

Inclusive Stages

A program of the League of American Orchestras

Fact Sheet for Individual Musicians and Key Stakeholders *

* **Individual Musicians** are defined as adult orchestral musicians not currently affiliated with an orchestra or musicians whose orchestras are not participating in the National Coalition. **Key Stakeholders** are professionals connected to the orchestra field, including musician union leadership and staff members; League organizational partners; and equity, diversity, and inclusion consultants.

This Fact Sheet is only for Individual Musicians and Key Stakeholders: **Orchestras** interested in Inclusive Stages should refer to [this Fact Sheet](#).

Are you a musician who is unsure if your orchestra is joining the National Coalition? Please discuss this opportunity with your orchestra personnel staff and if they're not joining as an organization, you can participate as an Individual Musician.

Inclusive Stages is a major national initiative to increase the racial diversity of musicians in American orchestras. The program includes four primary areas of work. Orchestras may participate in any or all of these opportunities, and all are free of charge (Inclusion Index is free for first 150 orchestras):

- The building of a new and historic **National Coalition** aligned around change
- **Inclusion Index**, a new tool to allow orchestras to assess and benchmark their organizational cultures
- **Audition Applicant Demographics Survey**, which will provide data on a national basis about the musician applicant pool, both now and on an ongoing basis
- **Audition and Tenure Practices Survey**, to enable the field to better understand current processes and how they can be improved

We want to hear *your* perspective! The National Coalition and data projects will be comprised of League member orchestras, but **individual musicians and key stakeholders are strongly encouraged to participate in Coalition convenings.**

Convenings Participation

The League is gathering a group of orchestras that are poised to take action and want to work collectively and collaboratively. The Coalition will include two virtual facilitated meetings and one in-person facilitated meeting for musicians, music directors, executive directors, board chairs, other orchestra staff, and union representatives.

Individual musicians and key stakeholders are welcome to sign up to attend these convenings.

There are many benefits to participating as an individual:

- Participants will help shape this historically significant initial phase of collective action.
- Participants will have the opportunity to share their perspectives and hear about the Coalition's successes and challenges.
- Participants will help establish a new benchmark for change in our field.
- Individual musicians and key stakeholders can apply for travel support for the in-person convening.

[Sign up to participate in Coalition convenings.](#)

For more information about Inclusive Stages, visit <https://americanorchestras.org/inclusivestages>

Questions? Please email us at inclusivestages@americanorchestras.org.

Inclusive Stages is made possible by a generous grant from the Sakana Foundation.