

Commitment to Equity, Diversity, & Inclusion

Minnesota Opera connects people in the pursuit of an empathetic, equitable, and joyful life, advancing the art and experience of opera by working continuously towards our vision to sing every story.

Statement of Intent

We embrace the moral imperative to stand resolute as an equitable, diverse, and inclusive organization – to be a space of refuge, promoting a sense of healing and belonging in all that we do.

Our Commitment

The origins of opera are rooted in the convergence of many creative disciplines, and we recognize that many artists and communities have been subject to systems of oppression that restrict access to and ownership over the art form. Its future demands an intentional expansion of the circle of musical storytelling by uplifting stories that have yet to be sung and transforming existing repertoire. Through the pursuit of antiracist and anti-oppressive practices, we seek to enhance the beauty and power of opera. MN Opera and the Luminary Arts Center are dedicated to the following:

- **Equity:** We explicitly reject racism and other forms of oppression including, but not limited to, ableism, ageism, cissexism, heterosexism, misogyny, and religious discrimination. We acknowledge that race, gender, and other aspects of identity are tied to complex histories and play significant roles in how resources and power are distributed. Intentional action is required to dismantle the systems that lead to these imbalances, and we work to ensure that every participant in our organization has fair access to opportunities and resources.
- **Diversity:** The art on our stages is a product of the backgrounds, identities, and perspectives that shape our company and the community in which we exist. We embrace differences as a vital source of creativity and innovation, and we seek out new possibilities that emerge through the intersection of varied experiences.
- **Inclusion:** MN Opera works to create an environment where every voice is heard and valued—where every member of our company, audience, and community feels empowered and essential to our shared work.

We humbly acknowledge that we will make mistakes in pursuit of these principles, but our commitment to equity, diversity, and inclusion work remains unwavering. To this end, MN Opera will continuously examine our systems, policies, and procedures, and strive to bring our artistic and operational work into closer alignment with these stated goals.

Land Acknowledgment

MN Opera and the Luminary Arts Center operate on Dakota land, and we recognize that this ground is of great historical, spiritual, and cultural significance to Dakota people. We acknowledge the past and present harm done to Dakota, Anishinaabe, and other Indigenous nations, including through the systematic forced removal of communities and the unjust seizure of their lands. We reflect on our place in these histories and pledge to support the inclusion and involvement of Indigenous peoples in our operations and our art form.