



## **Pegasus Musical Society/ Orchestra of New Spain Equity, Diversity and Inclusion Statement**

### **Values**

All activities of the Pegasus Musical Society/Orchestra of New Spain provide diverse, inclusive and equitable experiences, whether in the workplace or at its activities. All employees, volunteers and patrons are made to feel valued and respected, whatever gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability they represent. We strive to reflect our community and our musical culture and to respect and inspire all people equally.

Goals for equity, diversity and inclusion

### **Equity**

Pegasus Musical Society/Orchestra of New Spain strives for an equitable culture throughout its staff and board and across all its programs. We provide working environments without prejudice, discrimination or misogyny. We respect and try to inspire all people equally. Our goal is to provide fairness for all, regardless of race, ethnicity, national origin, gender, sexual orientation, socio-economic status, religion, age or disability. The director and the board hold themselves accountable to continually strive for these goals.

### **Diversity**

We believe that diverse perspectives, cultural histories, life experiences and personal stories enrich the production of our repertoire and stimulate innovation at our organizational level. Diversity provides a richness and affirms varied contributions to our art form and to the community.

### **Inclusion**

Pegasus Musical Society/Orchestra of New Spain works to establish new connections and relationships within our local community and internationally, broadening access to the arts among lesser-served groups and adding a richness to our contributions in our art form. We vary our performance subjects and sites in order to extend new opportunities and to appeal to new and varied audiences.

### **Action Items**

- \* Our job descriptions are consistently inclusive, offer flexibility of work times and educational background, and on-the-job training. We welcome women and people from traditionally underrepresented groups.
- \* Our board is committed to including diverse representation.
- \* Our educational program (i.e. musical lessons provided to underserved students in the Dallas Independent School District) is based on the belief that everyone deserves equal access to a full, vibrant creative life, a cornerstone of a healthy and democratic society.
- \* Our performance venues are varied and located throughout the community, including the lower socio-economic areas. We work with local leaders to communicate and invite people to attend who would normally not be aware of our performances. We work to make all attendees feel welcome and appreciated by greeting each attendee personally.