



## Harmony, Inc. Call to Action

Harmony, Inc. recognizes the inherent injustices that come with systemic racism. We also acknowledge there is no time for complacency that results in exclusion of our members of color. We recognize that difficult conversations must be held in order to fully appreciate the depravity and discrimination that exist, both subtly and blatantly, around the world.

We commit to learning so that we become the drivers of positive change, leading to equal opportunities, respect and valuing of all people.

We commit to looking inward, to reflect on our words, our music and our practices. Only when we look at our own behavior and our own assumptions will we be able to participate in combating hate, social injustice and discrimination.

We support our members of color and stand side by side with them, dedicated to confront racism and to continue nurturing an inclusive organization.

**CALL TO ACTION** – inaction and silence are NOT acceptable. We call for all members of Harmony, Inc. to create a safe, inclusive space by participating in the following:

- Build awareness and understanding of your own culture, personal beliefs, values and biases. Reflect on the impact of racism and other systems of oppression affecting you and those around you.
- Recognize the power and benefits of diversity and inclusion.
- Be responsible for your own biased actions, even if unintended and actively work to repair the harm.
- Acknowledge and seek to understand structural inequities and their impact over time.
- Recognize that the professional knowledge base is changing and be willing to challenge out-dated practices and policies.

As our organization was founded on equality, let us continue that purpose  
with greater vigilance and a deeper dedication to the belief that  
every voice has a place in Harmony, Inc.  
**#BlackLivesMatter #HarmonyStronger**