



PCGS Diversity, Equity and Inclusion (DEI) Statement

Together!

The Philadelphia Classical Guitar Society (PCGS) is committed to diversity, equity, and inclusion (DEI). We are dedicated to improving our community by using the power of music as a catalyst for social change. We advocate for equality, justice, and equity in all our musical initiatives. Together, we're making strides toward a more inclusive community where everyone's rights are protected, and everyone's voice is heard.

Here are some of the ways the PCGS is working to achieve this goal:

- **Music Education and Community Outreach:** The PCGS is collaborating with Esperanza Academy Charter School, a majority-minority student body, to provide classical guitars, PCGS-sponsored instruction, and tuition-free classical guitar music education to under-resourced youth in North Philadelphia.
- **Diverse Programming:** Audiences connect to organizations through their programming and the experiences of the people PCGS serves. Our engagement strategies deliberately select a diverse pool of performers, including Black, Latino, Indigenous, and Asian guitarists. We encourage and support compositions that draw upon diverse cultural, international, and ethnic backgrounds. This ensures that the PCGS's concerts reflect the diversity of the Philadelphia community. For the 2024-2025 season, our concert performers include eight diverse nationalities and ethnic affiliations.
- **Governance:** At the governance level, PCGS must examine its makeup to determine whose voice is missing from the decision-making table. The PCGS has formed the Bill Viola Committee in honor of the former Philadelphia-based classical teacher responsible for developing and implementing DEI initiatives and community outreach activities. This committee includes representatives from all levels of the PCGS and is committed to making the PCGS more inclusive and equitable.
- **Access:** The PCGS has reduced fees for students and the Esperanza Academy Charter School community to attend its concerts, making them more accessible to a wider range of people.

- **Reading Initiative:** All the PCGS's board members have read Dr. Matthew Hinsley's book *Creativity to Community: Arts Nonprofit Success One Coffee at a Time*. This book guides how to make arts organizations more diverse, equitable, and inclusive.
- **New initiatives:** In addition to the above, PCGS is also working to increase the number of women and girls participating in its programs (e.g., the PCGS ensemble), make its website and other materials more accessible to people with disabilities, create a more welcoming and inclusive environment for all members of the PCGS community.

The PCGS's work on DEI is ongoing, and the organization is committed to long-term change. The PCGS believes that music can be a powerful force for good and is committed to using music to make the world more diverse, equitable, and inclusive.