

Inclusive Stages

A program of the League of American Orchestras

Fact Sheet for Orchestras*

* *Individual musicians or key stakeholders have a different level of participation than orchestras and should [access this Fact Sheet](#).*

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.

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:

- 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

Orchestras may participate in any or all of these opportunities, and all are free of charge (Inclusion Index is free for first 150 orchestras).

Participation Details for Orchestras

Coalition Member:

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, union representatives and other key stakeholders. Group 5-8 orchestra administrators and musicians of all group sizes may apply for travel support. There is no fee for participation in the coalition.

There are many benefits to participating:

- Orchestras will be leaders in this historically significant initial phase of collective action.
- Orchestras will have the opportunity to share information, align efforts, and learn from each other's successes and challenges.
- Coalition members will help establish a new benchmark for change in our field.
- Coalition members will receive priority for no-cost participation in the Inclusion Index (see below).

To join the coalition, orchestras agree to:

- Participate in all meetings and data projects.
- Commit to set goals, determine actions, track progress, and share their results.
- Provide endorsements and commitments of engagement from key leaders within their organizations.
- Designate one person as the primary contact.
- Maintain a League of American Orchestras membership – [join here](#).

[Sign up to become a coalition member](#).

Data Partner:

Three separate Inclusive Stages projects are focused on data collection and analysis. Data Partners can choose to participate in any or all three:

- **Inclusion Index** (at no cost for up to 150 orchestras): Offered through a partnership with Accordant Advisors, the Inclusion Index surveys offer orchestras insight into their own organizational culture, allowing them to identify where future EDI efforts can be best focused, and to track change over time. Coalition members will receive priority for no-cost participation in the Inclusion Index; additional orchestras will be selected to ensure a well-rounded distribution of budget sizes.
- **Audition Applicant Demographics Survey** (no cost): Offered through a partnership with Acceptd and the National Alliance for Audition Support, an electronic voluntary self-identification form will provide demographic data about the current musician applicant pool.
- **Audition and Tenure Practices Survey** (no cost): Program still in development - more Info coming soon.

Data from all three projects will be reported only in aggregate. Inclusion Index data is confidential and will only be accessed by Accordant Advisors staff; the anonymity of individual respondents is protected. Orchestras participating in the Inclusion Index agree to maintain their League of American Orchestras membership – [join here](#).

[Sign up to become a data partner](#).

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.