

ComMUSICation Diversity Statement

CMC defines diversity as valuing, appreciating, celebrating, and effectively utilizing the talents of people with a variety of backgrounds, experiences, ethnicities and perspectives.

Individuals have many dimensions which include age, appearance, beliefs, education, ethnic origin, gender identity, ideas, job classification, personality, physical ability, political views, race, religion, sexual orientation, and more. We are committed to creating and sustaining an environment that values each individual.

Diversity is a way of life, not just a one-time initiative. It is an ongoing responsibility with the highest priority. To that end, we strive to attract, hire, develop and retain employees who support our commitment.

By developing our skills to cultivate diversity, we will be able to better serve our communities by exposure to the wider range of ideas and perspectives that reflect the complexity of the communities we engage.

Action Steps

We aim to:

1. Prioritize Diversity/Equity/Inclusion discussions with staff & volunteers at each board meeting.
2. Actively engage residents of our service communities, or individuals who have experience with our service communities, in our board discussions.
3. Build a board pipeline by deepening authentic relationships with a diverse group of people who have firsthand knowledge and/or experience with our service communities.
4. Engage our families to elicit feedback through monthly family meetings & board representation.
5. Remove barriers to access, primarily cost and transportation.
6. Host our programs in free, public, accessible spaces.
7. Engage community leaders in leadership recruitment.
8. Build a youth employment pipeline to cultivate new leaders from our service communities.