

Anti Racism and Cultural Honouring at GLOW Choir Brighton, updated January 2022.

With thanks to the Natural Voice Network's Anti Racism and Cultural Honouring team (the ARCHers) for inspiring and informing much of the below.



GLOW Choir leadership makes a commitment to anti-racism and cultural honouring at GLOW choir Brighton, in the following ways:

1. Make remunerations.

10% of the profits from any GLOW choir Brighton session at which we sing songs from cultures comprised of predominantly black and brown people and people of colour, will be donated to organisations that are actively supporting black and brown people and people of colour. In particular, GLOW will be seeking to donate to organisations that actively support LGBTQIA+ black and brown people and LGBTQIA+ people of colour.

Potential beneficiaries:

* Organisations on Stonewall's list of Black LGBTQ+ orgs:

<https://www.stonewall.org.uk/about-us/blog/communities/black-lgbtq-organisations-you-should-know-about>

* QTIPOC narratives: <https://www.instagram.com/qtipocnarratives/>

* Other organisations that GLOW might find through research or recommendation.

Likewise if we are singing a song from any culture or people who experience racial discrimination, or who should be remunerated for other reasons, GLOW choir could make remunerations to a suitable organisation, ideally supporting people from those groups/places and specifically LGBTQIA+ people from those groups/places.

Eg <https://transnational-queer-underground.net/lgbt-organizations-poland/>

Eg <https://travellermovement.org.uk/lgbt>

Eg GLOW will undertake relevant research around this when presenting songs.

We are committed to remunerating relevant organisations for the music we use at each GLOW session. To keep our commitment sustainable, one donation to one organisation can be made per GLOW session. If we are singing songs from multiple cultures for which remunerations would be appropriate, donations will be alternated session by session, to make the best effort at remunerating regularly and across all the relevant organisations.

*A note on language: GLOW acknowledges that the language used around race is dynamic and changing. GLOW attempts to do our best to use words that are respectful, accurate and acceptable to the people they refer to. We also acknowledge that a range of words and preferences exist and we won't get it right all the time. Please do feel free to update us by emailing hannahrose@getbrightonsinging.com

2. Engage in thorough & ongoing research and dialogue about songs, in order to make sure that the context and origins of a song are honoured, and that the stories, history, information and credits of a song are kept alive hand in hand with the essence and detail of the song itself.

This includes continuing to find out and pass on everything possible about the following:

1. The cultural context of a song.
2. Geographical location of the song source.
3. The language the song is in.
4. How to pronounce and spell the words we are singing.
5. The meaning of the lyrics/words.
6. How GLOW leadership learned this song, and how it has been shared over time.
7. The rhythm, melodies, harmonies, vocal style & movement/embodiment of a song.
8. Any original composers or people who need crediting in relation to the song.
9. The original purpose of the song.
10. Specificity over generalisation, wherever possible.
11. Anything else essential to teaching a song with integrity.

3. Foster an atmosphere of inquiry, respect and mutual education, around songs and their cultural contexts and accompanying information.

Encouraging choir members to ask questions or add information, to help to mutually build the fullest picture possible of the details of a song, its history and context.

Acknowledging that individual song leaders can never know as much about these songs and their histories and cultural contexts, as the shared knowledge and understandings of a group of people, and that song leaders should be seeking to expand and share their understanding and knowledge in an ongoing manner.

4. Bring a compassionate, respectful and open heart to the singing of any song and to engagement with its accompanying information. Engaging respectfully with the musical, vocal, human and emotional qualities that are carried by a song, in both its musical expression and in its accompanying information.

Using song as a platform to encourage compassion, empathy, respect and understanding between humans: the humans at GLOW singing the song, the humans involved in the song's origin and context, and the humans involved in the song's journey. Acknowledging kindly that discomfort may arise when engaging with inquiry about a song's history and discussion of its place at choir.

Allowing informed understanding of a song's origin and context to deepen the singer's experience of the song.

5. Consider the appropriateness of singing a song at GLOW. For example:

- * Can GLOW leadership teach this song with integrity?
- * Can GLOW leadership present a full enough picture of this song's context, within the time and resources available, for GLOW choir to engage with it with sufficient understanding and respect?
- * Who are GLOW Choir members, doing the singing, and how does this relate to a song's cultural context and history?
- * Who is GLOW leadership, doing the teaching, and how does this relate to a song's cultural context and history?
- * What impact might singing and learning about this song have, for GLOW Choir members?
- * Does the song have racist history, contain stereotypes or other potentially harmful content?
- * Are there any reasons why the authors or original singers of this song might object to it being taught at / sung by GLOW Choir Brighton?

6. Anything else.

This commitment and its contents will be reviewed and updated in an ongoing manner.

If you would like to see this improved, make a suggestion or offer feedback, please contact hannahrose@getbrightonsinging.com

This document has been written by Hannah-Rose Tristram January 2022.

It has been inspired by, and some content adapted from, the work of the Natural Voice Network's Anti Racism and Cultural Honouring team.

Please do not take out of context or directly reproduce the contents of this document.

Please do however use it as a springboard for inspiration to create your own commitments for your groups.

Feedback on improving this is very welcome. For feedback or any other inquiries contact hannahrose@getbrightonsinging.com

