

Inclusive Stages

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Context

Our Vision

A thriving future for orchestras and their communities that celebrates creativity, artistry, and inclusion.

Our Mission

To champion the vitality of music and the orchestral experience, support the orchestra community, and lead change boldly.

Accelerating the Pace of Change in Equity, Diversity, and Inclusion

The League is committed to threading the values of equity, diversity, and inclusion (EDI) throughout its work, with the ultimate goal that the field reflects and embodies the diversity of this country.

League EDI Resources

- » **Equity, Diversity and Inclusion Resource Center**
<https://americanorchestras.org/learn/equity-diversity-and-inclusion>
- » **Racial/Ethnic and Gender Diversity in the Orchestra Field in 2023**
<https://americanorchestras.org/racial-ethnic-and-gender-diversity-in-the-orchestra-field-in-2023>
- » **2022 Orchestra Repertoire Report**
<https://americanorchestras.org/2022-orchestra-repertoire-report>
- » **Promising Practices: Actions Orchestras Can Take to Make Progress Toward Equity**
<https://americanorchestras.org/promising-practices-actions-orchestras-can-take-to-make-progress-toward-equity>
- » **Catalyst Snapshots: EDI Case Studies from American Orchestras**
<https://americanorchestras.org/catalyst-snapshots-edi-case-studies-from-american-orchestras>

National Alliance for Audition Support



**National Alliance for
Audition Support**

Alianza Nacional para el apoyo de la audición

AuditionAlliance.org

SPHINX
Aaron F. Dworkin • Founder



New World Symphony
America's Orchestral Academy
Michael Tilson Thomas, Artistic Director

**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

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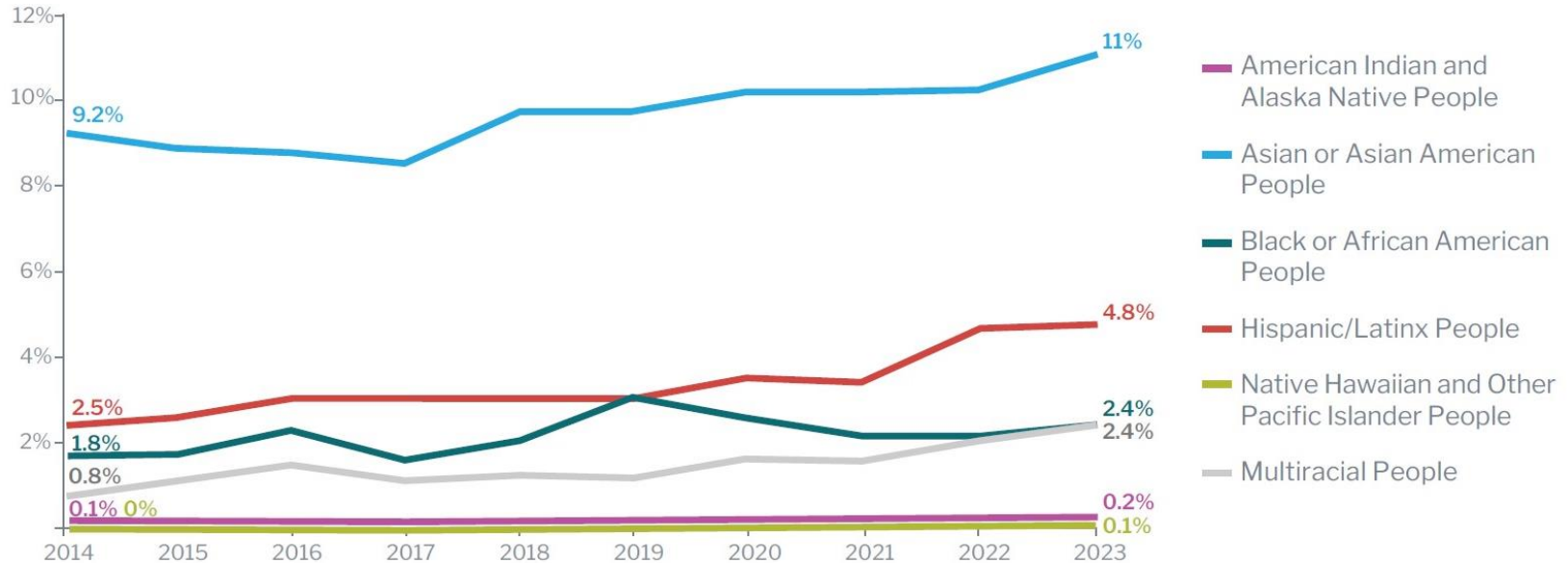
League
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Musician Racial/Ethnic Diversity

Black or African American, Hispanic/Latinx, Native Hawaiian and Other Pacific Islander, and American Indian and Alaska Native representation is significantly lower among orchestra musicians than in the U.S. population overall.

Continuing a longstanding trend, Black or African American musician representation improved at a slower rate than that of any other racial/ethnic group, increasing only very slightly during the ten-year period.

Musician Racial/Ethnic Diversity



Response

Inclusive Stages

The goal of Inclusive Stages is to increase the racial diversity of musicians in American professional and community orchestras.

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Guiding Values

- Musicians will always be included.
- The perspectives of musicians of color will always be prioritized.
- Orchestras will determine their own goals and actions.
- To make change quickly, we will focus on actions available within existing agreements.

Summary

Inclusive Stages will propel the field's work to increase musician racial diversity at American orchestras in two ways:

Data Collection & Analysis: *What information is missing?*

Orchestra Coalition Building: *What collaboration is missing?*

Key Components

Data Collection & Analysis: *What information is missing?*

Inclusion Index: self-reported experiential data from staff and musicians

Audition Applicant Demographics Survey: voluntary self-reported data

Audition & Tenure Practices Survey: understanding the variety of audition practices and their prevalence

Orchestra Coalition Building: *What collaboration is missing?*

Music directors · Executive directors · Musicians · Staff · AFM · ICSOM · ROPA ·
Orchestra boards · League

Orchestra Participation Options

1. Data Partner

League member orchestras may choose to participate in one or more of the three data projects without further commitment.

2. Full Coalition Member

League member orchestras that commit to participating in all aspects of Inclusive Stages will be recognized as formal members of the Inclusive Stages Coalition and will receive additional benefits.

Musician and Other Stakeholder Participation Options

- » Individual musicians, and particularly musicians of color, are welcome to participate in Coalition meetings.
- » Additional critical stakeholders, such as union representatives, are also welcome and appreciated.

Data Project 1: Inclusion Index

- Joining this initiative will help you understand **belonging and inclusion among your musicians and staff members**. With this information, you can focus your EDI efforts where they are most needed, and track your own progress over time
- Our partnership with **Accordant Advisors** allows **FREE participation** for up to 150 orchestras in this, three-step process:
 1. *Participating orchestras **distribute a survey** to all staff and musicians (we support this work with communications templates)*
 2. *Data is collected and analyzed by Accordant Advisors. All data remains **anonymous** and **strictly confidential***
 3. *Each participating orchestra achieving a 25% response rate will **receive an Inclusion Index report specific to its own organization***
 4. *A **League Inclusion Index report will share aggregated results** with all League member orchestras.*

Data Project 2: Audition Applicant Demographics

- Partnership with **Acceptd** and **NAAS**
- Electronic voluntary self-identification form built on the Acceptd platform
- Currently in use by many orchestras
- Short survey focused on race/ethnicity and gender
- Participation is **free** for everyone involved
- Orchestras send link directly to audition applicants
- **Orchestras automatically receive their anonymous data**
- League receives the anonymous data from all auditions

Data Project 3: Audition & Tenure Practices

Working with the Coalition, the League will develop a survey that achieves the following two goals:

- **Goal 1:** Understand the variety of audition and tenure practices across the field, and their prevalence (screened vs unscreened rounds, invitations to advanced rounds, etc.).
- **Goal 2:** Highlight the existing flexibility and best practices that orchestras can employ within their current agreements.

Coalition Description

- **Historically significant** initial phase of **collective action**
- Orchestras that are ready to act, representing all budget sizes and geographic regions
- Intent is to prove that **any professional or community orchestra can take steps right now** to improve the racial/ethnic diversity of their orchestra
- Share information, align efforts, and learn from each others' successes and failures
- Establish a new benchmark for change in our field
- Subsequent phases will expand to involve the ecosystem of musical pathways programs, including youth orchestras, higher education, festivals and others
- Coalition orchestras receive priority for free participation in the Inclusion Index
- Groups 5-8 orchestras can receive travel support

Coalition Expectations

- Commitments**
 - Participate in all meetings and data projects
 - Set goals, determine actions, track progress, and share results
 - Designate one person as primary contact
- Endorsements**
 - Executive Director
 - Music Director
 - Musician representative(s)
 - Board Chair
- Engagement**
 - Executive Director
 - Music Director
 - Musician representative(s)

What could “Engagement” look like?

- Executive Director**
 - Prioritize this work across staff goals and work plans
 - Participate in Coalition meetings
- Music Director**
 - Communicate the importance of this work
 - Participate in meetings with musicians, staff and board
 - Make personal efforts to recruit musicians of color to auditions
 - Learn about and address bias in hiring and tenure processes
 - Participate in Coalition meetings
- Musicians**
 - Communicate with and involve more musicians
 - Participate in Coalition meetings

Sample Orchestra Actions

- » Join the National Alliance for Audition Support (NAAS).
- » Adopt some or all NAAS Recommendations on Auditions and Tenure.
- » Develop recruitment plans to attract more under-represented musicians to auditions.
- » Participate in the Sphinx Orchestral Partners Audition (SOPA).
- » Advance qualified SOPA candidates directly to semi-final audition rounds.
- » Advance diversity fellows of peer orchestras directly to semi-final audition rounds.
- » Invite under-represented musicians to advanced audition stages.
- » Implement inclusive hiring training for audition committees, tenure committees, orchestra committees, orchestra personnel staff, and music directors.

Coalition Meetings

- Early Fall Virtual**
- Primarily for musicians, executive leadership, artistic leadership
 - Orchestras confirm their priorities and short-term goals

- Late Fall Virtual**
- Primarily for musicians and relevant staff (GM, PM, etc.)
 - Orchestras determine immediate actions and metrics

- Jan. 25, 2024 Detroit**
- All coalition participants are welcome and encouraged
 - Orchestras share status of current efforts
 - League shares findings from data projects
 - Orchestras determine their own longer-term goals
 - Determine priorities for subsequent years of Inclusive Stages

What to do next?

- Discuss** • What is the right involvement for your orchestra?
- Attend a Q&A Session** • Wednesday, August 30th, 2:30-3:30pm Eastern
• Thursday, September 7th, 12:30-1:30pm Eastern
- Participate in Data Projects** • Sign up for the Inclusion Index by Wednesday, September 13th
• Sign up to use the Audition Applicant Demographics survey
- Join the Coalition** • Participate in everything by joining the Coalition

Questions

Inclusive Stages

Thank you!

americanorchestras.org/InclusiveStages