



Strategic Priorities
for Equity, Diversity, Inclusion and Reconciliation

Pacific Opera Victoria, recognizing that we are in a stage of learning, stands committed to creating a diverse, equitable and inclusive environment in all our activities. We wish to acknowledge that Pacific Opera works and creates on the traditional lands of the L’ekwungen speaking people, and is informed by this land they have stewarded since time immemorial.

Four strategic priorities have emerged following a year of learning and sharing by board, staff, artists and community, informed by the EDI and Indigenous Relations projects and learnings:

- Celebrate People, Place and Cultures** of the world and our local nations
- Create Safe Spaces** for Indigenous peoples and equity-seeking groups
- Build Respectful Relationships** with Indigenous peoples and equity-seeking groups
- Share Truths** through art, education, experience, music and story

With a goal to building capacity and integrating equity, diversity, inclusion and reconciliation into our practices, the EDIR committee offers the following strategic priorities for inclusion in Pacific Opera’s Strategic Plan.

Strategic Priorities for Equity, Diversity, Inclusion and Reconciliation

Celebrate People, Place and Cultures

Our operas, education and community programs will celebrate opera and its interconnectedness with people, place and cultures of the world and our local nations. In doing so we will increase the diversity of our programming for audiences, youth, schools and community. In celebrating place, we commit to caring for the environment, nature and the land in all the work we do.

- Commission and/or produce a minimum of one new opera on any of our stages every two years by Indigenous and diverse artists, to amplify culturally diverse music and stories
- Expand Opera Etc. programs to connect diversity through music and storytelling
- Build on artist development and residency programs for diverse and Indigenous artists
- Establish carbon neutral and energy efficiency goals; and produce environmental guidelines for the Opera's artistic, production and administrative functions

Create Safe Spaces

We commit to engaging in continued learning and collective growth, creating safe spaces for Indigenous peoples and equity-seeking groups. We will increase accessibility, and create equitable, diverse and inclusive opportunities for participation and leadership in our organization.

- Create learning and mentoring opportunities for board, staff, artists and audiences; including Indigenous cultural safety, safe-space and antiracism training
- Increase the physical and cultural accessibility of opera facilities; and leverage them to support Indigenous and diverse artists and communities
- Review, amend and introduce transparent and participatory governance practices to align with the Opera's EDIR principles; and provide forums for community feedback
- Create forums and practices for shared leadership, inviting multiple perspectives and creating more opportunities for Indigenous and diverse communities to participate and lead

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Build Respectful Relationships

We will continue to create and collaborate with Indigenous and equity-seeking artists, while increasing the diversity of all our human resources. We will actively strengthen partnerships with community organizations, Elders and advisors. We will work to dismantle barriers to participation and entice newcomers to the opera; and we will build new authentic relationships built on respect and shared benefits.

- Increase the diversity of artists, staff and board; targeting 30 percent diverse and Indigenous peoples for auditions, interviews, mentorships, employment and engagements
- Expand partnerships with Indigenous and community organizations; and engage Elders and cultural advisors on a regular basis for guidance, cultural exchange, music and story
- Create an Opera Access program to reduce barriers, entice newcomers, and welcome more diverse audiences, donors, and volunteers to the opera
- Develop and implement community-centric fundraising and audience development practices, increasing engagement of diverse communities to participate in opera

Share Truths

We will amplify engagement with reconciliation and diversity in our programs, marketing and communications. We will actively support and present contemporary operas, stories and music from new perspectives; and we will produce and interpret the masterworks responsive to the impact that retelling some of these stories have.

- Amplify the Opera's work in reconciliation and ensure marketing, communications and public engagement reflect the commitment to EDIR
- Share the work of diverse and Indigenous artists by encouraging new work development, and presenting touring operas and new works on film
- Ensure programming reflects EDIR values; engage artists to challenge, contextualize or replace offensive subjects and cultural misrepresentations