



www.zadosings.org

Zado, Inc., is a 501(c)(3) nonprofit educational organization. Federal Tax ID number is 81-4167357.

Policy Statements - 2021

Organization's Mission Statement and Purpose: Inspired by traditional Balkan folk singing, music, and dance, Zado is a Sacramento-based vocal ensemble performing traditional and contemporary arrangements of international folk songs, particularly those from Eastern Europe. Our mission is to educate and inspire others about the beauty, complexity, styles, and intimacy of the music we love; to research, record, and preserve high-quality international folk music; and to present programs, recordings, and new art forms that feature unique folk harmonies and rhythms. We celebrate the splendor of the human voice, the cultural roots of the music, and contemporary expressions. Zado endeavors to inspire others to treasure their own heritage and traditions as well as those of others.

Organization's Core Programs and Services: As ambassadors and teachers, Zado members continually research to expand their knowledge base of Balkan, Slavic, and Caucasian songs, music, and vocal techniques and creative ways to perform and present them. As performers, Zado upholds a tradition of nearly four decades of presenting concerts, teaching, and celebrating international folk music with schools, festivals, organizations, and the folk dance community in northern California. As recording artists, Zado has produced and distributed three CDs/albums. As community members, Zado pursues its overarching goal of delivering performances and instruction that inspire individuals to treasure their own cultural roots and those of others, a theme that continues to have meaning and relevance particularly in today's world.

Organization's Racial Equity Statement: Zado continues since 1980 to welcome persons of all races, ethnicities, abilities, gender, socioeconomic status, and ages for auditions to become members; for performances and workshops; for serving on its Board or volunteers; and for providing services (e.g., music, audio/video production). Zado affirms its role as performers and educators to celebrate the splendor of the human voice, the cultural roots of the music, and contemporary expressions. Its overarching goal is to inspire individuals to treasure and celebrate their own cultural roots and those of others, a theme that has power to create understanding and address issues of inequity, misunderstanding, and injustice.

Zado is committed to ensuring racial and cultural equity in all policies and practices and that every policy enacted reflects democratic principles of equity and justice. To implement its policies and practices, Zado will: (1) Engage in equitable and pro-active outreach and engagement in its leadership, partnerships, programs, accessibility, and outreach; (2) Commit to systemic change that will remove any possible barriers to access for people of color to its organization or services;

and (3) Hold itself accountable by constantly assessing its policies, practices, procedures, and implementation via internal review and participant feedback to ensure equity in word and deed.

Organization’s Accessibility Statement: Zado believes that the arts are essential to leading a full and productive life, and reaffirms its support for making the arts available to all people, including those with physical and mental disabilities. Since 1980, Zado continues to welcome and respect people of all ages, cultures, classes, abilities, races, ethnic backgrounds, sexual orientations, and faiths or religions to join in singing, learning, and becoming friends. A main focus of our mission as a group is to share the cultural roots of the music and inspire others to treasure their own heritage and traditions and those of others. That focus is based on the ongoing culture of our group throughout the years—one that recognizes, affirms, and values the worth of all individuals, families, tribes, and communities. We strive to protect and preserve the dignity of all. We aim to build personal relationships with other singers and groups who might be interested in the narrow genre of Balkan folk music. By building these relationships, we gain new friends and create a family of singers. Zado believes our mission is best achieved when all persons can fully engage their own cultural heritage and appreciate others’ with the fewest possible barriers.

Zado’s goal is to meet all of the recommendations of NEA’s Brief Accessibility Checklist to ensure physical and communication access as much as possible for all participants and communities that we serve: <https://www.arts.gov/sites/default/files/BriefChecklist-February2020.pdf>

We continue to strive toward meeting this goal by becoming informed, establishing policy, and improving our programs and services. The NEA Office of Accessibility provides information and support to make the arts accessible for people with disabilities, older adults, veterans, and people living in institutions: <https://arts.gov/accessibility/accessibility-resources/nea-office-accessibility>