

317 DEI Task Force Directive:

317 Main has formed a DEI Task Force with responsibility for the following:

- Work collaboratively with 317 Main board, staff, and teaching artists to develop a shared understanding of what DEI means to 317 Main;
- Identify opportunities and recommendations for specific actions to continually integrate DEI values into daily life at 317 Main;
- Work with the board and 317 Main Leadership Team to prioritize, guide, and implement DEI actions into day-to-day operations.

The Task Force has taken several initial steps:

Since being formed in May of 2020, the 317 Main DEI Task Force has met regularly and undertaken the following actions:

- Developed a [Black Lives Matter statement](#) and shared it with our online community;
- Continued to share resources and engage in learning opportunities for individual and group reflection;
- Conducted a survey and interviews of teaching artists, staff, and board members to help guide our next steps for learning and action;
- Developed working definitions of diversity, equity, and inclusion;
- Added DEI to monthly Board and Leadership meeting agendas, weekly staff meeting agendas, and quarterly teaching artist in-service meeting agendas;
- Created recommendations for next steps to advance our commitment to DEI related to training, hiring, governance, financial aid, programming, and communications;
- Formed a DEI Media Club, which is free and open to the public, that meets monthly to discuss and reflect on selected music, books, articles, podcasts, and other work by a diverse range of authors and artists, with a focus on racial equity and other DEI topics.
- Began working with consultant Nicola Chin of Up With Community on a racial equity training and learning series for our staff, board, and teaching artists.

DEI Definitions

317 Main has developed the following working definitions:

- *Diversity:* A variety of social and cultural characteristics exist and are celebrated, e.g. race, gender identity, class, age, ability, sexual orientation, religion, life experiences.
- *Equity:* Everyone has access to what they need to thrive, understanding that everyone will have different needs and that power and resources need to be directed appropriately.
- *Inclusion:* Everyone feels a sense of belonging – they feel welcome, represented, respected, and empowered.

DEI Stewardship Team

Molly Gallagher Burk, Director of Foundation Relations, DEI Task Force Co-chair

Nicola Chin, Up with Community

Jeff Christmas, Teaching Artist

Gail Cinelli, Board Member, DEI Task Force Co-chair

Melia Coletta, Marketing & Communications Manager

Shari Elder, Board Member

Fred Frawley, Board Chair

Chris Moore, Director of Music Education

Alicia Phelps, Director of Community Partnerships & Special Programs

John Williams, Executive Director