



## **American Harp Society Board of Directors Statement in Support of Racial Justice**

We, the Board of Directors of the American Harp Society, Inc. stand with our Black, Indigenous and People of Color (BIPOC) members against racism and for creating a vibrant and inclusive musical community. We recognize our responsibility of stewardship to every member of the AHS. We accept that we can do more to engage in the highest standard of commitment to the ideals of diversity, equity, and inclusion in our work within the AHS, and in our relationships to others. We believe that the AHS can actively seek to interrupt racism and discrimination in constructive ways, contributing to creating and sustaining transparent relationships and conversations to benefit each member.

We are examining the policies and programs of the AHS to ensure that the programs we offer our members support inclusivity and contribute to closing racial and class disparities. We strive to serve your needs, create communities, and sustain a safe and welcoming environment. Over the last two years the Board has engaged with committee chairs, chapter officers, and stakeholders in the future of the AHS to craft a Strategic Plan for the next five years that reflects our mission statement. A principal tenet of this strategic plan is to create and sustain a diverse and inclusive membership for the AHS so that we truly serve the next generation of harpists.

To this end, we have:

- Met with Black leaders in our community to listen and to learn how the American Harp Society can do better in service to building equality into our programming
- Adopted a Code of Ethics which is committed to promoting honesty, integrity, and transparency, and to maintaining the highest standards of professional conduct
- Funded programs and opportunities that support a diverse population of students, composers, and performers

In the coming months we will:

- Adopt a Diversity, Equity, and Inclusion policy
- Spotlight underrepresented diverse composers and performers in our publications
- Provide more information and access to the literature of Black composers
- Address increased programming and support for underrepresented harp communities within the AHS
- Focus on programs that promote inclusivity and encourage varied cultural harp perspectives and performance
- Continue to broaden national event offerings to include global perspectives