

A NEW HARMONY: Checklist for LGBTQ-Affirming Choruses

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Rehearsal, Performance, and Chorus Culture:

- Ensemble name(s) are gender-neutral
- Chorus bio uses gender-neutral language
- Audition postings (for new singers, for solo opportunities, etc.) are gender-neutral
- Singers' name tags include pronouns
- Staff refer to ensemble in gender-neutral ways: "Folks", "singers", "[name of ensemble]", etc.
- Staff refer to choral sections by section name rather than by assumed gender
 - ⇒ "Sopranos and altos" instead of "ladies" or "women", etc.
- Staff describe musical ideas with gender-neutral language
- Update/edit musical scores that reference "women's" or "men's" voices
- Singers are educated on the importance of gender-neutral language
- Rehearsal venue(s) offer gender-neutral restroom options - or can be created
- Performance venue(s) offer gender-neutral restroom options - or can be created
- Performance attire is not gender-specific, including options for a range of expressions
- Repertoire by women, people of color, transgender and non-binary people, LGBTQ+ people, and composers of other underrepresented/marginalized identities included in regular concert programming as well as within special-focus programs

Staff/Workplace:

- Staff name tags include pronouns
- Staff email signatures include pronouns
- Staff bios include pronouns
- Chorus office/workspace offers gender-neutral restroom options
- Incoming staff are trained in LGBTQ+ inclusive language and practices
- Staff participate in ongoing diversity, equity, and inclusion-related education
- Staff are equipped to recognize and challenge homophobic and transphobic remarks/behaviors....and do!
- Guests are educated on organization's culture, use of gender-neutral language, etc.
 - ⇒ Coaches, guest conductors, visitors, artistic partners, etc.
- Health insurance plans cover transition-related care and same sex partners
- Advertise jobs in places where LGBTQ+ people are searching
 - ⇒ Local LGBTQ+ magazines, newspapers, radio stations; LGBTQ+ inclusive Facebook groups; GALA Choruses job bank

Registration Forms and Chorus Databases:

- Do not require a singer's legal name; include a space for preferred name/nickname
- Forms refer to partner/spouse rather than husband or wife
- Specify where singer's name(s) will appear (i.e. nametag, roster, database, etc.)
 - ⇒ Name (for nametag): ⇒ Name for records, if different than above:
- Include pronoun selection, including the ability to choose more than one set of pronouns, no pronouns, and a fill-in-the-blank option
- Singers can change their name/pronouns in the chorus roster/database, ideally by themselves!

Concert Programs:

- Singers are able to specify how they'd like their name to appear in concert programs and other materials (may be different than on registration forms, etc.)
- Singers have the opportunity to proofread how their name appears on concert programs and other materials before they are made publicly available

Other Documents:

- Contracts and related documents use neutral pronouns instead of gendered pronouns
 - ⇒ "Their" instead of "his/her", "they" instead of "he/she", etc.
- Job postings include a welcoming/antidiscrimination statement that specifically addresses sexual orientation, gender identity, and gender expression
- Job postings/descriptions use gender-neutral language, including neutral pronouns instead of gendered pronouns
 - ⇒ "Their" instead of "his/her", "they" instead of "he/she", etc.
- Chorus handbook includes a welcoming/antidiscrimination statement that specifically addresses sexual orientation, gender identity, and gender expression
- Singers, staff, and guests sign a conduct agreement expressing their commitment to creating affirming spaces, using gender-neutral language, etc.

More resources at: www.GalaChoruses.org/NewHarmony