



Developing a Culture of Belonging: *A Heart-Centered Look at the “Why” of Diversity, Equity & Inclusion*

There are LOTS of practical reasons why Diversity, Equity & Inclusion are important to organizations:

Variety of
different
perspectives

Higher
innovation

Better
decision
making

Higher
employee
engagement

Better
company
reputation

Faster
problem -
solving

Reduced
employee
turnover

Increased
creativity

Increased
profits

Improved
hiring
results



WHY DO WE DO THIS?!?!



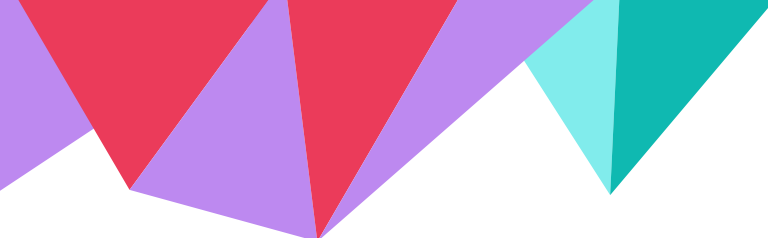
We Are

Artists (singers/performers)
Continual learners
Community



The purpose of art is to
bring people into presence.

Jim Carrey



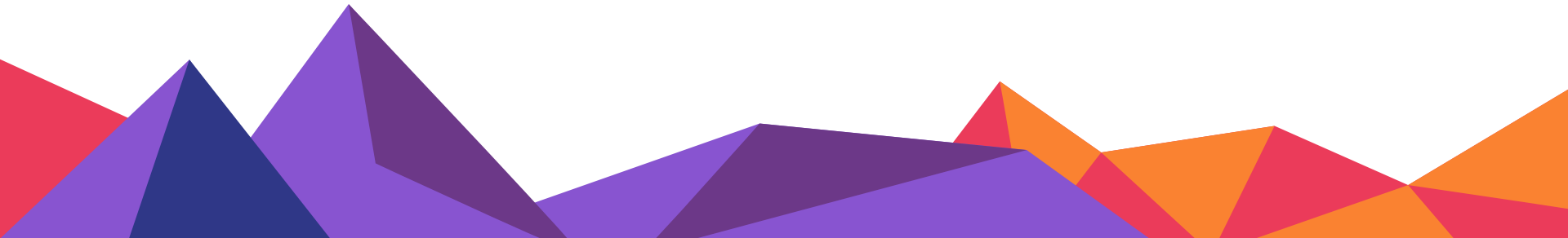
**“When you know better,
you do better.”**

—Maya Angelou



**“The key to community is the acceptance, in fact,
the celebration of our individual and cultural
differences. It is also the key to world peace.”**

~ M. Scott Peck



Our Diversity, Equity and Inclusion (“DEI”) Evolution

PAST

Exclusionary intent
&
Exclusionary impact

DAWNING OF AWARENESS

We begin to understand that our actions, language, policies & attitudes are not always consistent with our intention to “harmonize the world”; we resolve to take action

PRESENT: IN PROCESS

- Guiding Principles
- D&I Task Force
- DEI Council



Guiding Principles

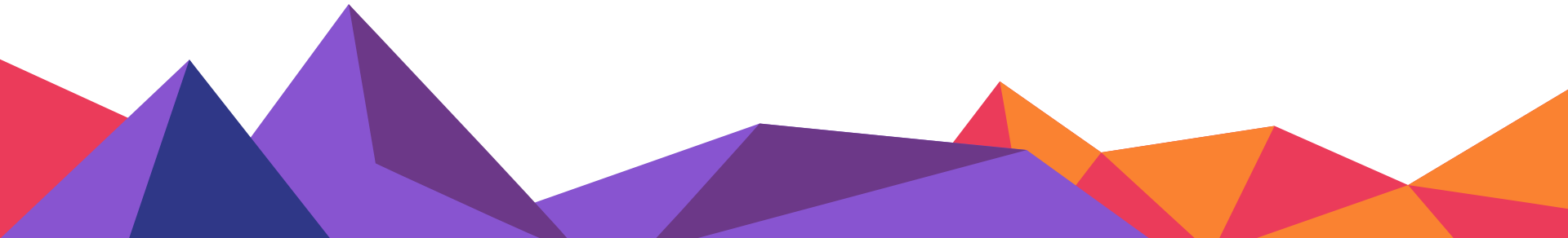
DIVERSITY AND INCLUSION

We celebrate our differences as essential to the rich harmony that unites us. As we recognize barbershop's African American origins and learn from our exclusionary past toward women of color, we reject discrimination and unwaveringly strive toward greater awareness, openness, and understanding of each other.

CULTURE OF BELONGING

We create harmony where every voice matters. We foster a culture that provides a joyful place to share our uniqueness within a global community united in song.

The work of **Diversity, Equity & Inclusion** is the process of putting these **guiding principles** into **action**, so that our **intentions** translate into the lived **experience** of our members, visitors, audiences, and communities.





Where to start

Conversations: Check in with your ensemble about what you collectively intend

Chorus Toolkit: You don't have to reinvent the wheel!

Selected DEI Resources



SA WEB RESOURCES

- [SA Mission, Vision & Guiding Principles](#)
- [DEI Members-Only Resources Page](#)
- [SA 75th Anniversary History Panel](#)
- [Chorus Toolkit](#)



OTHER HELPFUL RESOURCES

- Video: [Sweet Adelines Song Assessment – A Closer Look at the WHY](#) (Jennifer Palus)
- Pitch Pipe Article: [Toward a More Inclusive Sweet Adelines: Harmonizing the World in the 21st Century](#) (Elizabeth Davies)



CONTACTS

For questions, recommendations, feedback and other **non-confidential** communication to the DEI Council:
deicouncil@sweetadelines.com

For **confidential** communication of issues and concerns regarding DEI and/or the Culture of Belonging: safe@sweetadelines.com

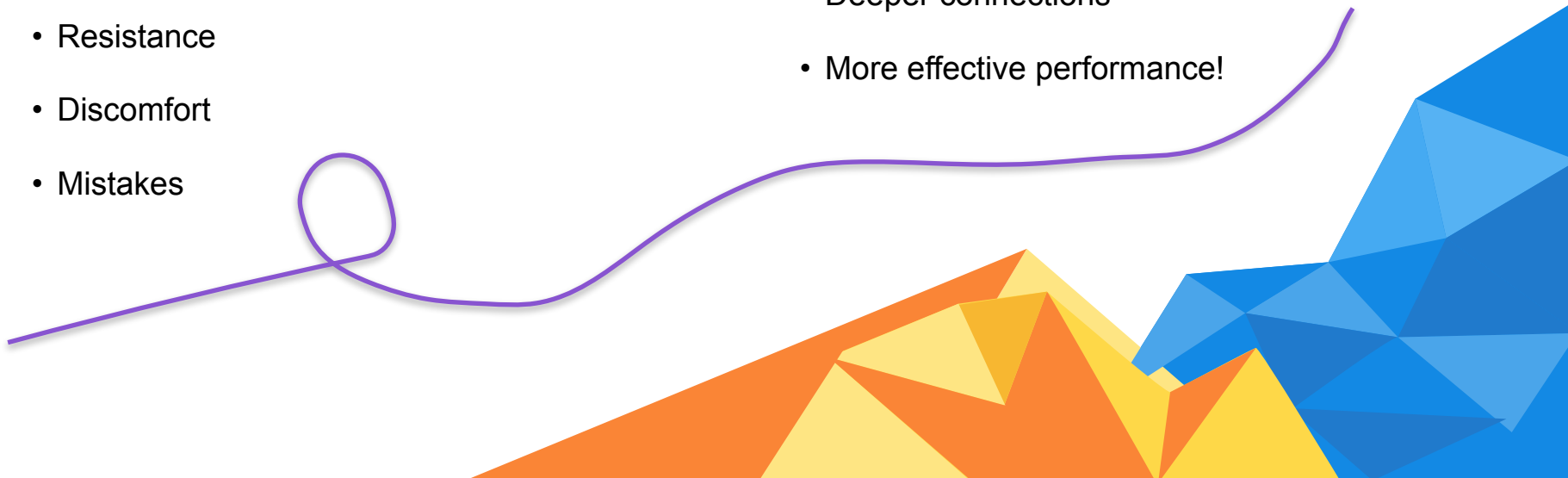
YOUR DEI JOURNEY

You **may** experience:

- Resistance
- Discomfort
- Mistakes

You **will** experience:

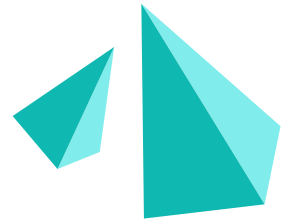
- Learning/growth/expansion
- Deeper connections
- More effective performance!





***“Evolution is a process,
not an event.”***

- Drs. Ron & Mary Hulnick

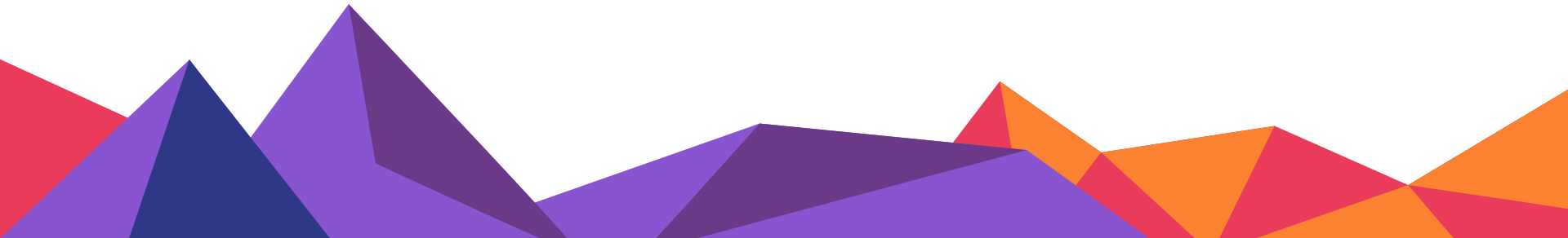






Thank you!

Questions?
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Credits

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