



Heifetz Institute Statement on Diversity, Equity, and Inclusion

At the Heifetz Institute, performance and communication are inextricably linked. We want each person to feel a true sense of belonging. We recognize that our discipline—

classical music—is challenged by a historic culture of elitism and exclusion of individuals on the basis of race, gender, class, and more. We aim to address the imbalances and injustices that have been experienced by many in the musical community. Through our constantly evolving DEI work, we view music as a way to connect with our community and each other. From our audition process, to programming, to hiring, to audience development and beyond, we are committed to providing an equitable experience for all.

DIVERSITY

We define diversity as the presence of identities that include but are not limited to race, ethnicity, disability status, gender identity, sexual orientation, and religion.

How we express diversity in our community: We aim to diversify all elements of our institute which include but are not limited to: including more diverse musicians in our faculty, student body and concerts as well as a more diverse board of directors; shifting the way we advertise and market so that we reach more diverse audiences, and expanding the communities with whom we conduct outreach work.

EQUITY

We define equity as giving each individual the specific economic, social, and material conditions that they need to succeed.

How we express equity in our community: We are committed to policies and processes within our organization that ensure all staff, students, and faculty members are treated fairly and impartially. Processes such as admissions, to scholarship awards, hiring practices, and concert access will be reviewed to ensure that all have equal access.

INCLUSION

We define inclusion as the sense of belonging that individuals feel when they feel welcomed and comfortable in a group.

How we express inclusion in our community: At Heifetz we hope to foster a sense of belonging so that all individuals, regardless of their background and identity, are respected and able to express their authentic selves.

Resolved and adopted by the Heifetz Institute Board of Directors, 7 November 2021.