

## **Commitment to Diversity, Equity, Inclusion, and Belonging**

Roots of American Music (ROOTS) is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of our mission and are valued for their skills, experience, and unique perspectives. This commitment is embodied in our policy and the way we do business at ROOTS and is an important principle of sound business management.

Roots of American Music stands in unity with the Black community in Cleveland and across the country in affirming our support of eliminating racism in our society.

ROOTS celebrates the diverse musical roots of American music through education, performance, and artistic partnerships. ROOTS recognizes the profound influence of Black musicians on this musical tradition and the discrimination that Black artists have faced, even as they made invaluable contributions to the arts in American life.

To address these issues, we collected survey data and held in-person, online, and individual phone call meetings with our Teaching Artists to listen and develop action steps to craft programming that continues to highlight the unique contributions that Black artists have made to roots music while bringing greater attention to the issues of racism in our society. Results of the listening sessions and surveys showed ROOTS is committed to diversity, equity, inclusion, and belonging in the workplace, in our programs for the community, and in our partnerships that help us fulfill our mission.

We will continue to review and assess the organization's actions to ensure ROOTS staff, Board, programs, collaborations, marketing, including our verbal and written communications are focused on understanding, empathy, clarity, diversity, equity, inclusion, and belonging.