



Accent Pontiac Diversity, Equity and Inclusion Philosophy

At Accent Pontiac, our mission to strengthen Pontiac's youth and community through equitable access to intensive and consistent music programming is inseparable from our commitment to diversity, equity and inclusion. As a social change through music program, we believe it is our responsibility to challenge the status quo and work towards a more just, equitable future.

In our approach to music education, we use the following values to guide our work:

- Structuring our programs to minimize the traditional cost and transportation access barriers to music education.
- Emphasizing culturally relevant teaching practices as the basis for musical instruction.
- Actively amplifying and centering student voice and leadership opportunities through all aspects of programming.
- Recruiting staff and Board members that represent the demographics of our students and the broader Pontiac community.

We believe it is important to create a work environment where different perspectives are respectfully heard and everyone is welcomed, supported and valued. When staff and Board members come from a broad range of backgrounds, they bring unique perspectives and experiences that serve to minimize blind spots, check pre-existing biases, and advance our mission in stronger and more innovative ways.

Accent Pontiac is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, ancestry, citizenship, disability, sex, sexual orientation, gender identity, marital status, height, weight, age, political or religious affiliation, veteran status, or any other status protected under federal, state, or local law.