



Des Moines Choral Society Diversity, Equity and Inclusion Statement

The Des Moines Choral Society (DMCS) is an auditioned volunteer group of singers brought together by a unified passion for excellence in choral music. DMCS acknowledges that there exists a rich, and culturally diverse community in Greater Des Moines. Our community is home to individuals of diverse religions, race, ethnicity, sexual and gender orientation, and national origin. Over 100 languages are spoken by its residents; six world religions are practiced in the community.

DMCS embraces the belief that cultural inclusion elevates, enriches, and promotes mutual understanding, and a peaceful community. DMCS acknowledges that historically diverse musicians, singers, and composers have been underrepresented, and their contributions absent in traditional classical music. Such under-representation is contrary to the mission of DMCS.

Therefore, DMCS is committed to ensuring inclusion of the works of diverse composers in DMCS season repertoire, its outreach programs, and the inclusion of opportunities for diverse singers, musicians and guest conductors.

DMCS performs for the benefit of its audiences. DMCS is committed to ensuring inclusive and equitable access for audiences and artists to concerts, programs, community outreach opportunities, and auditions regardless of age, race, sexual orientation, religion, gender identity, physical ability or socioeconomic background. Based on our plan, DMCS can and will identify and implement steps to ensure it operates as an inclusive organization. Further, we recognize that becoming a more equitable and inclusive organization will be an ongoing process. Based on the contents of this action plan, DMCS is committed to the following vision of success:

- Partnering with and including guest artists from diverse communities at least once per year,
- Providing accessibility to performances for the benefit of enriching the musical experience and education for the community,
- Engaging in, and mindfully seeking opportunities for cultural exchange; contributing to the cultural experience of the Des Moines community with affordable and accessibility to its performances,
- Inclusion of diverse singers and musicians in choir membership, and board governance,
- Inclusion of works by at least one underrepresented composer per year in its concerts,
- Participate in ongoing member education to enhance our understanding of DEIA.

DMCS will regularly review the implementation of these steps no less than on a semi-annual basis.