

## What do we notice?

- Mostly our communities are very white
- Not bothered when people who speak 1st languages other than English sing songs in English
  - More bothered when English speakers sing songs from a group that isn't their home community
- Work to make communities welcome
  - \*individually welcome: personal phone calls, conversations, etc.
  - Phenomenon where a singing event is not diverse, but the community around it is (e.g. city outside the pub)
- Little or no local outreach
- Homogeneous spaces are a barrier
- How to not make people feel patronized, build diversity into normalcy and culture of event
- Colonialism in thinking that someone from another background will enjoy the same thing that you do
- Colonizing spaces with our presence
- We sing spirituals, gospel, etc. and there are no African American or Black people here
- Not many POC staff members (here or elsewhere in trad music events)
- Venues might not be welcoming for POC
- Norms for how to participate in singing might be very different, and white norms dominate
- Small things happen to POC that send a message that POC can't own this space (microaggressions)
  - Makes it easy to be turned off quickly/immediately
  - Makes space unsafe
- Making choices about which communities to advertise to to avoid recreating existing dynamics
- Specific, individual harm
  - How to avoid those moments and counteract them
- Representation is key, especially in leadership of events
  - Without that, unlikely to fully speak to/with a wide range of groups

## What is the impact, and where do we go from here?

- How can we start conversations with people we're hoping to invite?
- Seeking organic connection to groups that already exist
- What are the barriers?
- How to get representation in smaller groups?
  - Big organizations have a responsibility to explore this
- Being an anti-racist community is lifelong work!
  - Sets good precedent for a diverse community
- We might not be the people to ask
  - Ask POC about their experience and what they're interested in going forward
- Discussing this stuff makes white people uncomfortable; seek that!
- Go be a participant in things that POC are already doing
- Event might be very different if we're partnering with another community
  - Being open to changing your event is key!
- Introducing idea of social singing in another community without taking over
- Broadening acceptance of which songs are OK or "right" to sing
- Lots of work to be done around white people's cultural backgrounds (when did they become "white?")
  - Individual work to process
- Can't guarantee that this space will be safe for a friend of color
  - Until this changes, it will be a challenge to diversify our community
- Don't be racist! Don't interrogate POC about their race!
  - Give representation, leadership, community invitation to POC
- Community agreement to make these dynamics and good norms visible
- Bring this stuff to our home communities!
  - It can flow back to YTS in the long term too
- Until you have a diverse friend group, it will be hard to have diverse community here
- Racism and bias can be subtle and hard to undo
  - Lack of awareness that bias was present
- Anonymizing applications for submissions to conferences, for example, can reveal bias while diversifying ??
- Putting more intervention in place for incidents of harassment, microaggressions, etc.
- Self-reflection by white organizations