



# **ITHACA***community***ORCHESTRA**

## **Non-Discrimination Policy and Diversity and Inclusion Policy (ADOPTED 11/18/19)**

### **Non-Discrimination Policy**

Ithaca Community Orchestra (ICO) is an equal opportunity, nonprofit organization committed to serving a diverse population. ICO does not discriminate against individuals on the basis of race, color, gender, gender identity, sexual orientation, religion, national origin, familial status, age, or disability in the administration of its policies, employment, membership, programs, and activities.

### **Diversity and Inclusion Statement**

At ICO a diverse, inclusive, and equitable environment is one where all employees, members, and volunteers, whatever their race, color, gender, gender identity, sexual orientation, religion, national origin, familial status, age, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and membership, and advancement in all of our programs and activities. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modeling diversity and inclusion for the entire arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

ICO strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the arts communities we serve;
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress;
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness;
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission;
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership;
- Practice and encourage transparent communication in all interactions;
- Commit time and resources to expand more diverse leadership within our board, staff, and advisory bodies;
- Lead with respect and tolerance. We expect all employees, members, and others in the service of the organization to embrace this notion and to express it throughout our weekly interactions and through everyday practices.

ICO abides by the following action items to help promote diversity and inclusion in our organization:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies;
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society;
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts;
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices;
- Include a salary range with all public job descriptions; and
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.