

Report on Diversity and Inclusion

on the Board of Directors of the League of American Orchestras

BACKGROUND

In April 2019, the League board:

- Adopted and published a [board policy](#) that addresses diversity, inclusion, engagement, and related issues for the League's national board of directors;
- Promised to measure progress toward this policy on an ongoing basis; and
- Set a short-term goal to grow the proportion of board members of color to at least 25 percent by June 2021.

This report summarizes our progress over the two-year period since those actions.

REPRESENTATION

We exceeded our short-term goal by adding eight outstanding board members, and now 30 percent of League board members are people of color.

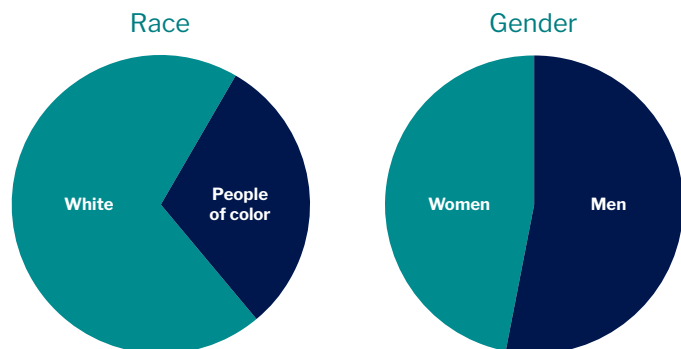
Of our 49 board members, fifteen are people of color and 23 identify as women.

We have also reviewed representation of individuals with disabilities, LGBTQ+ people, and immigrants, as well as the distribution of our board members by age, region, and orchestra size.

Three of the thirteen members of the Executive Committee are people of color.

We attribute our success in surpassing our initial goals relatively quickly to making a concerted effort to identify and recruit people rather than relying on traditional networks and referral sources. In addition, the current board strongly supported this effort. We readily identified very high-quality candidates who are now contributing substantially to the board's work.

While representation is important, the increase alone will not achieve our ultimate goals. We are dedicated to ensuring the organization is equitable and that board members are engaged.



GOVERNANCE

The League has had a board Equity, Diversity, and Inclusion (EDI) Committee for many years, and the work of that committee continues with Dr. Aaron Flagg as its Chair. To bring the work of the staff and board together and demonstrate equity, in 2021, we formed an EDI Task Force, consisting of equal numbers of board members and staff, with a focus on developing the plans to implement the Six Commitments we made in our August 2020 [Statement on Racial Discrimination](#).

In addition, the BIPOC members of the board meet separately as a BIPOC Caucus from time to time.

BOARD ACTIONS

Our board meetings since April 2019 have featured several substantive and generative discussions related to EDI:

- We adopted an Equal Employment Opportunity, Anti-Discrimination, and Anti-Harassment policy that applies to all members of the board;
- We adopted the board's policy of [Diversity and Inclusion on the Board of Directors](#);
- We held a learning session about the experience of musicians of color in our field;
- We discussed what board members can commit to doing individually on EDI and what the League should do to lead our field on EDI;
- We held a discussion of equity issues, facilitated by Toni Hendrix;
- We discussed and approved an extensive [Statement on Racial Discrimination](#); and
- We had a keynote address and discussion led by Anthony McGill, one of our board members and Principal Clarinet in the New York Philharmonic.

FUTURE WORK

We will maintain and increase representation on our board and will seek to retain the board members we have added.

We will embed inclusion and engagement in our board culture.

We will continue to make EDI topics prominent in the work of the board.

We will explicitly make diversity a criterion in our succession planning for board leadership roles, such as board officers and committee chairs.

On behalf of the League Board of Directors,



Douglas Hagerman
Board Chair