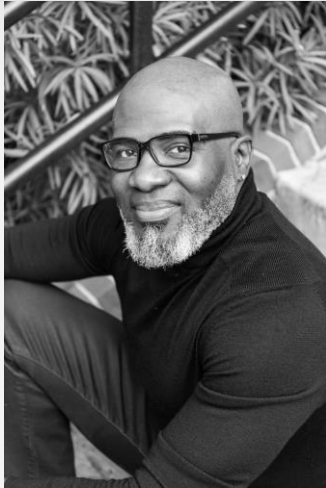


Orchestra Demographic Trends: 2013-2023



Chair and Speakers



Antonio C. Cuyler
Ph.D.
Founder and Principal
Consultant, Cuyler
Consulting LLC



Evan Linett
Research Consultant,
Cuyler Consulting LLC



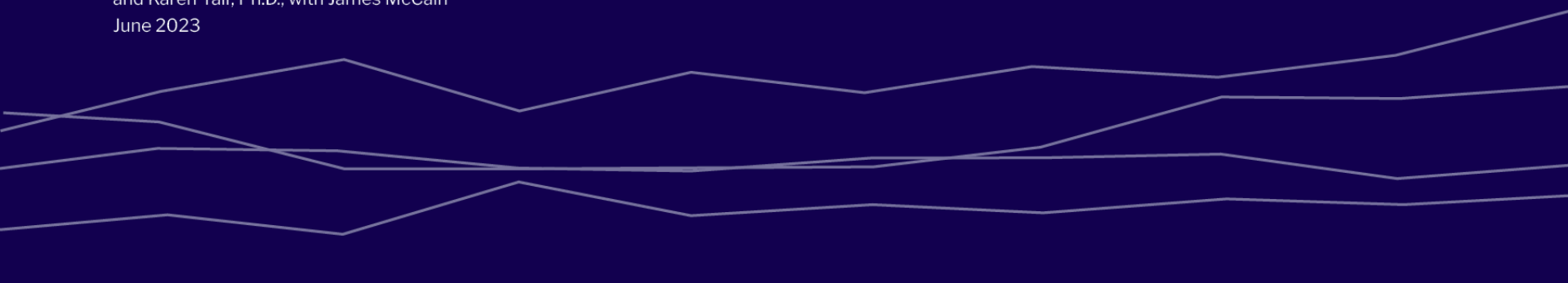
Caen Thomason-Redus
VP, Inclusion and Learning,
League of American
Orchestras

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

A Report by the League of American Orchestras

Cuyler Consulting, LLC (Antonio C. Cuyler, Ph.D. & Evan Linett),
and Karen Yair, Ph.D., with James McCain

June 2023



This project was supported in part by an award from the Research Grants in the Arts program at the National Endowment for the Arts, Grant #1863433-20. Additional funding was provided by a generous grant from the Mellon Foundation, and by public funds from the New York City Department of Cultural Affairs in partnership with the City Council.

League
of American
Orchestras

Context

What is the purpose of the report?

- » To convey the state of the field
- » To measure future progress
- » To support the field in accelerating change

What is the report's scope?

» Snapshot and trend analyses for key orchestra roles

- Musicians
- Conductors and Music Directors
- Staff and Top Executives
- Board Members

» Findings contextualized:

- Demographics are only one measure of EDI progress
- Inroads made in programming and organizational culture
- Every orchestra has its own story within this national picture

Who contributed to the report?

- » Member orchestras
- » Research team
- » Advisory Group
- » League Board Committees

What approaches defined the work?

» Descriptive analysis

- Focus on facts: interpretation and action start here!

» Data equity:

- Data reported in its full complexity
- All racial/ethnic and gender groups' stories told

» Confidence:

- Representativeness
- Budget size disaggregation by two broad categories
- Verification by constant sample analysis

Key Findings

Some signs of progress:

- Asian or Asian American conductors
- Women conductors
- Black or African American staff members
- Black or African American board members
- Hispanic top executives
- Multiracial top executives
- Women top executives in larger budget orchestras

**But historically and continuously
marginalized groups remain poorly
represented:**

- The proportion of Black or African American, Hispanic/Latinx, and American Indian and Alaska Native people remains significantly lower in **every orchestra role** than in the U.S. population.
- So too does the proportion of women and nonbinary people working in **artistic leadership roles**.

Budget group analysis provides further insights:

- Women's representation in all orchestra roles is focused within smaller-to-medium budget orchestras.
- So too is the representation of Black or African American, Hispanic/Latinx, and Multiracial musicians.

In some areas, little or no progress has been made since 2013 or earlier:

- Black or African American musician representation has **improved only marginally** since 2010.
- Black or African American and Multiracial music director representation each **decreased** between 2013 and 2023.
- The proportion of women music directors in larger budget orchestras also **decreased** during this decade.
- The growth of Asian and Asian American representation on staff **halted** during the pandemic years, as the representation of other BIPOC groups increased.

Representation remains as strong in the field as in the U.S. population for some groups:

- Asian and Asian American people in all artistic roles
- Multiracial people in artistic and top executive roles
- Hawaiian and Other Pacific Islander people in all roles except for top executives
- Women staff members

Recommendations

1. Address low representation in the following areas:

- Black or African American, Latinx/Hispanic, and American Indian and Alaska Native people in **all artistic roles**, particularly within larger budget orchestras.
- Women in **conductor and MD roles**, particularly within larger budget orchestras.
- People of color in **top executive and governance roles**.
- Nonbinary people in **conductor, MD, top executive, and governance roles**.

2. Progress women's representation in top executive roles, particularly in larger budget orchestras.

3. Accelerate recent progress towards improved BIPOC representation on orchestra staff.

Panel Discussion



Dr. Mieko Hatano
Executive Director,
Oakland Symphony



Fernanda Lastra
Conductor Diversity Fellow,
Buffalo Philharmonic
Orchestra



Dr. Mark Peacock
Nashville Symphony
Board of Directors



Adam W. Sadberry
Flutist, Educator and
Storyteller



Sara Vicinaiz
Director of Student
Experience, Youth
Orchestras of San
Antonio

Thank you



1. Address low representation in the following areas:

- Black or African American, Latinx/Hispanic, and American Indian and Alaska Native people in **all artistic roles**, particularly within larger budget orchestras.
- Women in **conductor and MD roles**, particularly within larger budget orchestras.
- People of color in **top executive and governance roles**.
- Nonbinary people in **conductor, MD, top executive, and governance roles**.

2. Progress women's representation in top executive roles, particularly in larger budget orchestras.

3. Accelerate recent progress towards improved BIPOC representation on orchestra staff.