

Definition of Values and Commitments to Action

Canadian Chamber Choir (“CCC”)

Last updated May 26, 2022

The CCC is committed to ongoing, intentional, and action-driven efforts to overcome systemic inequities and to provide audiences, collaborators, composers, and singers equitable access to diverse Canadian choral music. This requires the ongoing commitment of our Board, artistic directors, CCC administrative support, and members to foster equity, diversity, inclusion, and accessibility in CCC systems, policies, protocols, practices, and programming.

The CCC defines the governing values as follows:

Equity

Equity is the creation of the conditions necessary to ensure fair treatment for all despite differences in power, privilege, access, and opportunity.

Diversity

Diversity is the engagement with and respect for individual differences such as culture, race, colour, age, gender identity, gender expression, sexual orientation, religious beliefs, disability (mental or physical), marital status, ancestry, ethnic or national origin, political affiliation, and socio-economic status. We recognize that these differences sometimes stand alone and often intersect.

Inclusion

Inclusion is the creation of a welcoming, equitable, and diverse environment that supports a sense of belonging and the meaningful participation of its members.

Accessibility

Accessibility means addressing social and physical barriers so that persons with disability can participate fully in and with the CCC.

Commitments to Action:

- **Recruitment and Auditions**
 - Update the audition information to reduce barriers and specify:

- the skills and experiences that are being assessed in all auditions; and
 - techniques and styles of vocal production beyond Western European classical training that are sought and valued.
 - Diversify and expand where we advertise to identify more targeted recruitment channels, including direct conversations with BIPOC artists
 - Diversify the pool of singers from which the Artistic Director and Associate Conductor will draw for CCC projects.
- **Selection of Contracted Singers**
 - Shift perspective of “national representation” from province/region to include intersectional identities.
 - Increase the diversity among contracted singers.
 - Remain committed to the fair compensation of singers.
- **Artistic programming:**
 - Selection of Repertoire
 - Program repertoire expressive of Canadian stories and perspectives, written by people who identify as Canadian or who live in Canada.
 - Include a diverse cross-section of composers and stories on any given program. For example, current programming under consideration includes works by BIPOC composers: Andrew Balfour, R. Nathaniel Dett, Shane Raman, Sherryl Sewepagaham, Benjamin Sigerson, and Tracy Wong.
 - Collaborations
 - Devote space and time to engage with and learn from collaborators. For example, recent learning sessions included Indigenous artists/leaders: Yolanda Bonnell, Aaron Prosper, Theresa Sims.
 - Build relationships and engage with diverse composers through interviews, workshops, commissions, and consultations. For example, recent collaborations have been with women composers: Laura Hawley, Stephanie Martin, Tawnie Olson; commission and workshops have been held with Sherryl Sewepagaham and consultations have been held with

composers: Edward Enman, Frances Farrell, Justin Lapierre, Benjamin Sigerson, Tracy Wong.

- Selection of Guest Conducting Artists and Apprentice Singers
 - Identify and invite BIPOC candidates to apply;
 - Use new methods of advertising to ensure a wider audience (social media, university programs, choral federations, etc.)

- **Professional Development for CCC members**

- Invite singers to participate at the level that they are comfortable, sometimes self-guided (e.g. visit to the Human Rights Museum, Fall 2018) and sometimes programmed and compensated. Examples of recent programmed and compensated learning sessions with artists include: Shane Raman on non-gendered rehearsal language and Sherryl Sewepagaham (June, 2021)

- **Educational Outreach / Engagement**

- Singers must be comfortable participating in educational outreach and collaboration projects in diverse communities.
- Each singer will engage in professional development opportunities offered by the CCC when able.

These Commitments to Action will be reviewed annually and updated over time.

The CCC will periodically evaluate and assess the impact of our EDIA commitments.