

ARAO STATEMENT

The University of Toronto Faculty of Music is committed to anti-racism policies and anti-oppression approaches that promote racial equity and strive to dismantle hierarchical structures that disempower and marginalize social groups. We recognize all types of diversity, including but not limited to ethnicity, race, size, gender, sexual orientation, age, citizenship, religion and ability. Our mandate is to create a culture of mutual respect whereby everyone can safely express themselves, engage with each other, and respect one another's differences. We recognise that western art music practices have for centuries perpetuated harmful racial and gender stereotypes, and we regret that our own students and colleagues from underrepresented groups have experienced discrimination within our community. As a Canadian institution, we recognize our pressing responsibility to recruit, engage, and hire Indigenous and Black musicians. This statement expresses our long-term collective commitment to ending these injustices and moving toward a model of university-based study of music that represents the diverse values of our students and the larger Faculty of Music community.