



Chorus Committees - Focusing on Racial Justice Work

Erin Bernier and Amir Shirazi



Introductions

Erin Bernier, he/him/his

- Board Member of Twin Cities Gay Men's Chorus

Amir Shirazi (Ash), they/them/theirs

- Artistic Director of Transpose PDX
- DEI member of Portland Gay Men's Chorus

Roundtable Agenda

1. “Fix Your Own House First”
2. The 5 C’s of Change
3. Concrete Starting Points
4. Moving Forward

“Fix Your Own House First”

- Mission Statement
- Chorus Name
- Membership: Who do you serve?

“Fix Your Own House First”

Discussion:

- How does the make-up, age, or size of your chorus impact your work?
- How are your mission and processes relevant or interesting to BIPOC folx?

The 5 C's of Change

1. **Chorus:** conversations/workshops, make-up
2. **Committees:** facilitation, make-up, objectives, processes, interaction
3. **Collaboration:** community engagement, guest speakers
4. **Creative:** artistic direction, programming, music councils
5. **Charge:** Board buy-in, equity lens, equity assessment

The 5 C's of Change

Discussion:

- What challenges have you and/or your chorus faced in doing this work?

Chorus

Committees

Creative

Collaboration

Charge

Concrete Starting Points

Identify short-term goals. Perhaps:

1. Create a DEI committee
2. Check in with membership (poll chorus on demographics, goals, affinity)
3. Facilitate a “New Harmony” Workbook discussion

Concrete Starting Points

Discussion:

- How do you frame this as critical/necessary work for your Board/chorus?

Moving Forward

Let's move forward together! Email eberner28@gmail.com by Nov 1st with:

- What DEI work has been successful for your chorus?
 - **Chorus** activities (workshops, conversations, engagement, volunteerism)?
 - **Committee** creation or work?
 - **Collaborations** with the community at large (guest speakers, partnerships, etc.)?
 - **Creative**/artistic programming?
 - **Charges** from your Board (policy/process changes)?

We'll create one big resource of things you and your chorus can do!