

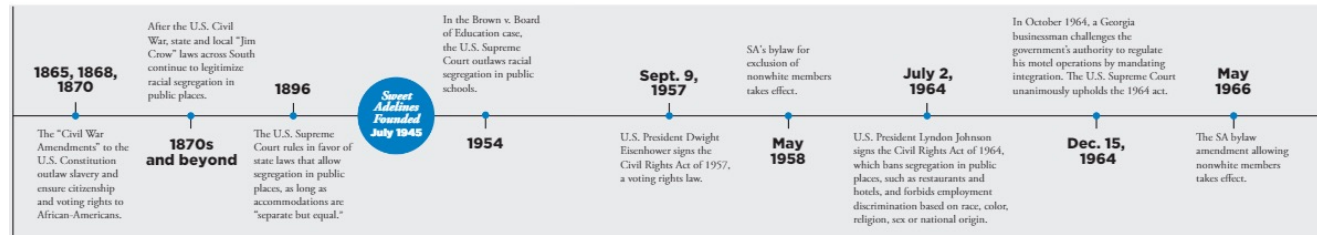


# Region 31 Quartet of Nations

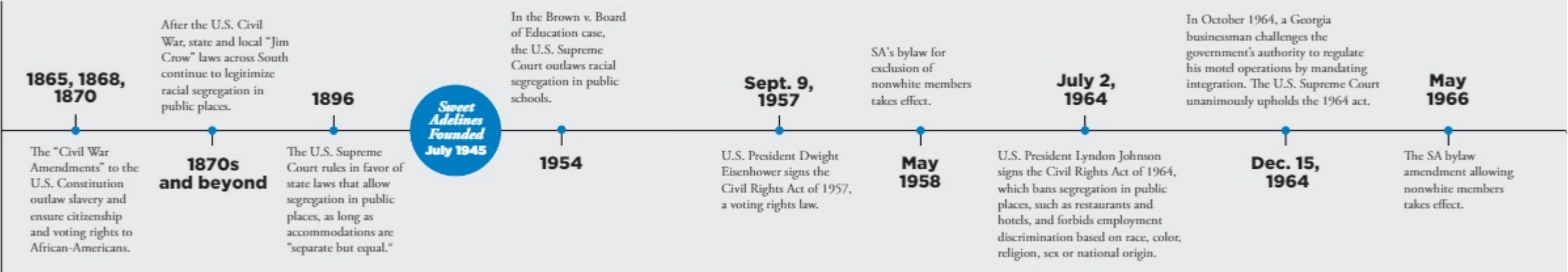
## Let's Talk About Diversity, Equity and Inclusion



# What we will talk about



# Sweet Adelines Timeline





# Sweet Adelines Timeline



# Sweet Adelines Timeline

- Outreach to become International – areas start to grow into regions
- The change of the rule allowed diversity to begin to grow within the organization – slowly for many years and without great intention



# Sweet Adelines Timeline

- 2015 – A group of diverse members met with International President, Marcia Pinvidic to discuss the state of diversity in Sweet Adelines and present their concerns.



- 2016 - Paula Davis, International President, present a posthumous award to Valerie Clowes, daughter of Lana Clowes, a person of colour denied membership in the 1960s

# Sweet Adelines Timeline

## Naming Our History

“Sweet Adelines International openly recognizes our racist history, a past that saw the organization ban membership for women of color. It is an ugly truth we acknowledged at our 2016 convention, and since then we have worked — in videos and in The Pitch Pipe — to educate our members about this truth and how we are working to **use the history as a catalyst for our inclusion and equity work of today.**

We believe it’s important to be clear about what happened in the past, because **racism and discrimination were unacceptable then and they are something we will not tolerate now.”**



# Sweet Adelines Timeline

- 2017 – The Diversity and Inclusivity Task force began their work



Research

## *Recommendations*

- ✓ *Diversity and Inclusivity Strategic Plan*
- ✓ *Chorus Toolkit*
- ✓ *Diversity and Inclusivity education at every international event*



# Sweet Adelines Timeline

- 2018 - Visioning Retreat. Guiding Principles drafted including Culture of Belonging and D&I Guiding Principle created.

***Culture of Belonging:*** *We create harmony where every voice matters. We foster a culture that provides a joyful place to share our uniqueness within a global community united in song.*

***Diversity & Inclusion:*** *We celebrate our differences as essential to the rich harmony that unites us. As we recognize barbershop's African American origins and learn from our exclusionary past toward women of color, we reject discrimination and unwaveringly strive toward greater awareness, openness and understanding of each other.*

# Sweet Adelines Timeline

- 2018 - Scope of Task Force adjusted



# Sweet Adelines Timeline

- 2017 – 2019 – D&I Task Force Workshops at International Convention



- 2017 – Diversity Café
- What does diversity mean to us



- 2018 – Diversity Garden  
Recognizing our dimensions  
of diversity



- 2019 – Chorus Toolkit Workshop
- Foundational work



# Sweet Adelines Timeline

- 2020 - Board stance rejecting songs with racist lyrics, messages or history.
- 2020 - Song Assessment Tool implemented.
- 2020 – Diversity, Equity and Inclusion (DEI) Council established and appointed

# Definitions

**Diversity** is a characteristic of any group, not an individual, and it is relational. It is the variety within a group that contributes to its diversity and ALL members of a group contribute to its degree of diversity.

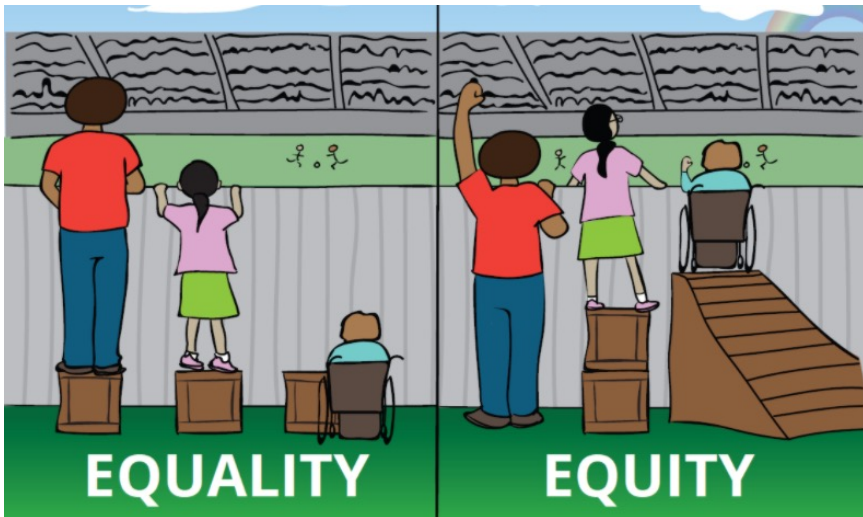


Speaking of an individual as 'diverse' reinforces the dominant group as 'normal' or 'acceptable'. While a person is not 'diverse', each person brings a diversity of experiences.

Diversity helps dispel negative stereotypes and personal biases about different groups. In addition, it helps us recognize, respect and celebrate ways of being that are not necessarily our own. As people from diverse background contribute new ways of thinking, new knowledge, and different experiences.

# Definitions

**Equity** asks us to acknowledge that everyone has different needs, experiences, and opportunities.



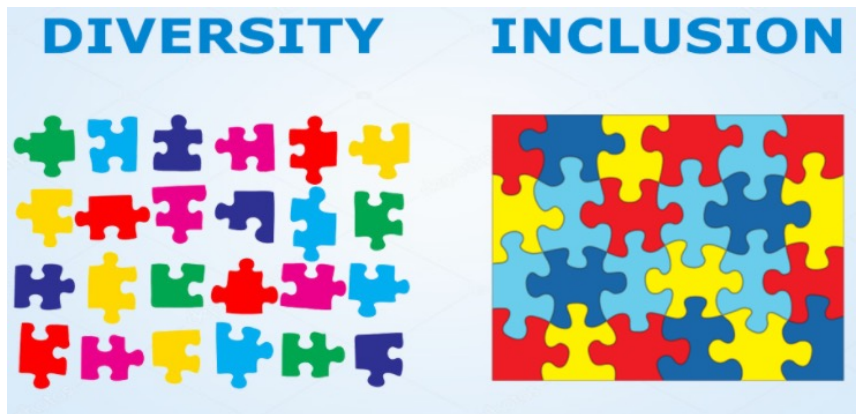
A primary goal of equity is to ensure that obstacles and challenges specific to an individual do not adversely impact their access to to resources and opportunities.

Equity is in the design of our systems and processes, and it helps to uphold diversity and inclusion-related goals and actions.



# Definitions

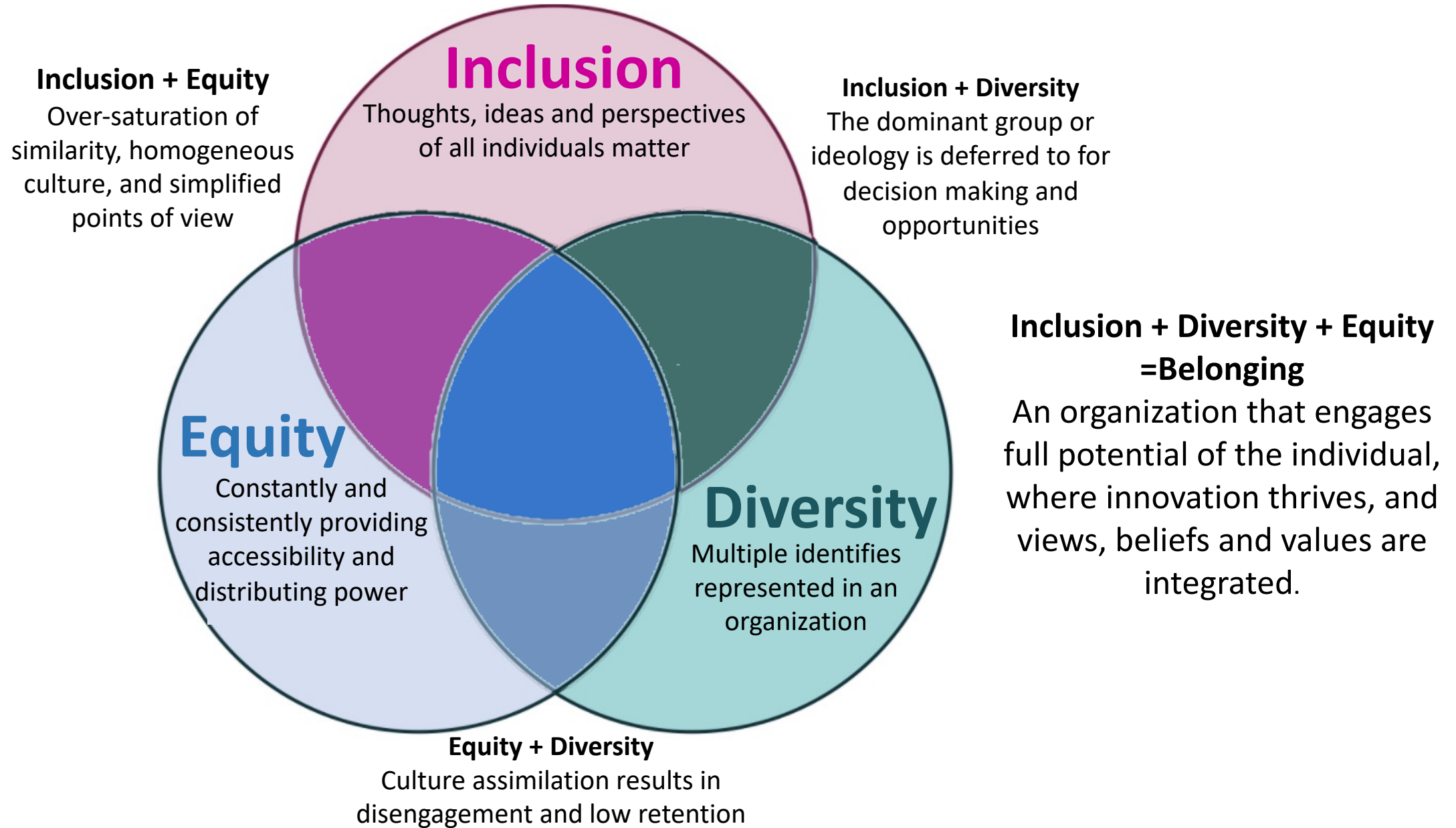
**Inclusion** asks us to consider how everyone in our circles can feel valued and how we can encourage each other to bring more of our true selves to the group.



Inclusion contributes to our sense of belonging, so it keeps us engaged, involved and invested. Inclusion is behind the statement of 'the whole is greater than the sum of our parts.'

Inclusion relates to the quality of human experience. It is important to know that it is not something we can express for others. It is, however, entirely within each of us to contribute to another's sense of inclusion.

# Why D, E and I?



# Exercise

In your group answer the following questions:

1. What are the commonalities among your group?
2. What does each of you contribute to the diversity of your group?
3. Are there any areas of potential inequity that you see within your group?
4. Are there any opportunities for your group to be more inclusive?



# The Chorus Toolkit



# A Couple of Toolkit Teasers

## 1. Project Implicit

<https://implicit.harvard.edu/implicit/>

## 2. Liberating Structures

<http://www.liberatingstructures.com/>

# The Song Assessment Tool Evolution



*Song Assessment Tool*



## EDUCATION!!

Help performers make more informed choices about their repertoire

Help members gain an understanding of diversity dimension and how they relate to songs

Help members determine the admissibility of a song

Help judging panels support rule change



## About Sweet Adelines

[Learn More](#)

[Diversity, Equity, & Inclusion](#)

## Song Assessment Tool Components

### How It Works

The **Song Assessment Tool** assists singers with research to determine whether a song is appropriate for Sweet Adelines to sing. The **ever-expanding database** lists songs which have already been researched. Here you will find resources to help walk you through the Song Assessment Tool component of the soon-to-be-launched Chorus Toolkit.

First step: View the guide to get started.

Second Step: View the Song Assessment Tool Questions

Now you're ready! Input Answers into the Song Assessment Tool

[View The Song Evaluation Database](#)

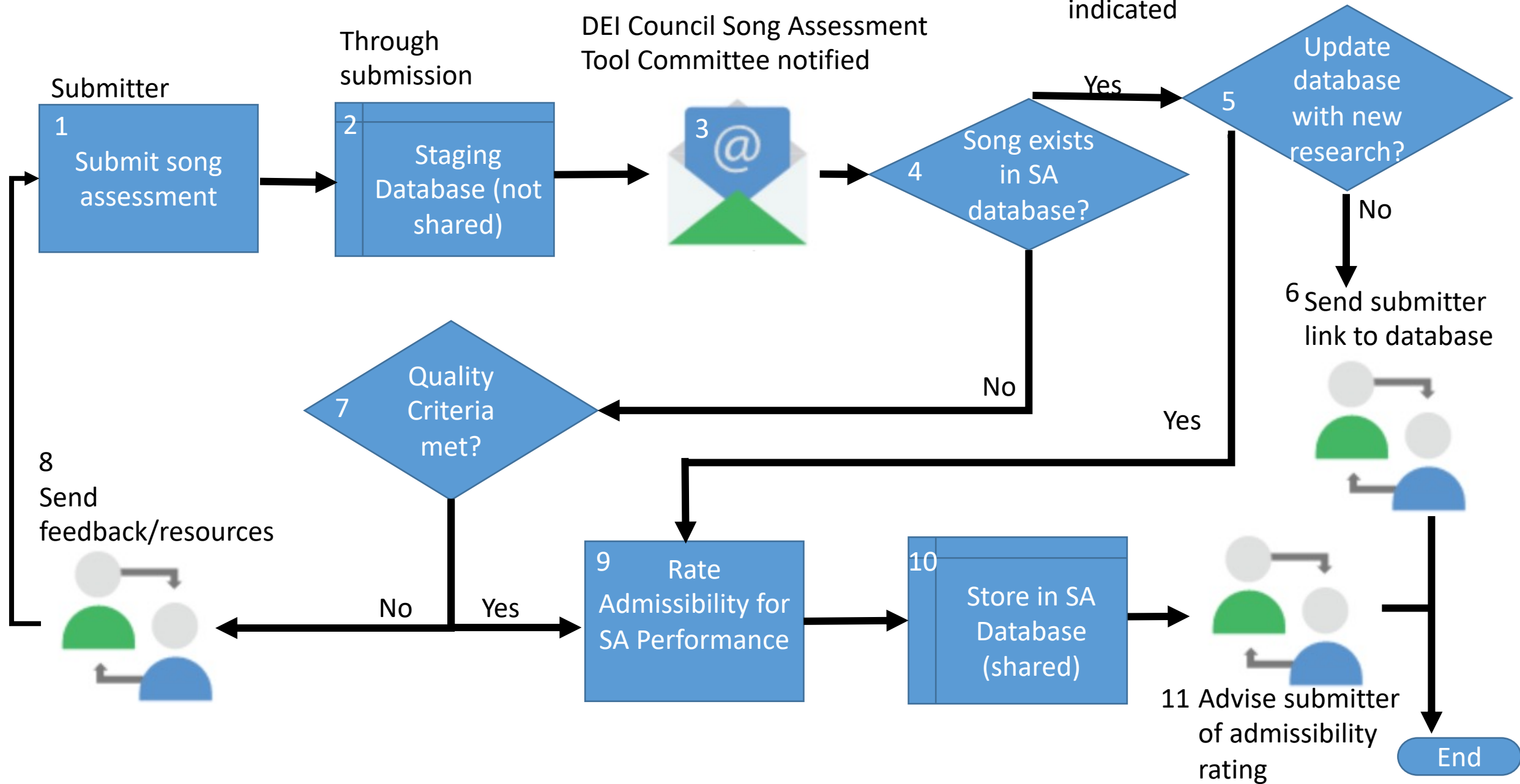
## Diversity, Equity, & Inclusion Resources

## Members-Only Resources

[View Members-Only DEI Resources](#)

# Song Assessment Tool Submission Process

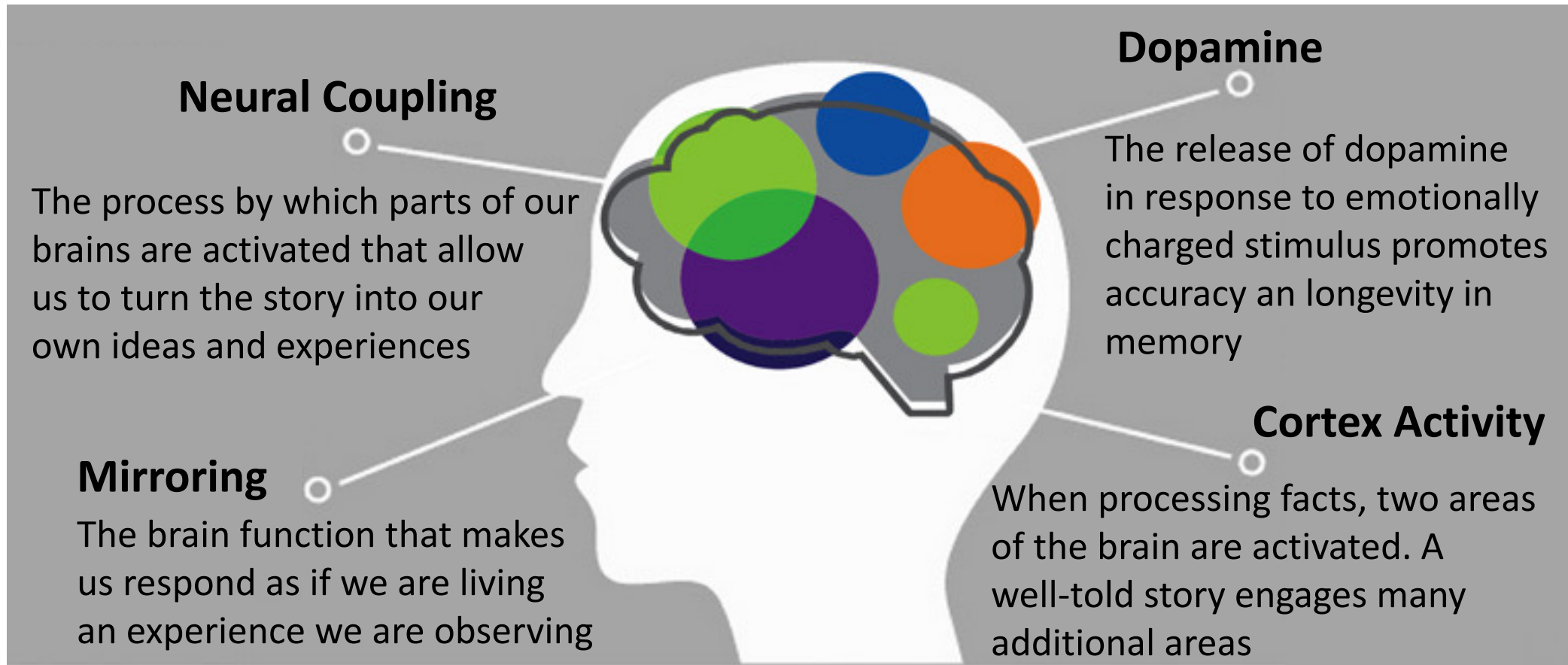
All steps performed by SAT Committee unless otherwise indicated



# Let's Explore another Toolkit Component



# This is Your Brain on Storytelling



# Let's Try it Out!

## The Framework:

The point of the exercise is to listen and allow yourself to fully experience the story

Use the 'SITS' principle – Stay In The Story - work to resist framing a response or judgment

Allow your brain's natural functions to immerse yourself in someone else's experience

Topic: What I experienced in school



# **Region 31**

## **Quartet of Nations**



[tantonini14@gmail.com](mailto:tantonini14@gmail.com)