

## Frequently Asked Questions

### *Racial/Ethnic and Gender Diversity in the Orchestra Field in 2023*

#### What is the purpose of the new report?

The report provides the field with an updated fact base around representation in American orchestras, which can be used for conveying the state of the field and to support the field in accelerating change. The new report, upcoming annual snapshots, and the League's new equity, diversity, and inclusion data hub will present an accurate demographic picture of the field going forward and help measure change in future years.

#### How does the format of the new report differ from the 2016 report?

The new report provides a detailed and nuanced understanding of representation across the field. The data is presented in its full complexity to reflect best practices in equitable research and center the different experiences of each racial/ethnic and gender group. In presenting these results we recognize that representation is only one measure of progress in EDI work, and does not necessarily equate with influence or voice within orchestras.

#### Is there a big takeaway?

We are seeing change in some areas of representation, but a sustained collaborative commitment across the field is needed in order to make more rapid progress. The report includes a Recommendations section for future change and provides important context for the collaborative work orchestras will undertake via the League's new [Inclusive Stages](#) program, specifically aimed at improving musician diversity. Orchestras have made major investments in improving organizational culture, and diversifying programming, and these successes and others are lifted up in the report's Stories of Progress in Orchestras appendix.

#### What steps are orchestras taking now to accelerate change?

Improvements in representation will be achieved through the parallel work of building organizational cultures, improving audition and tenure processes, and enhancing pathways to the profession for young people. Many orchestras are working on organizational culture with the support of the League's Catalyst program. Improvement in audition and tenure processes is a central concern of the League's new Inclusive Stages program. Pathway development is driven by orchestras' youth development programs and support for

systemic improvements in education ecosystems at the local, state, and national levels. These actions are supported by the League's youth-centered resources and music education advocacy tools.

## What areas are not reflected in the report?

Orchestras have made major strides in diversifying artistic programming, including increased numbers of works by women and composers of color. This progress is reported in the [2022 Orchestra Repertoire Report](#), produced by the Institute for Composer Diversity in partnership with the League. The League's new equity, diversity, and inclusion data hub will include statistics from both the new report and the repertoire report, as well as data around audience demographics from the League partnership with TRG Arts.

## What resources can the League provide orchestras?

The League offers a number of resources to help orchestras in their own work in this critical area. A selection of these, found in the League's [Equity, Diversity, and Inclusion Resource Center](#) include:

- [Making the Case for Equity, Diversity, and Inclusion in Orchestras](#)
- [League Publications on Equity, Diversity, and Inclusion in Orchestras](#)
- [Gender Equity Resources](#)

We are committed to supporting the field in collectively accelerating change through our conferences and meetings, our webinars and online resources, our partnerships and programs, and our research. Learn more at [americanorchestras.org](http://americanorchestras.org).

## Additional questions?

Contact Member Services at [member@americanorchestras.org](mailto:member@americanorchestras.org).