Orchestra Demographic Trends: 2013-2023
Chair and Speakers

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

A Report by the League of American Orchestras

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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
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
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   - Nonbinary people in conductor, MD, top executive, and governance roles.

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