

PURPOSE

Houston Masterworks Chorus (HMC) strives to be an inclusive and diverse organization by creating a positive and safe environment for its leadership, staff, and chorus members, where all can feel valued by contributing their talents and expressing their voices. With this vision HMC has implemented standards of conduct by which all participants will be accountable. By living out and safeguarding our values of diversity and inclusiveness, we will achieve our vision of excellence and create unparalleled collaboration among our audience and chorus members.

SCOPE

The Diversity and Inclusion Policy applies to all HMC chorus members, board leadership, staff, volunteers, and agents working on behalf of HMC.

POLICY

- HMC welcomes and supports all differences in age, ethnicity, gender, gender identity or expression, race, religion or belief, skin color, marital status, parental status, veteran status, military discharge status, citizenship status, socioeconomic status, and any other protected status.
- The Diversity & Inclusion Policy aligns with our Code of Conduct Policy and applies to all HMC people and its operations from our board positions, chorus membership, partnerships, and the communities we serve.
- Inclusion is recognized as a critical value with HMC, and we ensure an environment free of all forms of discrimination and harassment.
- We maintain a zero-tolerance policy when it comes to negative, untoward, abusive, or condescending behavior towards anyone at HMC, its guests, and collaborators. Any act of misconduct will call for a review of an individual's status or partnership with the organization.

POLICY In ACTION

- Be respectful in your words and actions of the leadership (Artistic Director, Section Leaders, Board Members), staff, audience, and other members of the organization. When disagreements and conflict arise, all conversations and actions should be respectful in the context of maintaining an inclusive environment.
- Choose your words carefully. Pay special attention to the use of people's preferred names and pronouns and ensure you are not using oppressive language (dis/ableist, racist, sexist, ageist, sizeist, etc.)
- Be mindful of your behavior (what you say and do) and its impact regardless of your intent.
- Respect the personal space of others and be sensitive to verbal and nonverbal uses (tone of voice and body language).

FILING A COMPLAINT

Consider giving someone the benefit of the doubt with a private conversation to remedy the situation. Should you be uncomfortable with this approach, or the situation persists, you can approach any HMC leadership member to discuss the alleged policy violation.