

Hello MacPhail Community,

Since 1907, MacPhail Center for Music has been a standard of excellence for music learning and performance. Yet there is more to be done. The last few years have amplified our need as one of Minnesota's leading arts organizations to intentionally focus on our commitment to diversity, equity, and inclusion (DEI) throughout our organization and in how we engage with the MacPhail community to develop a true sense of belonging. Be assured this is not a new conversation for MacPhail, but rather, this has been a strategic priority for us over the last few years.

In no uncertain terms, MacPhail is committed to ensuring the creation of policies, practices, programs, and opportunities to embed DEI throughout the organization. MacPhail Center for Music has the opportunity and responsibility to play a key role in rebuilding and contributing to substantive societal change. We believe it is our duty to intentionally include and celebrate students, teachers, performers, composers, staff, and board members from historically excluded and marginalized populations. Embracing the principles of DEI that are inherent in music is essential to the future of music education.

In July 2020, MacPhail's senior leadership team and DEI committee developed an action plan paralleling our current strategic plan to make the organization a leader in inclusive and equitable music education/therapy. Our DEI Strategic Action Plan Areas are guided by our priorities and institutional goals. We created a systematic approach in how we track and monitor progress to ensure a sustained and collective commitment. Areas of intention include:

- Develop and Implement Community and Cultural Support Initiatives
- Develop Balanced Representation for MacPhail Leadership, Students, Board, Faculty, and Staff
- Provide Intercultural Development Support & Resources
- Create & Share Inclusive Music Education Curriculum
- Develop, Fund & Launch New MacPhail Programs and Initiatives

As Senior Director of DEI, I am working with our faculty, staff, and board to intentionally create customized resources and initiatives to guide our organization in our DEI journey.

Respectfully,

*Roque Diaz*