

Inclusion, Diversity, Equity and Accessibility Declaration, Diversity, Equity and Accessibility Declaration

Diversity encompasses the inclusion of individuals with unique backgrounds, experiences, and perspectives, all of which contribute to a richer and more vibrant community. At its core, inclusion celebrates these differences, viewing them as strengths. SaskOrchestras firmly believes that orchestras are for everyone. Our daily actions reflect our commitment to diversity and inclusivity, promoting the idea that embracing and valuing individual differences benefits us all. As a dynamic organization, we are adaptable to change and prepared to navigate challenges with flexibility and care.

LEADERSHIP

Leaders champion the commitment to inclusion, diversity, equity, and accessibility.

PARTICIPATION

Recognizing that everyone has the right to participate freely in the cultural life of their community, we identify and work to mitigate factors that impede access to involvement in classical and/or orchestral music.

COMMITMENTS

SaskOrchestras is steadfast in its commitment to inclusion, diversity, equity, and accessibility (IDEA). Guided by our dedication to the vitality of orchestral music, we strive to understand, reflect, engage, and celebrate the diverse communities we serve.

Inclusion: Removing barriers, fostering meaningful participation, and generating ideas rooted in diverse perspectives.

Diversity: Embracing individual differences, engaging diverse populations, and building inclusive communities enriched by varied experiences.

Equity: Ensuring fair and open access to opportunities for all.

Accessibility: Creating systems and spaces where everyone can participate, connect, and thrive.

GENERAL PRACTICES

We cultivate partnerships with individuals and organizations that represent diverse viewpoints, fostering mutually enriching collaborations. To strengthen our work in IDEA, we engage in ongoing training and education. We adhere to, and often exceed, the standards set by funders and governing bodies while evolving our approaches to meet emerging needs.

LEADERSHIP AND PARTICIPATION

Our leadership actively champions inclusion, diversity, equity, and accessibility. We recognize the universal right to participate in cultural life and are committed to identifying and removing barriers that limit access to classical and orchestral music.

ORCHESTRAL PROGRAMMING

SaskOrchestras and its funded groups create orchestral programming that reflects our commitment to inclusion, diversity, equity, and accessibility (IDEA).

SaskOrchestras provides an environment where participants feel they can engage safely by:

- Seeking and supporting instruction that is relevant to the local character of the community.
- Enlisting the support of local mentors to increase trust and engagement.
- Providing opportunities for newcomers to become active in local groups.

SaskOrchestras values an organizational Culture in which:

- People are treated with dignity, respect and fairness.
- Harassment and discrimination are not tolerated.
- Individuals are encouraged to take action and be creative when resolving problems.
- Self-awareness and personal accountability are expected.

COMMUNITY DEVELOPMENT

SaskOrchestras plays a vital role in nurturing the next generation of musicians, conductors, and composers while addressing inequalities in access to orchestral programming.

We engage and inspire communities by:

- Supporting grassroots organizations to grow the orchestral ecosystem.
- Promoting music education and benefits of learning a stringed instrument, especially in underserved areas.
- Providing resources that highlight the diversity of orchestral traditions across cultures.
- Using technology to connect musicians across skill levels and locations.
- Offering low- or no-cost ideas to expand community engagement.

ACKNOWLEDGEMENTS

We recognize the critical role of public policy and community investment in supporting orchestral organizations. We honor our responsibility to preserve Western classical traditions, celebrate music from other cultures, and inspire new compositions shaped by the diversity of Saskatchewan.

Latinos en Regina: Happy Hearts Festival

