

**Diversity and Inclusion on the Board of Directors  
April 26, 2019**

WHEREAS, the League has determined that diversity, equity and inclusion in the orchestral field are central priorities for our members and their stakeholders. The authentic pursuit of these priorities requires the League to demonstrate its commitment to diversity and inclusion within its own Board.

WHEREAS, our January 2019 document entitled “Equity, Diversity, and Inclusion: An Evolving Strategic Framework” notes that the League should model diversity and inclusion practices for its member orchestras including practices related to board recruitment and retention.

WHEREAS, we believe that diverse voices and perspectives make the Board more effective in pursuing the League’s mission.

Accordingly, the Board has adopted this statement of policy related to its own practices:

We will build and maintain a Board that is diverse in all dimensions important to our work, including race and ethnicity, age, gender, sexual orientation, geographic location, and socio-economic status.

We will implement board recruitment tactics to achieve such a diverse Board. We will cultivate an inclusive environment in all Board interactions, behaviors, and processes. Board members from a wide range of backgrounds will be able to participate fully in the decision-making processes within our Board.

We will take steps to ensure that all Board members are engaged and will make every effort to eliminate obstacles to full engagement. A robust Board culture will enable better decision-making and greater contributions by the Board to the League’s mission.

We will maintain effective practices to onboard new Board members.

While affirming each Board member’s important role in financially supporting the League, we will not use giving capacity as a primary metric in recruiting and retaining a diverse Board.

We will measure our effectiveness in meeting these goals and will evaluate our practices and processes on an ongoing basis.

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The Board affirms its long-term commitment to diversity, equity and inclusion. As a short-term goal toward this end, in April 2019, the Board established a goal to grow its proportion of members who are African-American, Latinx, Asian-American or other ethnic minorities to at least 25 percent by the annual meeting of members in 2021.