



International President Joan Boutilier
Chorus Toolkit and Member Code of Conduct
August 2021

Over the years, we have watched Sweet Adelines reach out to their communities and beyond to share the joy of barbershop and the power of friendship. We appreciate all you have done and continue to do to strengthen our *Culture of Belonging*, one of Sweet Adelines International's Guiding Principles.

In support of this guiding principle, as well as the Diversity and Inclusion guiding principle, I am pleased to announce the first release of the Chorus Toolkit. Recognizing that individuals and groups are in different stages of their journeys when it comes to Diversity, Equity, and Inclusion (DEI), the purpose of the toolkit is to provide support in defining and pursuing each one's specific DEI goals. The toolkit includes ideas for how to get started on an intentional DEI path, advice about how to begin conversations about DEI issues, an understanding of our shared history and a common glossary, and tools and resources for each of these areas.

The first release of the toolkit is designed as an invitation to discover and explore. It is not a prescriptive document, nor is it one size fits all. While it is designed for the chorus level, we hope it will help all of our singers engage in important conversations, build DEI considerations into their decision making, and find guidance and tools to help them in their own DEI journeys.

The Chorus Toolkit Subcommittee, reporting to the DEI Council, will be the permanent stewards of the toolkit going forward. There will be a set of work groups reporting to the subcommittee and these work groups will be available to support all choruses and performers in understanding and applying the components of the toolkit in ways that work best for them. For those groups who have already begun their DEI journey, members of the workgroups will also provide support on relevant topics and specific initiatives beyond this initial release of the toolkit. Our goal is to ensure that all members receive the most effective and fine-tuned support for their ongoing DEI efforts.

The Chorus Toolkit will continue to evolve as the organization does. The Chorus Toolkit Subcommittee is charged with gathering feedback from our members and recommending updates and revisions so we continue to provide relevant and practical support to our members. Any and all feedback is welcomed, and questions and requests for support can be submitted through the Chorus Toolkit email box at chorustoolkit@sweetadelines.com.

The International Board of Directors has also created a Sweet Adelines Member Code of Conduct. We are providing this document as a foundation for groups to use to help define the expectations of members as a fit for their groups' own specific cultures. This code of conduct is based on Sweet Adelines Guiding Principles and can help provide a basis for conversation when issues arise among group members.

The Chorus Toolkit and the Code of Conduct are now both available on the Sweet Adelines International website. You will find the Chorus Toolkit at www.SweetAdelines.com/Chorus-Toolkit and the Code of Conduct at www.SweetAdelines.com/Code-of-Conduct.