



# Diversity and Inclusion

## **Commitment to Community and Music**

The Philadelphia Classical Guitar Society (PCGS) is dedicated to fostering a welcoming and accessible community through the power of music. We believe that music is a universal language that can unite people from all backgrounds and are committed to ensuring our programs and initiatives reflect the diverse fabric of Philadelphia. Our goal is to create a vibrant musical community where everyone has the opportunity to participate and their voice is heard.

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## **Our Actions**

Here's how PCGS is working to achieve this goal:

### **Music Education and Community Outreach**

The PCGS partners with Esperanza Academy Charter School, a school with a majority-minority student body, to provide classical guitars, instruction, and tuition-free music education to underserved youth in North Philadelphia. This initiative is about providing young people with the resources they need to explore and develop their musical talents.

### **Diverse Programming**

We believe our programming should reflect the rich tapestry of our community. We intentionally select a wide range of performers from various backgrounds, including Black, Latino, Indigenous, and Asian guitarists, and encourage compositions that draw on diverse cultural traditions. This ensures our concerts resonate with a broader audience and celebrate the different perspectives and traditions that make up our

world. For the 2025-2026 season, our performers represent seven diverse nationalities and ethnic affiliations.

## **Governance**

To ensure all members feel represented, PCGS is committed to thoughtful governance. We've established the Bill Viola Committee, named in honor of a former Philadelphia classical guitar teacher, to develop and implement community outreach and accessibility initiatives. This committee includes representatives from all levels of the organization and helps ensure all perspectives are considered in our decision-making.

## **Access**

To make our concerts more accessible, we've reduced fees for students and members of the Esperanza Academy Charter School community. This helps remove financial barriers and ensures more people can enjoy the classical guitar music we present.

## **Resourceful Initiatives**

To guide our efforts, our board members have read Dr. Matthew Hinsley's book, *Creativity to Community: Arts Nonprofit Success One Coffee at a Time*. This resource helps us find practical ways to make our organization more open and inclusive to everyone.

## **Ongoing Initiatives**

In addition to the above, we're actively working to increase the number of women and girls participating in our programs, improve the accessibility of our website and materials for people with disabilities, and create an even more welcoming environment for all members of the PCGS community.

The PCGS's commitment to community is ongoing. We believe in the power of music to bring people together and are dedicated to using it as a force for good.