



Los Angeles Youth Orchestra  
the future of culture

## **DIVERSITY, EQUITY & INCLUSION POLICY**

Approved: September 18, 2024

We, Los Angeles Youth Orchestra (LAYO) staff and board members, dedicate ourselves to carrying out the mission of this organization through a lens of Diversity, Equity, and Inclusion. We commit to the following:

- The regular practice of diversity, equity, and inclusion means valuing, appreciating, and effectively utilizing the talents of people with a variety of backgrounds, experiences, ethnicities and perspectives.
- Individuals have many characteristics that can describe them, including age, appearance, beliefs, education, ethnic origin, gender, ideas, job classification, personality, physical ability, political views, race, religion, sexual orientation and more.
- We are committed to creating and sustaining an environment that values and includes each individual.
- Diversity is a way of life, not just a one-time initiative. It is an ongoing responsibility with the highest priority. To that end, we strive to attract, hire, develop and retain employees throughout the organization who support our commitment.
- Our commitment to equity ensures that all who engage with LAYO, including but not limited to staff members, Board members, students, parents, and contractors, are treated equally and fairly, and are not discriminated against on the basis of their identifying characteristics.

By developing our skills to manage diversity, we will be able to better serve our constituents and communities by exposure to the wider range of ideas and perspectives that can be found only in an organization where every individual is valued and included.