dismantle identified inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Actively combat the legacy and impact of racism on members of the POP Community.
- Practice and encourage transparency in our storytelling and communication so as to identify and eradicate coded language, saviorism, and devaluation of our community.
- Support board-level thinking about how systemic inequities impact Play On Philly's work, and how best to address that in a way that is consistent with our mission.
- Commit time and resources to expand more diverse leadership within our board, committees, staff and Teaching Artists.
- Lead with respect and acceptance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Play On Philly will complete the following action items to help promote cultural inclusivity and anti-racism. Within our organization and with our stakeholders we will:

### Educate

- Increase knowledge and commitment to anti-racist principles and practice across the organization through orientation, training, and resources.
- Train and hold all POP Staff accountable for cross cultural communication skills, safe learning environment practices, and effective classroom management.
- Foster introspection and accountability for implicit bias, internalized racism, and unidentified instances of systemic racism in our practices.
- Support conversations and share resources centered around cultural equity and inclusion, the historic barriers to music education and representation of Black, Indigenous, and People of Color (BIPOC) communities in traditional classical music spheres (library of articles, music, and tools to improve education and community-building).

### Elevate

- Improve the leadership pipeline by creating hiring practices which encourage diversity and reflect our community.
- Pool resources and expand offerings for historically marginalized constituents by collaborating with other arts organizations committed to diversity and inclusion efforts.

- Develop systems which recognize and account for unconscious bias during the hiring, promoting, and evaluation process. Train the POP hiring team on equitable practices.
- Prioritize the hiring of individuals who are also committed to the above, and who contribute various experiences and perspectives to the POP community.

#### Act

- Create formal and transparent policies to increase cultural humility throughout our organization and hold all employees accountable.
- Review and revise protocols, initiatives, printed materials, and digital presence for language and statements that might act in opposition to this stated commitment.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression, and disparity.
- Activate corrective action planning and remediation for staff or Teaching Artists who struggle with achieving these goals.
- Enact a “no tolerance” policy for staff and Teaching Artists who blatantly refuse to support this commitment.