

Statement On Racial Equity

June 22, 2020

In our role as human beings and furthermore, creators of music and art, nurturers of rising talent, stewards of community resources, and ambassadors of the performing arts to audiences of the future we raise our voices to condemn the senseless killings of, and countless acts of violence perpetrated against members of the BIPOC (Black, Indigenous, and People of Color) communities. We are both appalled by these race-related incidents and encouraged by the determination and diversity of those who have peacefully lifted their voices in the subsequent world-wide protests.

We are aware that only to call out bigotry, xenophobia, sexism, race-related violence, and other manifestations of prejudice and hatred is not enough: We must model the fair treatment of members of under-represented communities. We must build policies into our company that encourage the confrontation of bias, and work to sustain a more diverse, equitable, and inclusive professional environment.

In order to continue encouraging diversity and equity in our industry and beyond, we resolve to:

- Distribute *The AntiRacism Starter Kit* by L. by Glenise Pike with board, employee, and artist handbooks.
- Recruit and retain board members, staff, and artists from under-represented segments of our society in line with the demographics of our community.
- Incorporate specific, measurable goals for diversity, equity, and inclusion into our 3-year strategic plan.
- Distribute grant-funded school-tour performances equitably across diverse and underserved communities.
- Engage and amplify the talents and perspectives of underrepresented populations in TCO's artistic process.
- Incorporate anonymous screening into our Resident/Guest Artist audition and competition screening processes.

The above mentioned actions represent a starting place and a commitment to proactively creating an environment and company that represents the rich, diverse cultural fabric of our community. By joining with other entities in concerted effort, we can continue to reshape our company and industry and move us all closer to a world of true equity, inclusion, and change.

Signed:



Christina Galanis, Board President



John Rozzoni, General Director

Approved by the Tri-Cities Opera Board of Directors on July 16, 2020.