

Agenda

2025 National Conference Agenda – EDI Directors

All times below are Mountain Time. Agenda content subject to change.

Constituent Liaison: Caen Thomason-Redus, Vice President, Inclusion and Learning
caentr@americanorchestras.org, 646 822 4064

The following agenda describes sessions specifically designed for the above-mentioned constituents. For a full listings of Conference events and larger sessions, please visit <https://leagueconference.org/full-schedule>.

Wednesday, June 11, 2025

8:00am-12:00pm [Tech Fair](#)

1:00pm-2:30pm **Constituency Meeting Block 1**

1:00pm-1:30pm **Welcome and Reflection**

Greet each other and break into small groups to share a brief assessment of where you and your orchestra are right now in terms of equity, diversity, and inclusion. Do you have clarity and confidence, are you anticipating any major shifts, or are you in the middle of important considerations? This is a time to connect, focus, and prepare for the days ahead.

Moderator: TBD

1:30pm-2:30pm **Stakeholder Engagement within the Organization**

With lofty expectations and often small organizational footprints, successful work in equity, diversity, and inclusion relies heavily on our ability to collaborate effectively with our colleagues. Join this discussion focused on what it takes to pursue EDI as a collaborative team effort.

*Moderators: **Anthony D. Meyers**, Founding Director, Leading ChangeMakers; **Carrie E. Neal**, Team Lead, Process & Learning Facilitation, Leading ChangeMakers*

Thursday, June 12, 2025

3:30pm-5:30pm **Constituency Meeting Block 2**

3:30pm-4:30pm **Emerging Trends in Repertoire Diversity**

The last five years have presented us with dramatic shifts in artistic planning, perhaps most obviously in the selection of orchestral repertoire. Learn about the latest research-based fieldwide insights, as well as specific examples as shared by you and your colleagues.

*Speakers: **Laura Colgate**, Executive and Artistic Director, Boulanger Initiative; **Kathryn Cruz**, Director of Learning and Engagement, Boulanger Initiative; **Karen Yair**, Vice President, Research and Resources, League of American Orchestras*

4:30pm-5:30pm

Risk Assessment in Equity, Diversity and Inclusion

Reconciling the demands of community need, artistic vision, reliable funding, and shifting societal priorities is no easy task. What are the risks associated with our decisions? How do we assess those risks and calibrate our responses? How do we weigh the risks of action versus inaction? Share and learn from others as we discuss how we are experiencing this in our own organizations and communities.

Moderator: TBD

Friday, June 13, 2025

10:15am-11:45am

Constituency Meeting Block 3

10:15am-11:15am

Effectively Communicating About Equity, Diversity, and Inclusion

Joint Constituency Meeting with EDI Directors and PR

This roundtable session will focus on steps orchestras are taking to more effectively communicate the necessity and benefit of their work in equity, diversity and inclusion, whether onstage, in the office, or in their community. Plus, you'll hear about the latest synthesis of recommendations from a number of resources based on extensive national research. You will go home with a better understanding of how to engage the broadest possible audience in your orchestra's mission.

*Moderators: **Harold Brown**, The Honorable Nathaniel R. Jones Chief Inclusion Officer, Cincinnati Symphony Orchestra; **Felecia Tchen Kanney**, Vice President of Marketing, Communications & Digital Media, Cincinnati Symphony Orchestra*

*Speakers: **Heather Noonan**, Vice President for Advocacy, League of American Orchestras; **Karen Yair**, Vice President, Research and Resources, League of American Orchestras*

11:20am-11:45am

Staying Connected

The year ahead will be filled with uncertainty and opportunity. What can we do as a constituency to help us each turn the former into the latter?

We will end our time together by identifying the key topics, skills, and resources to focus on together in the coming season.

Moderator: TBD

Notice: It is important to keep in mind antitrust rules governing competition that apply to this group discussion. While the agenda for this group includes discussion of a variety of issues that are crucial to orchestras' planning and strategies, the goal is not to agree on a single approach to these issues. With the benefit of analysis and discussion, each orchestra will be able to decide independently what course of action is best for its own organization. We ask you to avoid comments that relate to your orchestra's current or future plans for *ticket or event pricing (actual ticket prices, discount amounts), bargaining (including collective bargaining agreements or with vendors), or compensation.*