

Region 4 DEI Committee Tasks/Responsibilities - February 2021

RMT DEI STATEMENT - <https://sai-region4.org/diversity> - *Unchanged, but included here for reference.*

As Harmony Heartland Region 4, we are ready to fearlessly use our voices to speak out against discrimination and injustice. We know doing this will require the hard work, trust, respect, and commitment of all our members.

As singers and artists, as barbershoppers and Sweet Adelines, it is time to do more than merely acknowledge our history of appropriation and institutional discrimination. In order to work toward these necessary changes, we resolve to the following:

- We firmly believe that Black Lives Matter.
- We are willing and eager to engage in difficult conversations in order to better hear the voices of BIPOC and to implement changes where they are needed.
- We are committed to removing songs from our regional repertoire that have music and lyrics rooted in systems of oppression. We will encourage our member choruses to do the same.
- We will continue to make strides toward more inclusive language in our educational materials and presentations at regional events.
- We will extend our culture of belonging to all BIPOC members, current and future, as well as those in other marginalized communities- including, but not limited to, our LGBTQIA+ singers and friends. We want everyone who sings on our risers or sits in our audiences to feel welcomed and included.

Our region welcomes women and those of other marginalized genders to sing with us. No matter your age, race, cultural or ethnic background, sexual orientation, religious belief, size, gender identity, or voice part- there is a place for

Region 4 DEI Committee Tasks/Responsibilities - February 2021

you in Harmony Heartland Region 4.

You can reach the Diversity & Inclusion Committee of Region 4 at: safe@sai-region4.org or HHR4.di@gmail.com. All emails will be treated with confidentiality and care.

"I did then what I knew how to do. Now that I know better, I do better." ~ Maya Angelou

DEI Committee Tasks/Responsibilities:

- We believe the time is now to actively and with a determined purpose, bring about the necessary changes to be an inclusive 21st century organization. In pursuit of this, we will use the Region 4 DEI statement (as adopted by the RMT) to guide and inform all work performed as a committee.
- Work as a liaison between SAI's DEI taskforce and the region, ensuring that the RMT and other committees have access to resources from International and are aware of policies related to diversity, equity, and inclusion.
- Consult with the RMT and other committees, making recommendations to ensure that Region 4 is a welcoming environment for members, guests, and audiences from various racial and ethnic backgrounds, people with disabilities, members of the LGBTQ+ community, and people of varied religious beliefs.
- In advance of publication, review written communication, forms, educational materials, and other documents for bias, making recommendations to the RMT and other committees when necessary for inclusive language.
- Review songs in the Region 4 repertoire, making recommendations to the RMT when necessary for removal of those with music or lyrics rooted in systems of oppression.

Region 4 DEI Committee Tasks/Responsibilities - February 2021

- Provide educational opportunities for the members of Region 4 that encourage all to examine SAI's history, current environment, and future aspirations, with the goal of acknowledging and eliminating racism and oppression while promoting a more inclusive future.
- Provide support to chapter DEI teams.
- Gather and maintain demographic and other survey data for Region 4, in order to measure change over time and effectiveness of DEI efforts.
- Monitor and keep confidential communication sent to the safe@sai-region4.org email address.