Diversity Statement of the International Computer Music Association

ICMA Board

Current issues
by ICMA Board

After thorough discussions, the following text was adopted by a Board vote and presented at the Member Meeting in June 2019, yielding further input.

Your feedback is welcome (please provide it here: https://bit.ly/2Y0LgDX) and indeed crucial in order for the Diversity Statement to support the dynamic, creative, and representative development that ICMA desires.

Diversity Statement of the International Computer Music Association

The International Computer Music Association aims to be an inclusive association with the goal of promoting computer music in all its forms of expression. ICMA embraces styles, genres, thinking, and tools, that actively, passionately, and profoundly connect music and computing. Membership is open to individuals of all ethnicities, countries of origin, gender identities, ages, backgrounds, and other differences, as well as to institutions and corporations that share our passion. In bringing together di-verse communities, we welcome each and everyone's contribution to form-ing a balanced representation of the richness of our collective experience.

The Board works for the benefit of its members, and actively seeks ways to continue to develop the diversity of the membership body. The Interna-tional Computer Music Conference is organised annually by institutions and passionate individuals across the world, in different countries in all regions of activity, i.e. the Americas, Europe, and Asia-Oceania. The ICMA provides needs-based travel grants to student members. Together with the local organiser committee each year, the Association and its Board strive to increase the diversity of attendees, invited keynote speakers, featured composers, institutions, publishers, and other conference stakeholders, through open calls for participation and through dialogue with the larger communities we serve.

The Board recognizes that achieving diversity is an ongoing and e-volving process, requiring active efforts to reach creative communities that have historically not been

able to participate fully. To this end, together with the local conference organizers, the ICMA endorses family-friendly conference policies and practices that make it easier for caregivers to participate in activities, and we strive to encourage and support participation from women and other underrepresented member groups. We are committed to developing the Association within a forward-looking and sustainable framework that takes into consideration factors that influence inclusiveness, including (but not limited to): the carbon footprint of conference travel, data privacy, and intellectual property.

As an ICMA member and/or ICMC participant, you can help the process towards more diverse conference experience, by:
- Recommending diverse speakers and/or program committee members to the Board and Conference Organisers;
- Forwarding calls for proposals to relevant affinity groups with the message that we are looking for a diverse participation: stylistically and in all other ways;
- Circulating information widely, also amongst colleagues from marginalised groups;

- Encouraging and enabling students from underrepresented groups to participate;
- Speaking up when you see marginalisation and intimidation;
- Offering feedback on ICMA's strategies for making the conference more welcoming and supportive;
- Sharing your ideas and suggestions that help to realise diversity.

This version of the Diversity Statement of the International Computer Music Association (computermusic.org) was adopted by the Board on 2019-06-19.
It is based on texts published by NIME (www.nime.org/diversity/), O'Reilly Media (https://www.oreilly.com/conferences/diversity.csp), and others.

Link for sharing the ICMA Diversity Statement: bit.ly/2IPpxbu