

Musica Nova, Inc., an Arizona 501(c)(3) non-profit corporation, is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

Our human capital is embodied in our constituents: our audience, musicians, volunteers, and board. The diversity of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that we invest in our performances and educational outreach activities, represents a significant element of not only our civic and artistic culture, but our reputation and artistic achievement as well.

### Policy

We embrace and encourage our constituents' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that makes each one unique.

Musica Nova, Inc.'s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection of musicians, volunteers, and board members; compensation and benefits; professional development and training; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all MusicaNova musicians, staff, and volunteers, and our educational partners and audience members.
- Teamwork and participation, encouraging the representation of all groups and perspectives.
- Contributions to the audiences and communities we serve to promote a greater understanding and respect for their diversity.

All musicians, featured artists, volunteers, and board members have the responsibility to treat others with dignity and respect at all times. All are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any person found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Any person who believe they have been subjected to any kind of discrimination that conflicts with the Musica Nova, Inc.'s diversity policy and initiatives should seek assistance from the Personnel Manager or another member of the board of directors.

Revised: March, 2017