

## **Diversity, Equity and Inclusion Statement**

- We in the Music Department at the University of North Dakota strive to be a community that welcomes diversity in our pedagogical philosophy, programming, hiring, and recruiting.
- We acknowledge past misrepresentation and omission of marginalized cultures and communities by Western musical education systems and societies.
- We recognize that we are called to engage with musical traditions different from our own and promote a diverse musical spectrum.
- We respect social and cultural differences and cultivate an environment that practices equity, inclusion and belonging for all stakeholders, be they students, faculty, staff, audiences, alumni or surrounding communities.
- We provide space for divergent voices and thoughtfully consider sounds and perspectives which we don't yet understand.
- In these ways we resolve to create a community that values and promotes Musical Diversity, Musical Equity, and Musical Inclusion.

Approved by the faculty  
April 9, 2021