

# Inclusive Stages Information Session

**October 7, 2024**

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00:00:16.486 --> 00:00:17.460

Simon Woods: Hi, everybody!

3

00:00:17.700 --> 00:00:35.839

Simon Woods: I'm Simon Wood, President CEO of the League American Orchestras. It's great to see you all or not see you all, as it were, today, and I apologize for the for the rather messy background at the back of this back of my image. Now that the League is

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00:00:35.840 --> 00:00:48.770

Simon Woods: largely a virtual organization. We've moved into smaller offices, and it is still somewhat chaotic. So apologies for that. But thank you all for joining us incredibly happy that. You're all here for this

5

00:00:49.464 --> 00:00:53.629

Simon Woods: information session about this very important program.

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00:00:54.107 --> 00:00:58.380

Simon Woods: Some of you who have taken part in this program

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00:00:58.771 --> 00:01:03.690

Simon Woods: over the pilot period, which was last year. We'll know something about it already.

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00:01:03.740 --> 00:01:09.050

Simon Woods: We did a short pilot phase with a with a pretty aggressive timeline.

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00:01:09.060 --> 00:01:17.679

Simon Woods: which was a kind of proof of concept, if you like, about what about what we wanted to achieve, to kind of answer some fundamental questions.

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00:01:17.860 --> 00:01:29.330

Simon Woods: and not least to be able to go back to our prospective funder with something based in in reality not just a stab in the dark. And so we've had a

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00:01:29.893 --> 00:01:38.960

Simon Woods: incredibly product productive conversation with the with our with the Sakana Foundation, Sako and Bill Fisher, over the summer.

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00:01:38.980 --> 00:01:48.120

Simon Woods: and been absolutely thrilled to receive a generous chunk of funding for them which really sees this program. Now launch officially.

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00:01:48.280 --> 00:02:03.850

Simon Woods: and as you'll hear, this is a this is a kind of a closed 3-year program. This is not a program that is going to go on forever. It's a program that has forever consequences and absolutely critical consequences

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00:02:03.970 --> 00:02:21.100

Simon Woods: for the long-term health of the field. But it's a program that's going to happen over 3 years, and then it will have some kind of long tail. But the bulk of the work is going to happen in this 3 years. So we have a lot to do. We have big goals.

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00:02:21.452 --> 00:02:41.209

Simon Woods: and we and it's an ambitious program. And you know, I think when I when I look at all the work that the League is doing right now. This is probably the most important program we've launched in a number of years because the magnitude of what we're trying to achieve is big

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00:02:41.230 --> 00:02:46.730

Simon Woods: and the and it's necessary that we are successful in this work.

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00:02:46.870 --> 00:03:07.810

Simon Woods: So we thank you all very much for being part of this for sort of taking the leap, leap of of coming today and finding out about the program, and we hope that, as you learn more about it, you will agree to take part with us, and we're expecting

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00:03:07.820 --> 00:03:13.720

Simon Woods: a pretty healthy cohort of orchestras to join us on this journey.

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00:03:14.200 --> 00:03:20.440

Simon Woods: So with that, I'm just going to pass it to our Vice President of Inclusion and Learning.

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00:03:20.470 --> 00:03:25.470

Simon Woods: Caen Thomason-Redus, who can get us moving here over to you, Caen.

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00:03:26.520 --> 00:03:37.360

Caen Thomason-Redus (he/him), League: Thank you, Simon. Thanks for taking time to be here with us and thank you to everybody. This is a really great moment to be here many of you were involved in our pilot year last year.

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00:03:37.430 --> 00:03:46.930

Caen Thomason-Redus (he/him), League: and I realize it is a bit of a stretch to call it a year, because for most of you it probably was 6 months and felt like 2. It was fast paced. We got a lot done.

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00:03:47.190 --> 00:04:00.650

Caen Thomason-Redus (he/him), League: and we learned a lot, and thankfully we are able to continue that work now, and plan for 3 years of much more activity with many more people so welcome to all of you who are new to this program as well.

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00:04:00.890 --> 00:04:20.000

Caen Thomason-Redus (he/him), League: We have a lot to cover in this short hour. I want you to know that every bit of information we're going to share with you is also being posted to our website, and you'll have access to directly as a registrant from this from this webinar.

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00:04:20.000 --> 00:04:45.399

Caen Thomason-Redus (he/him), League: So everything that we reference, everything that we describe you will have in written detail, and you any of the links that are discussed or shown. You'll have access to, so please do feel free to ask questions, but please also know that you'll have plenty of time to look over this, and we do have 2 Q&A. Sessions that are already scheduled for people that may want to come and follow up with more questions.

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00:04:45.520 --> 00:04:53.099

Caen Thomason-Redus (he/him), League: and in general Sam Andrew and I are also very happy to talk with people in organizations who have a lot more specific questions.

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00:04:53.530 --> 00:04:56.560

Caen Thomason-Redus (he/him), League: Okay? So I'm gonna jump right into it

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00:04:56.760 --> 00:05:02.769

Caen Thomason-Redus (he/him), League: 1st is how we arrived at this point. What is our what is our context? Why are we here?

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00:05:02.970 --> 00:05:14.709

Caen Thomason-Redus (he/him), League: 1st of all, the League of American Orchestras has this vision of a thriving future for orchestras and their communities that celebrates creativity, artistry, and inclusion.

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00:05:14.790 --> 00:05:18.270

Caen Thomason-Redus (he/him), League: We've said that about our entire organization and all of our work.

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00:05:19.010 --> 00:05:43.289

Caen Thomason-Redus (he/him), League: Our mission is equally relevant. Here we exist to champion the vitality of music and the orchestral experience support the orchestra community and lead change boldly. And from my perspective, this program is definitely trying to support all 3 of those aspects, and especially with your active participation, I think will be successful

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00:05:44.650 --> 00:05:53.499

Caen Thomason-Redus (he/him), League: as we've done our own strategic planning as an organization. We've talked about our need to accelerate the pace of change in equity, diversity and inclusion.

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00:05:53.560 --> 00:06:04.819

Caen Thomason-Redus (he/him), League: I'm going to make a guess here that many of you attending this are already involved in any number of efforts along the lines of equity, diversity, and inclusion.

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00:06:04.870 --> 00:06:20.030

Caen Thomason-Redus (he/him), League: and we we applaud that we congratulate you and thank you for that. This is one of our commitments to support you in that work, and to work together so that we can get more done more efficiently in a shorter amount of time.

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00:06:21.050 --> 00:06:22.390

Caen Thomason-Redus (he/him), League: Next slide. Please

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00:06:23.540 --> 00:06:43.049

Caen Thomason-Redus (he/him), League: want to acquaint you with some of the resources that we've already been putting out there. So for some of you, these will be very familiar, for some of these may be new. We have on our website what we call an equity diversity and inclusion resource center, and that contains links for just about every single thing we do related to EDI. So it's a great starting point

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00:06:43.290 --> 00:06:54.739

Caen Thomason-Redus (he/him), League: for those of you that are looking for regularly updated statistics, especially from all of our reporting and research. We have what we call now our EDI data hub.

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00:06:54.880 --> 00:07:15.799

Caen Thomason-Redus (he/him), League: It's a great place to go for those statistics that you are looking for, and a top level bit of analysis. So not all of the data there is shared in as thorough a way as we do in our major reports that you might see. But there's just a lot of really helpful information that is timely and presented in a way that's easy for sharing.

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00:07:16.530 --> 00:07:41.659

Caen Thomason-Redus (he/him), League: We have then, of course, after that, a number of reports and guides that help with everything, from racial diversity to the wide variety of equity practices that orchestras are doing right now, and with our case studies and that catalyst snapshots that last one. Again, there's a lot of variety, equity, diversity, and inclusion work being done by orchestras. So I always want to point that out and celebrate that

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00:07:42.290 --> 00:07:43.519

Caen Thomason-Redus (he/him), League: next slide, please.

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00:07:44.950 --> 00:07:51.420

Caen Thomason-Redus (he/him), League: One of our large collaborative efforts that many of you are part of is the national alliance for audition support.

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00:07:51.560 --> 00:07:58.190

Caen Thomason-Redus (he/him), League: So it's created by and is managed with the Sphinx organization, the New World Symphony and us the League of American Orchestras.

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00:07:58.290 --> 00:08:03.289

Caen Thomason-Redus (he/him), League: That is where many of those early audition and tenure recommendations came from

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00:08:03.450 --> 00:08:23.499

Caen Thomason-Redus (he/him), League: for many of you as orchestras. It's something that you've supported and participated in in terms of recruitment, of musicians of color. And for any of the musicians that we have joining us today for people who are eligible for sphinx, orchestral partners, audition and things like that. There's a lot of resources that are provided directly to musicians through that alliance

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00:08:25.510 --> 00:08:26.690

Caen Thomason-Redus (he/him), League: slide, please.

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00:08:26.940 --> 00:08:40.270

Caen Thomason-Redus (he/him), League: So getting more into context here, and and the why it is always important to remind ourselves as we've looked at our racial, ethnic and gender diversity across the field for many years. Next slide, please.

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00:08:40.400 --> 00:08:51.440

Caen Thomason-Redus (he/him), League: We've seen some trend lines that have not changed very much. We've seen that black or African, American, Hispanic, Latinx, native, Hawaiian, and other Pacific Islander.

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00:08:51.480 --> 00:08:59.189

Caen Thomason-Redus (he/him), League: An American, Indian, Alaskan native representation is significantly lower among orchestra musicians than the population overall.

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00:08:59.380 --> 00:09:12.629

Caen Thomason-Redus (he/him), League: and the longest standing trend of that is actually black or African American musicians, with only very, very slight increases over the last 10 year period, much less thinking. Further back.

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00:09:13.410 --> 00:09:28.859

Caen Thomason-Redus (he/him), League: this data is all available through our report, which is available at multiple places on our website. But, as you can see, there's just not been a lot of change. This is not news to any of us. This is what we've all been living for many years.

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00:09:28.900 --> 00:09:35.979

Caen Thomason-Redus (he/him), League: and this is why we are going through some seriously concerted effort right now to change the trend line

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00:09:36.570 --> 00:09:37.650

Caen Thomason-Redus (he/him), League: next, please.

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00:09:38.620 --> 00:09:47.669

Caen Thomason-Redus (he/him), League: which brings us to how we respond, how do we change that trend line? How do we take something that has been a problem for generations and turn it around?

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00:09:48.330 --> 00:09:58.209

Caen Thomason-Redus (he/him), League: What we are doing together is inclusive stages which has the explicit goal of increasing the racial diversity of musicians in American, professional and community orchestras.

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00:09:58.420 --> 00:10:15.980

Caen Thomason-Redus (he/him), League: This is work that now we've been discussing and planning for about 2 years. We received initial and then continuing support from the Sakana Foundation, and we had a series of impressive 1st achievements with the pilot year, with the coalition and all the data partners, many of which include you

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00:10:16.470 --> 00:10:17.540

Caen Thomason-Redus (he/him), League: next please.

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00:10:19.360 --> 00:10:34.639

Caen Thomason-Redus (he/him), League: guiding values. This is something that for those of you who are not new to inclusive stages. Hopefully, you'll remember that every time we meet we talk about why we're doing this, how we're doing it. What's leading us, and for those of you that paid close attention. You'll you'll catch one little change here.

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00:10:34.750 --> 00:10:38.750

Caen Thomason-Redus (he/him), League: 1st of all, musicians will always be included.

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00:10:38.900 --> 00:10:44.469

Caen Thomason-Redus (he/him), League: This is a problem that affects musicians. This is a problem that requires musicians.

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00:10:44.580 --> 00:10:55.950

Caen Thomason-Redus (he/him), League: and any problem that involves stakeholders can only be solved with the stakeholders. So it's really important that we make sure musicians are present at all times in this work.

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00:10:56.710 --> 00:10:57.880

Caen Thomason-Redus (he/him), League: Within that

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00:10:57.940 --> 00:11:03.280

Caen Thomason-Redus (he/him), League: the perspectives of musicians of color color. Excuse me will always be prioritized.

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00:11:03.430 --> 00:11:06.647

Caen Thomason-Redus (he/him), League: I just want to clarify what that means.

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00:11:07.390 --> 00:11:15.280

Caen Thomason-Redus (he/him), League: I think, for anybody who has felt like they are committed to an issue or a struggle or dealing with a problem.

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00:11:16.020 --> 00:11:22.290

Caen Thomason-Redus (he/him), League: Often the people who are most affected by that problem find themselves the most responsible for fixing it.

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00:11:22.760 --> 00:11:46.720

Caen Thomason-Redus (he/him), League: We're not going to continue that practice. However, we are not going to ignore any of those perspectives, experiences, opinions of those people who are most directly affected. So that's where, I say their perspectives will be prioritized, but at no point will we be expecting the people who are the most directly affected to be coming up with all the solutions and doing all the work. This is our work as a group.

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00:11:47.830 --> 00:12:11.140

Caen Thomason-Redus (he/him), League: 3rd orchestras will determine their own goals and actions, something that hopefully, you know you can rely on is the League of American Orchestras is not issuing orders to orchestras. It is not saying how you are supposed to do exactly what you do. Our job is to provide as much support as possible by providing the information, by providing resources, by

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00:12:11.190 --> 00:12:15.889

Caen Thomason-Redus (he/him), League: helping us learn and determine what will be the best ways to achieve our goals.

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00:12:16.050 --> 00:12:29.079

Caen Thomason-Redus (he/him), League: and in this case orchestras will set their own specific goals and plans. We will assist with the tracking of those goals and plans and supporting any challenges we find we're encountering.

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00:12:29.140 --> 00:12:45.449

Caen Thomason-Redus (he/him), League: We'll hope that through this collective action we'll be learning from each other in real time, and that things that quite often would prove insurmountable. With a little bit of collective wisdom and the trial and error of a large group, we're going to find our ways around those problems more quickly than we would alone.

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00:12:46.580 --> 00:12:49.442

Caen Thomason-Redus (he/him), League: And the last one, this is the update

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00:12:49.890 --> 00:12:58.670

Caen Thomason-Redus (he/him), League: Last year we we were very time bound, we had less than a year. So like, we're gonna focus on what we can get done right now. And that was kind of the guiding light there.

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00:12:59.022 --> 00:13:04.960

Caen Thomason-Redus (he/him), League: We also said that we are gonna stick only to what we could get done within current agreements.

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00:13:05.460 --> 00:13:25.349

Caen Thomason-Redus (he/him), League: but what we ended up seeing was that orchestras took it upon themselves to change some of their agreements anyway. So seeing that there is that interest and capability out there, we're just not pretending it's it's not present. So we just want to honor all the hard work that has already happened with the large number of orchestras that are already making improvements to some

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00:13:25.350 --> 00:13:37.859

Caen Thomason-Redus (he/him), League: some areas of our work that were considered. Not that not the 1st place to go. There was a lot of a lot of vision that was that was involved in last year, and we're very honored to see that.

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00:13:38.040 --> 00:13:39.990

Caen Thomason-Redus (he/him), League: So our new guiding light here

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00:13:40.150 --> 00:13:42.190

Caen Thomason-Redus (he/him), League: we have waited long enough

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00:13:42.430 --> 00:13:44.809

Caen Thomason-Redus (he/him), League: can we say it any more clearly than that

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00:13:44.940 --> 00:13:48.559

Caen Thomason-Redus (he/him), League: our coalition, those of you that choose to join us,

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00:13:49.069 --> 00:13:54.229

Caen Thomason-Redus (he/him), League: Are committing ourselves to making measurable progress within these 3 years.

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00:13:54.660 --> 00:13:59.819

Caen Thomason-Redus (he/him), League: So there's a there's a lot of specificity there. We're saying the orchestras who are in the coalition.

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00:13:59.840 --> 00:14:07.629

Caen Thomason-Redus (he/him), League: That means the orchestras, the musicians, the partner organizations, the youth orchestras, the education partners, all of us together.

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00:14:08.030 --> 00:14:11.180

Caen Thomason-Redus (he/him), League: If we are doing all the things we say we are setting out to do.

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00:14:11.260 --> 00:14:17.120

Caen Thomason-Redus (he/him), League: There is really no reason we should not see measurable progress within these 3 years. So that is our commitment.

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00:14:17.330 --> 00:14:32.130

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Caen Thomason-Redus (he/him), League: and this is a value that certainly can be informed by this group. So I welcome feedback on these, and whatever serves to best guide us as we go through the struggles and the successes of the next 3 years.

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00:14:32.330 --> 00:14:36.030

Caen Thomason-Redus (he/him), League: Please share what that could be. And if these values need to change, we can do that

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00:14:37.050 --> 00:14:38.279

Caen Thomason-Redus (he/him), League: next slide, please.

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00:14:42.340 --> 00:14:44.760

Caen Thomason-Redus (he/him), League: All right. So how we're doing it.

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00:14:45.040 --> 00:14:51.170

Caen Thomason-Redus (he/him), League: We are about to get into some detail with you all. And for some it'll be

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00:14:51.260 --> 00:14:57.490

Caen Thomason-Redus (he/him), League: some familiar information, because it's essentially the same structure as what we did the past year.

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00:14:57.550 --> 00:15:00.499

Caen Thomason-Redus (he/him), League: But given that, we have 3 years to do it in.

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00:15:00.590 --> 00:15:22.430

Caen Thomason-Redus (he/him), League: there's more of it, and there's a little more variety, and the fact that we are expanding our coalition to include so many more kinds of individuals and organizations that makes the work more varied and hopefully in the end more impactful. So just a disclaimer right now that for any of this that seems redundant feel free to just kind of

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00:15:22.850 --> 00:15:31.220

Caen Thomason-Redus (he/him), League: skim along with us, and and tune in. When you hear something different, we do want to call out that as

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00:15:31.250 --> 00:15:40.559

Caen Thomason-Redus (he/him), League: as much as we are inviting everybody to be a part of this coalition. The coalition will only be successful through the commitment of all of the individual members.

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00:15:40.610 --> 00:15:48.720

Caen Thomason-Redus (he/him), League: So please don't mistake our eagerness for you to join with our assumption that it is the right next step for you.

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00:15:48.850 --> 00:15:57.559

Caen Thomason-Redus (he/him), League: You all need to determine if the commitments that we're asking for. And if the goals that we're putting forward are the match for your organization where it is right now.

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00:15:57.780 --> 00:16:12.530

Caen Thomason-Redus (he/him), League: we support every organization in a lot of different ways. This coalition is very specifically for organizations and individuals who are committed to this, and are able to act in a number of ways within these 3 years.

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00:16:13.580 --> 00:16:15.969

Caen Thomason-Redus (he/him), League: All right, let's get into the details.

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00:16:18.280 --> 00:16:35.110

Caen Thomason-Redus (he/him), League: We are going to do 2 forms. Essentially, we've got data and coalition. The data has a number of aspects to it, and Sam Andrew for those of you who have not met her. She is your best friend. She is going to make all of the work, comprehensible.

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00:16:35.260 --> 00:16:43.639

Caen Thomason-Redus (he/him), League: actionable, helpful. And she's gonna do it nicely. It's remarkable. So Sam Andrew is our manager of inclusion and learning.

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00:16:43.720 --> 00:16:48.830

Caen Thomason-Redus (he/him), League: so grateful to have her. She is the backbone of this program, and she's going to walk you through the data pieces.

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00:16:49.810 --> 00:16:58.730

Sam Andrew (she/her), League: Thanks, Caen. So we're going to cover. Briefly, I'm going to start with the 2 key components. So we're going to talk just with an overview of data collection piece, and then the Coalition building.

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00:16:58.770 --> 00:17:02.620

Sam Andrew (she/her), League: And then we're gonna get deeper into all of these details.

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00:17:02.800 --> 00:17:13.980

Sam Andrew (she/her), League: So as you see on the screen here the data collection piece over the next 3 years there are gonna be 4 different surveys that we'll do at various points in time, and we'll talk about the timeline in a little bit.

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00:17:15.102 --> 00:17:22.990

Sam Andrew (she/her), League: They include the inclusion index, which is self-reported experiential data from staff and musicians within orchestras.

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00:17:23.290 --> 00:17:35.400

Sam Andrew (she/her), League: They include the audition applicant demographic survey which collects voluntary self-reported data from audition applicants who are individuals essentially seeking to enter professional orchestras.

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00:17:36.040 --> 00:17:44.570

Sam Andrew (she/her), League: audition, and tenure practices survey which helps us understand the variety of audition and tenure practices and their prevalence in our field currently

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00:17:44.770 --> 00:17:52.809

Sam Andrew (she/her), League: and finally, the orchestra demographic survey which provides snapshots of racial and ethnic and gender diversity within orchestras. Currently.

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00:17:52.950 --> 00:17:58.370

Sam Andrew (she/her), League: And again, we're going to get into a little bit into more detail for all of these components

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00:17:59.320 --> 00:18:17.520

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Sam Andrew (she/her), League: for coalition building. It really seeks to answer the question, what collaboration is missing. So there's a lot of different ways. We can collaborate to get this work done, and we're going to seek to utilize all of these different stakeholders, all these different perspectives to help us get us to that ultimate goal.

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00:18:19.470 --> 00:18:23.800

Sam Andrew (she/her), League: So there are a couple of different ways that each orchestra can participate.

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00:18:24.590 --> 00:18:30.740

Sam Andrew (she/her), League: There are 2 options, really, there's the 1st option which is to participate as a data partner.

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00:18:30.940 --> 00:18:45.189

Sam Andrew (she/her), League: and if you choose to be a data partner, you're essentially signing up to participate in one or more of the 4 data projects. But there's no further commitment. So you can sign up in any number of the data projects. But you will not be part of the actual coalition work itself.

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00:18:45.420 --> 00:18:59.899

Sam Andrew (she/her), League: The second option for participation is as a full coalition member. Now, Coalition members commit to doing all 4 of the data projects over the next 3 years. In addition to all of the coalition work that we'll be detailing in a little bit.

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00:19:00.030 --> 00:19:22.629

Sam Andrew (she/her), League: And now this is a big piece that we're really excited about. In our 1st year for a number of reasons we were only focusing on professional and community orchestras. And for the next 3 years we're really excited to include youth orchestras in our coalition. So we're looking forward to welcoming hopefully several youth orchestras to our coalition to work all together as a group.

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116

00:19:24.320 --> 00:19:30.139

Sam Andrew (she/her), League: We also are opening up the coalition to individual musicians. And we

117

00:19:30.180 --> 00:19:41.599

Sam Andrew (she/her), League: are defining here individual musicians as adult orchestral musicians who are not currently affiliated with an orchestra or musicians whose orchestras choose not to participate in the national coalition.

118

00:19:41.710 --> 00:19:48.480

Sam Andrew (she/her), League: so individual musicians, and especially musicians of color, are invited to join the coalition. We do

119

00:19:48.530 --> 00:19:54.660

Sam Andrew (she/her), League: ask for a little bit of commitment in terms of participation in coalition, wide events.

120

00:19:54.780 --> 00:20:01.989

Sam Andrew (she/her), League: but they will not be participating in data projects as those are primarily focused on orchestra wide data.

121

00:20:02.930 --> 00:20:14.279

Sam Andrew (she/her), League: We also have institutional participation. And here we're defining institutions as any professionals who represent organizations that are connected to the orchestra field.

122

00:20:14.390 --> 00:20:38.249

Sam Andrew (she/her), League: This might include musician Union leadership staff members of the Union or Union locals, League organizational partners, orchestra pathways programs, higher education, higher education institutions and equity diversity and inclusion consultants. And I also want to just note here, this is just kind of a sample list, but there may be

123

00:20:38.310 --> 00:20:54.159

Sam Andrew (she/her), League: other representation that would fit under institutions. So if you're not sure exactly how your organization might fit into this, please get in touch with us, and we're happy to talk through how that might work for you and your organization.

124

00:20:55.450 --> 00:21:02.510

Sam Andrew (she/her), League: So those are the different ways to participate. And now we're going to talk a little bit more about what

125

00:21:02.540 --> 00:21:07.499

Sam Andrew (she/her), League: it's all gonna be happening. So the details about how all of this is going to work

126

00:21:07.790 --> 00:21:09.740

Sam Andrew (she/her), League: for the data collection piece.

127

00:21:09.790 --> 00:21:16.410

Sam Andrew (she/her), League: Now, as a refresher, here are the 4 data projects that we're going to be doing over the next 3 years.

128

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00:21:16.450 --> 00:21:34.479

Sam Andrew (she/her), League: And we're going to start with the inclusion index. So the inclusion index is a survey that was done in partnership with accordant advisors. This survey really allows orchestras to understand what's happening in their own organizational culture. It allows them to identify

129

00:21:34.590 --> 00:21:39.799

Sam Andrew (she/her), League: where future Edi efforts can best be focused and really track change over time.

130

00:21:39.990 --> 00:21:48.069

Sam Andrew (she/her), League: This survey that we're going to be doing in the next 3 years. It will happen only once. It's projected to happen in the second year of the program.

131

00:21:48.240 --> 00:21:55.563

Sam Andrew (she/her), League: and this will be smaller in scope than the initial inclusion index. This is really meant to be

132

00:21:56.160 --> 00:22:17.720

Sam Andrew (she/her), League: to track change for the people who participated in the Pilot inclusion, index survey. But if you did not participate in the 1st year. This will still be incredibly beneficial for you and your orchestra. It will still provide a lot of information. It's just going to be a little bit smaller of a survey, so it'll be hopefully a little bit more manageable for you and your orchestra.

133

00:22:18.660 --> 00:22:47.349

Caen Thomason-Redus (he/him), League: I just want to chime in for a moment on this inclusion. Index. 1st of all, a huge thank you to the orchestras that pulled it off in the pilot year, because I know it was a very short turnaround, and it was a big ask, and I'm well aware of that, and I appreciate your

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willingness and ability to participate. I just want to say how important this side of the work is. It's very easy, and unfortunately a bit habitual.

134

00:22:47.861 --> 00:22:51.797

Caen Thomason-Redus (he/him), League: When solving problems, to try to focus on

135

00:22:52.580 --> 00:23:04.580

Caen Thomason-Redus (he/him), League: the stakeholder again, most affected by the problem. So in this case, talking about musicians of color. And to think what are all the things that they need to succeed in getting into our orchestras.

136

00:23:04.700 --> 00:23:20.990

Caen Thomason-Redus (he/him), League: It's incredibly important that we recognize that our orchestras as the hopeful homes and employers of these musicians of all musicians, really have a duty to look at what needs to change within the organization.

137

00:23:21.140 --> 00:23:23.310

Caen Thomason-Redus (he/him), League: We cannot just

138

00:23:23.900 --> 00:23:47.600

Caen Thomason-Redus (he/him), League: put out our best effort to get a ton of new people into orchestras, into environments which historically have excluded them, and assume that nothing else needs to change, just getting there, just getting people in. There is not enough. We need to improve culture for all of us. This is something that will have benefits for every aspect of the organization.

139

00:23:48.085 --> 00:23:58.230

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Caen Thomason-Redus (he/him), League: If we can improve work environments within orchestras, if we can. If we can have information about how people are feeling about their jobs across the organization.

140

00:23:58.390 --> 00:24:16.560

Caen Thomason-Redus (he/him), League: There's a ton of benefit that can provide for just about any goal an organization has. But in this case, organizational culture and improving. It is not something that we consider a nice to have. We consider a must have to ensure the best possible working environment for every musician involved in this.

141

00:24:18.410 --> 00:24:28.910

Sam Andrew (she/her), League: Thank you. Caen, yeah. And just to stress the importance of that culture piece, through this program, the data projects, you'll see all tackle different pieces of

142

00:24:29.420 --> 00:24:35.369

Sam Andrew (she/her), League: this kind of pipeline into the orchestra world. So this really tackles that that culture piece and

143

00:24:35.630 --> 00:24:49.440

Sam Andrew (she/her), League: helps improve not just the culture for musicians of color or staff members of color, but really to improve the culture for everyone in the orchestra, which I think is really really important and really meaningful.

144

00:24:50.200 --> 00:24:55.949

Sam Andrew (she/her), League: So this is the inclusion index. Next is the audition applicant demographic Survey.

145

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00:24:56.670 --> 00:25:14.800

Sam Andrew (she/her), League: This focuses on the collecting self-reported data from individuals who are applying to positions in orchestras. We currently have this survey in use by many orchestras. Many of you are participating in that. So thank you for your participation and your data that you help us collect.

146

00:25:14.950 --> 00:25:44.740

Sam Andrew (she/her), League: This is done in partnership with accepted and the National Alliance for audition support. And this is free for everyone involved. It's free for applicants. It's free for orchestras to use, and it's pretty straightforward. Orchestras are able to just send this link directly to their audition applicants, and then that data, if they use the accepted program. That data then, goes directly to the orchestras and directly to the League as well. So we receive all the anonymous data in addition to you as the participant.

147

00:25:46.520 --> 00:25:54.210

Sam Andrew (she/her), League: Next, we've got the audition and tenure practices. Survey this survey. I'm going to hand it over to Caen to talk a little bit about.

148

00:25:54.310 --> 00:25:56.089

Sam Andrew (she/her), League: Okay, there we go. Thank you.

149

00:25:56.090 --> 00:25:56.750

Caen Thomason-Redus (he/him), League: Thank you.

150

00:25:56.890 --> 00:26:01.267

Caen Thomason-Redus (he/him), League: Yeah. So I just wanted to talk for a moment about this, because

151

00:26:01.590 --> 00:26:20.920

Caen Thomason-Redus (he/him), League: a year ago this didn't exist. This was an idea that we had that we thought was obviously a really important bit of information, and could hopefully provide some inspiration for people looking for improved practices. It was also in the in the discussions we were having about this program.

152

00:26:20.980 --> 00:26:28.790

Caen Thomason-Redus (he/him), League: This was one of the more divisive topics. So, as I was talking to all forms of stakeholders

153

00:26:28.990 --> 00:26:43.689

Caen Thomason-Redus (he/him), League: about the work we wanted to achieve. Some people would say to me, that asking for audition, tenure practices of an orchestra, well, like, why not? It's public information. Just you could probably even just find it online. Just go ahead and get it, grab it. Don't worry about it.

154

00:26:43.800 --> 00:26:57.489

Caen Thomason-Redus (he/him), League: Other people would say, like, Whoa! Whoa! Whoa! Hold on! If you're gonna be asking for all that information, that's a big topic, what is it you're looking for what do you? How are you gonna get that? It? It quickly became a sensitive topic for a lot of people.

155

00:26:57.900 --> 00:27:07.889

Caen Thomason-Redus (he/him), League: Our working theory was that by using the coalition environment to workshop the questions themselves, the aims of the the study.

156

00:27:07.910 --> 00:27:12.100

Caen Thomason-Redus (he/him), League: and then by running it as a as a test pilot with

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157

00:27:12.730 --> 00:27:20.969

Caen Thomason-Redus (he/him), League: with the coalition that we could hopefully just work through any of the thorny issues and see the sensitivities in advance, make sure that everybody's concerns were addressed.

158

00:27:21.100 --> 00:27:36.219

Caen Thomason-Redus (he/him), League: and what we experienced was a ton of positive engagement. We had tons of suggestions, questions that were really helpful in clarifying the intent of it, and and how to to define certain practices and even framing of questions.

159

00:27:36.250 --> 00:27:44.290

Caen Thomason-Redus (he/him), League: We saw engagement from all forms of stakeholders. We saw engagement from individual musicians, from orchestra staff, from Union representatives.

160

00:27:44.675 --> 00:27:54.089

Caen Thomason-Redus (he/him), League: Really, everybody jumped on board to get this to happen, and we ended up with a really strong survey that now we are going to be prepared to roll out much more widely.

161

00:27:54.160 --> 00:28:11.050

Caen Thomason-Redus (he/him), League: So this was for us an example of taking an issue which at the start was divisive, and through the efforts of the coalition. We found consensus rather quickly, and were able to get a lot of information. So thank you for those of you that made that happen, and I'm really excited to take it further.

162

00:28:14.660 --> 00:28:15.710

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Sam Andrew (she/her), League: Thanks, Caen.

163

00:28:15.780 --> 00:28:24.950

Sam Andrew (she/her), League: So this survey we are hoping to roll it out in 2025, with a public summary later then in 2026.

164

00:28:25.494 --> 00:28:30.599

Sam Andrew (she/her), League: So hopefully, we are excited to get a lot more data this time around.

165

00:28:32.380 --> 00:28:43.100

Sam Andrew (she/her), League: Finally, we have the orchestra demographic survey, which hopefully, many of you are familiar with. This is previously has been done annually. And this survey is

166

00:28:43.130 --> 00:28:55.419

Sam Andrew (she/her), League: really focused on race ethnicity and gender gender, demographic data for orchestra, musicians, staff board of directors, conductors, music music directors, and executive directors.

167

00:28:55.650 --> 00:29:05.890

Sam Andrew (she/her), League: So this really provides a snapshot of demographics in league orchestras, and it also contributes to our efforts to track these trends over time

168

00:29:06.030 --> 00:29:16.990

Sam Andrew (she/her), League: going forward. We're going to be conducting this survey in January of 2025, and after that, shifting to a 2 year cycle, so the next run of it would be in 2027.

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169

00:29:18.340 --> 00:29:29.739

Sam Andrew (she/her), League: So just to kind of give a general timeline for these surveys over the next 3 years. I just want to note the timeline may shift a little bit, but these are our current projections.

170

00:29:29.760 --> 00:29:39.369

Sam Andrew (she/her), League: If things do change, we will be communicating this out to everyone, so that they know well in advance what expectations are and what the timelines will be.

171

00:29:39.770 --> 00:29:45.549

Sam Andrew (she/her), League: So year one this coming year. We're looking at the audition Applicant Demographic Survey, which is ongoing

172

00:29:45.560 --> 00:29:49.069

Sam Andrew (she/her), League: and the orchestra demographic Survey in January.

173

00:29:49.120 --> 00:29:57.849

Sam Andrew (she/her), League: and from there we've got in year 2 audition applicant demographic survey, the audition and tenure practices, field-wide survey.

174

00:29:57.890 --> 00:30:01.149

Sam Andrew (she/her), League: and the smaller scale inclusion index.

175

00:30:01.430 --> 00:30:08.749

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Sam Andrew (she/her), League: and finally, in year 3, again, the audition Applicant, Demographic survey and the orchestra demographics survey.

176

00:30:11.290 --> 00:30:17.999

Sam Andrew (she/her), League: and with that we will now shift to talking through the Coalition. Caen. I'll hand it back over to you.

177

00:30:19.570 --> 00:30:20.810

Caen Thomason-Redus (he/him), League: Yeah, thank you.

178

00:30:21.445 --> 00:30:24.690

Caen Thomason-Redus (he/him), League: So this coalition that we've been talking about

179

00:30:25.498 --> 00:30:39.630

Caen Thomason-Redus (he/him), League: it was great at the start, and was necessarily focused on the actions that professional and community orchestras could take to improve their recruitment and retention of musicians of color. But of course.

180

00:30:39.630 --> 00:30:55.589

Caen Thomason-Redus (he/him), League: from the beginning we've acknowledged that that would be insufficient ultimately to really solve the problem, and as soon as possible we wanted to expand the coalition, to include youth, orchestras, education partners, and a number of other kinds of organizations. So we are now at that moment

181

00:30:55.620 --> 00:31:08.459

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Caen Thomason-Redus (he/him), League: the intent of the coalition is still the same. It's based on collective action. It's based on the concept that to some degree there's safety in numbers. When you see others doing it, you can have a little more

182

00:31:08.660 --> 00:31:18.889

Caen Thomason-Redus (he/him), League: faith that the the efforts are going to pay off. There's also the opportunity for real time learning. So by us, sharing our goals by us, sharing our progress, sharing challenges.

183

00:31:18.950 --> 00:31:24.589

Caen Thomason-Redus (he/him), League: brainstorming how to get around them. We are going to get this work done better and faster than if we were doing it alone.

184

00:31:25.310 --> 00:31:33.929

Caen Thomason-Redus (he/him), League: The goal of this coalition just going to say it again. We want to see measurable improvement of the racial or ethnic diversity of our coalition orchestra musicians.

185

00:31:33.940 --> 00:31:35.560

Caen Thomason-Redus (he/him), League: Within 3 years

186

00:31:35.630 --> 00:31:41.730

Caen Thomason-Redus (he/him), League: we have a lot of reason to think that's possible, based on the changes that have already been put in place by a number of orchestras.

187

00:31:42.175 --> 00:31:47.219

Caen Thomason-Redus (he/him), League: But that's going to take focus and determination. So we thank you in advance for that.

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188

00:31:47.640 --> 00:32:11.369

Caen Thomason-Redus (he/him), League: And as with the pilot phase, we have facilitation support from Leading ChangeMakers and those of you that got to work with Anthony and Carrie in previous sessions, hopefully saw how helpful they were, how adaptable they were, and how intent they are on focusing all of this work to be helpful for orchestras, for musicians, for youth, orchestras for higher education.

189

00:32:11.370 --> 00:32:22.829

Caen Thomason-Redus (he/him), League: They actually have experience in a wide range of of artistic areas. And they've been really helpful in making sure this does not feel like some of the the.

190

00:32:51.550 --> 00:32:52.810

Shan:

191

00:32:53.870 --> 00:32:57.529

Shan:

192

00:32:59.090 --> 00:33:02.259

Sam Andrew (she/her), League: Looks like we might have lost Caen.

193

00:33:04.830 --> 00:33:08.059

Sam Andrew (she/her), League: If he comes back hopefully

194

00:33:08.140 --> 00:33:09.619

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Sam Andrew (she/her), League: we'll be able to

195

00:33:09.910 --> 00:33:18.140

Sam Andrew (she/her), League: pick up where we left off. But in the meantime. Yes, Leading ChangeMakers is our primary facilitation partner through all of this.

196

00:33:18.280 --> 00:33:24.410

Sam Andrew (she/her), League: and they've been absolutely wonderful to work with. We are excited to continue working with them

197

00:33:24.550 --> 00:33:31.209

Sam Andrew (she/her), League: in the coming 3 years, and for those of you who don't know hopefully, you will get the opportunity to meet them and experience.

198

00:33:31.599 --> 00:33:36.390

Sam Andrew (she/her), League: They're both incredible human beings, and we're looking forward to continuing to work with them.

199

00:33:39.550 --> 00:33:43.697

Sam Andrew (she/her), League: So there are several benefits to joining

200

00:33:44.910 --> 00:34:01.790

Sam Andrew (she/her), League: for orchestras. So providing this coalition is really an opportunity to help orchestras collaborate with each other, share information, making sure that we're aligning efforts across the entire pipeline from youth orchestras to higher education, to professional orchestras.

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201

00:34:01.800 --> 00:34:05.799

Sam Andrew (she/her), League: and really learn from each other's successes and failures.

202

00:34:06.260 --> 00:34:13.609

Sam Andrew (she/her), League: Through this work we seek to really establish a new benchmark for change in our field, and we've already started to see some of that

203

00:34:13.690 --> 00:34:20.700

Sam Andrew (she/her), League: in our pilot year. We're looking forward to continuing that and refining this benchmark for change, the expectation

204

00:34:20.739 --> 00:34:24.740

Sam Andrew (she/her), League: that we can move the needle as a group together.

205

00:34:25.315 --> 00:34:42.680

Sam Andrew (she/her), League: Orchestras that do join the coalition will receive priority for free participation in the inclusion index, and you may have noticed on that inclusion index slide. We are subsidizing it, for up to 75 orchestras and coalition members will receive priority for that participation.

206

00:34:42.900 --> 00:34:51.019

Sam Andrew (she/her), League: In addition, group 3 through 8 orchestras and individual musicians will receive travel, support for all in-person travel or in-person

207

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00:34:51.030 --> 00:34:55.010

Sam Andrew (she/her), League: convenings. The same way that we did this past year.

208

00:34:55.280 --> 00:35:15.917

Sam Andrew (she/her), League: Coalition members will also receive free access to all inclusive stages trainings. So through this coalition work, we are going to be developing a series of training modules we're looking at roughly, one to 2 training modules per year, and these will be provided for free to all coalition members. They will be available

209

00:35:16.520 --> 00:35:26.050

Sam Andrew (she/her), League: for orchestras and other organizations outside the Coalition as well. But it will be free for all coalition members.

210

00:35:26.140 --> 00:35:48.480

Sam Andrew (she/her), League: and finally, coalition members are going to receive the highest level level of access to all of our findings from the 4 data projects. So some of those of you who participated in the audition and tenure practices survey, you'll be able to receive some of those high level findings in addition to the audition applicant demographics survey findings, etc.

211

00:35:49.060 --> 00:35:53.949

Sam Andrew (she/her), League: So really there are a lot of benefits to joining, and I see that Caen has joined us again.

212

00:35:54.466 --> 00:35:58.009

Sam Andrew (she/her), League: So let's see. Caen. Are you.

213

00:35:58.860 --> 00:36:00.212

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Caen Thomason-Redus (he/him), League: I'm I'm here, my

214

00:36:01.510 --> 00:36:04.410

Caen Thomason-Redus (he/him), League: my Internet stopped. So I'm on my phone.

215

00:36:05.870 --> 00:36:09.250

Caen Thomason-Redus (he/him), League: can't tell you what's going on. Internet went away. Gotta love it.

216

00:36:09.795 --> 00:36:10.310

Caen Thomason-Redus (he/him), League: Thanks.

217

00:36:11.593 --> 00:36:19.820

Sam Andrew (she/her), League: So we were just about to switch to talking through coalition expectations. So, Caen, if you're good to go, then I will hand it back over to you.

218

00:36:19.820 --> 00:36:20.670

Caen Thomason-Redus (he/him), League: Absolutely

219

00:36:24.940 --> 00:36:26.868

Caen Thomason-Redus (he/him), League: alright. Thank you. So

220

00:36:27.790 --> 00:36:32.262

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Caen Thomason-Redus (he/him), League: for professional and community orchestras, otherwise known as adult orchestras.

221

00:36:33.290 --> 00:36:40.999

Caen Thomason-Redus (he/him), League: I'm not going to read through every single one here but please do review them. They're really important. We are asking essentially for participation.

222

00:36:41.080 --> 00:36:47.809

Caen Thomason-Redus (he/him), League: An example of that is to attend the trainings and join a working group. We're gonna talk about working groups, what those are.

223

00:36:47.990 --> 00:36:59.609

Caen Thomason-Redus (he/him), League: as far as making the commitment to join. We are asking that your executive director and your board chair sign off on this. We just wanna make sure that there's overall awareness and support for this effort

224

00:36:59.870 --> 00:37:03.728

Caen Thomason-Redus (he/him), League: and for engagement, which is incredibly important

225

00:37:04.340 --> 00:37:13.630

Caen Thomason-Redus (he/him), League: we are asking each orchestra to commit to involving directly their executive director, their music director, and their musicians.

226

00:37:13.680 --> 00:37:18.620

Caen Thomason-Redus (he/him), League: and for the musician's part it needs to go beyond just representation.

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227

00:37:18.660 --> 00:37:35.780

Caen Thomason-Redus (he/him), League: It's certainly expedient to work through elected representatives, existing committees, all of that. And that's that's perfectly adequate for getting a large amount of the work done. But for this to actually have meaning for this, to result in positive outcomes for everybody involved.

228

00:37:35.910 --> 00:37:56.730

Caen Thomason-Redus (he/him), League: All of the musicians need to be aware of and have opportunities to provide input for this entire process. We won't be successful without that, and we're going to provide a lot of support to help orchestras manage that hopefully, have that go as efficiently as possible. We know it's not always an easy, simple, direct process. But it's really going to be critical.

229

00:37:56.830 --> 00:38:03.356

Caen Thomason-Redus (he/him), League: The same goes for the music director. we said this particularly in the pilot year, that the

230

00:38:03.890 --> 00:38:16.890

Caen Thomason-Redus (he/him), League: the music director, is the person more often than not who actually makes the decisions of hiring retention and non retention. And to attempt to solve this without the music director does not make sense.

231

00:38:17.234 --> 00:38:45.499

Caen Thomason-Redus (he/him), League: That being said, we recognize that music directors have a unique role within the organization and will need to involve themselves in any number of ways which will probably look very different than the ways other people are involved. We completely respect that. What we ask is that every orchestra commit to us how they will be involving their music director. Same for the musicians. No 2 plans will look exactly alike. We're incredibly flexible on what we would consider a commitment

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232

00:38:46.365 --> 00:38:46.969

Caen Thomason-Redus (he/him), League:

233

00:38:47.070 --> 00:38:52.360

Caen Thomason-Redus (he/him), League: engagement, and we'll be giving examples of that.

234

00:38:53.173 --> 00:38:53.676

Caen Thomason-Redus (he/him), League: But

235

00:38:54.280 --> 00:38:58.689

Caen Thomason-Redus (he/him), League: we will not be successful without engagement of both those constituencies.

236

00:38:58.840 --> 00:39:22.190

Caen Thomason-Redus (he/him), League: So what does the engagement look like. These are just examples that we've already seen. Amongst a range of orchestras and this in no way is anywhere close to an exhaustive list. There are any number of things, and we'll certainly be happy to share the the creativity that comes out of the group. As we see people reporting, and we'll be sharing. Here are more examples. Have we tried this? That's something that we'll be doing constantly

237

00:39:22.800 --> 00:39:24.260

Caen Thomason-Redus (he/him), League: next slide, please?

238

00:39:29.340 --> 00:39:46.300

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Caen Thomason-Redus (he/him), League: So for youth orchestras 1st of all, welcome. Sorry for the delay, and thank you for joining. We're really excited to have youth orchestras included. Youth orchestras play a really important role here, but of course it is different. So the commitments are similar when it comes to participation.

239

00:39:47.161 --> 00:39:52.460

Caen Thomason-Redus (he/him), League: We ask that you you attend the meetings attend the the trainings

240

00:39:52.640 --> 00:40:07.329

Caen Thomason-Redus (he/him), League: and participate in working groups. But of course, the involvement of musicians, which in your case are in your case are youth. That's a very different prospect. I'll just say, for my own opinions about youth orchestra

241

00:40:11.770 --> 00:40:33.900

Caen Thomason-Redus (he/him), League: to diversify your ensembles, but the way they are involved, the information they receive, the input they provide. That's all going to be very unique to to your organization, your goals. So we don't have that same requirement of a musician engagement plan for youth orchestras, but we certainly expect to see lots of helpful examples of how youth are involved in this discussion.

242

00:40:34.390 --> 00:40:50.289

Caen Thomason-Redus (he/him), League: and because of the wide range of conductor situations with youth orchestras. We're asking that you do include at least one of your conductors. Some of you have music directors, some of you don't, so we would leave it to you to decide who might be the most helpful participant. But at least one

243

00:40:54.130 --> 00:40:54.860

Caen Thomason-Redus (he/him), League: I'm.

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244

00:41:07.990 --> 00:41:11.858

Sam Andrew (she/her), League: And it looks like we might be losing you. But yes,

245

00:41:12.840 --> 00:41:17.629

Sam Andrew (she/her), League: we. We are asking for a minimum of one conductor or music director.

246

00:41:17.630 --> 00:41:18.230

Caen Thomason-Redus (he/him), League: Okay.

247

00:41:19.190 --> 00:41:20.230

Sam Andrew (she/her), League: Engaged

248

00:41:20.450 --> 00:41:21.659

Sam Andrew (she/her), League: in the work.

249

00:41:34.160 --> 00:41:35.430

Sam Andrew (she/her), League: So

250

00:41:35.550 --> 00:41:52.090

Sam Andrew (she/her), League: for youth orchestras, there are a number of ways that engagement might play out, and you'll see these are very similar to samples that we've seen in adult orchestras. Some of this is a little bit different for youth conductors.

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251

00:41:53.280 --> 00:41:58.629

Sam Andrew (she/her), League: and again, this is not an exhaustive list. Just kind of some starting points for ideas.

252

00:42:00.070 --> 00:42:10.029

Sam Andrew (she/her), League: yes, and so these will continue to be developed as we start to to work with youth orchestras more directly through the coalition.

253

00:42:12.830 --> 00:42:19.160

Sam Andrew (she/her), League: So we have some sample orchestra actions. Caen, I see you're back.

254

00:42:20.030 --> 00:42:21.220

Caen Thomason-Redus (he/him), League: Yes, I am.

255

00:42:22.880 --> 00:42:30.329

Caen Thomason-Redus (he/him), League: Apparently they are actually working on the the Internet and cell phone lines right outside my house right now.

256

00:42:30.920 --> 00:42:35.560

Caen Thomason-Redus (he/him), League: That's fantastic. apologies to everybody. Want me to pick it up with actions.

257

00:42:35.560 --> 00:42:37.127

Sam Andrew (she/her), League: Yes, we just started.

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258

00:42:37.520 --> 00:42:40.940

Caen Thomason-Redus (he/him), League: That's great. Oh, goodness.

259

00:42:41.210 --> 00:43:00.690

Caen Thomason-Redus (he/him), League: so yeah, thank you for all the things that have already happened in the last year. We've seen a lot of progress already. I just want to call. Call out some of the new opportunities here within the last few months. Black Orchestral Network released. I guess already this was back in January. My goodness.

260

00:43:00.690 --> 00:43:20.499

Caen Thomason-Redus (he/him), League: They released the 10 steps toward equity in the tenure process. So really great specific, actionable recommendations. Just within the last month black orchestral network, in partnership with AFM. Issued for their members what they called model standards and procedures for probationary process.

261

00:43:20.520 --> 00:43:24.979

Caen Thomason-Redus (he/him), League: This is actually an entirely laid out word by word

262

00:43:25.683 --> 00:43:38.819

Caen Thomason-Redus (he/him), League: set of language that can be used to to update the probationary process, and it includes all the spots to drop in your unique situations, your unique numbers. It's completely adaptable.

263

00:43:38.820 --> 00:43:57.220

Caen Thomason-Redus (he/him), League: But they really did some incredible work of taking a lot of the thinking that's been swirling around and turning it into usable language. So right now, that's available

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to musicians through Afm, and we're going to be working with Afm to make that available to orchestras of all kinds, and we highly recommend them.

264

00:43:57.890 --> 00:44:05.149

Caen Thomason-Redus (he/him), League: There's a number of other recommendations here, and we'll be getting much more into detail on this through the actual coalition activity.

265

00:44:09.420 --> 00:44:18.099

Caen Thomason-Redus (he/him), League: So then, working groups, we've alluded to this a few times. This is going to be a little bit new for this aspect, this iteration of inclusive stages.

266

00:44:18.310 --> 00:44:39.440

Caen Thomason-Redus (he/him), League: We have too much work to do, just trying to gather all of us at once every single time, and there are very different kinds of work that people are interested in pursuing. So we are going to be dividing up into various working groups. Those working groups are going to follow along the lines of the priorities that have already been articulated, and that will be articulated by the members of the Coalition.

267

00:44:39.530 --> 00:44:58.730

Caen Thomason-Redus (he/him), League: What we've seen so far is that topics like musician engagement, audition and tenure practices, higher education partnerships, perhaps something focusing specifically on a job description for musicians. In some cases that's blasphemy. In some cases that's a no brainer. We got to find what's in the middle and and

268

00:44:58.750 --> 00:45:16.899

Caen Thomason-Redus (he/him), League: who is interested intersectionality. There are people where there are multiple things going on that are affecting their state of inclusion with orchestras, and that's been brought up as a possible working group. This is going to be flexible. We really will have it be guided by the priorities of the coalition.

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00:45:17.060 --> 00:45:43.290

Caen Thomason-Redus (he/him), League: But the idea is that it is also led by members of the coalition so as much as Sam and I care about all this work. We would not be able to effectively support you in managing whatever number of working groups we're going to be having. So we'd love to point out these opportunities for leadership for you all. So for anybody who feels the most committed to certain aspects, or has a little bit of capacity, and is just itching for a chance to lead. This is going to be your chance.

270

00:45:43.290 --> 00:46:11.100

Caen Thomason-Redus (he/him), League: and we'll certainly support it. We'll be providing a number of resources and support from our facilitators. And, of course, as needs arise for things like training and larger conversations and conference topics, and all of that we will be listening to the working groups. We'll say, what is it that you need to get to this next step? What are the things that people are having trouble getting past. What can we do to add

271

00:46:11.130 --> 00:46:16.569

Caen Thomason-Redus (he/him), League: to the resources? So the working groups for us are really going to be the lifeblood of this

272

00:46:16.840 --> 00:46:41.970

Caen Thomason-Redus (he/him), League: and that. They'll set their own tone, their own pace. We'll have some minimum expectations of how often they meet. But it's not going to be the kind of situation where you get demerits if you're not. At every single meeting. This is really important collaborative work that will benefit from everybody being there. But we know how much work all of this is. So we're going to work with you and just make sure that everybody can stay engaged and benefit from what's going on.

273

00:46:43.020 --> 00:47:02.809

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Sam Andrew (she/her), League: And I just want to add one more piece. This is something that we got a lot of feedback last year. A lot of our Coalition members expressed an interest in the desire to see some sort of structure like this, but we were so moving so quickly last year that it wasn't really feasible to kind of formalize that structure. We're really excited

274

00:47:02.810 --> 00:47:20.539

Sam Andrew (she/her), League: to take that feedback and integrate it into, as Caen said, the kind of backbone and core work of the coalition in the next 3 years. Thank you to all those, all of you last year who really encouraged us and expressed that interest. We're really excited to make this happen.

275

00:47:22.590 --> 00:47:48.559

Sam Andrew (she/her), League: We've got just a glimpse of what's coming up for the Coalition. So through from now through the beginning of December. We're going to be in recruitment mode, and the intent is to have our 1st meeting of the expanded new coalition in January 2025. This will primarily be probably for musicians, executive leadership, artistic leadership.

276

00:47:48.600 --> 00:47:55.230

Sam Andrew (she/her), League: This is going to function a little bit as onboarding for some of our new orchestras, our new coalition members.

277

00:47:55.663 --> 00:47:58.490

Sam Andrew (she/her), League: And it's going to help kind of

278

00:47:58.730 --> 00:48:10.839

Sam Andrew (she/her), League: establish some goals for those who are new and allow a chance to revisit goals for people in orchestras who participated in the pilot year of inclusive stages.

279

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00:48:11.520 --> 00:48:19.249

Sam Andrew (she/her), League: In the spring of 2025 we're going to have a mix of virtual and regional in-person coalition, wide convenings.

280

00:48:19.825 --> 00:48:33.820

Sam Andrew (she/her), League: So we'll communicate more about those as we have more details. And these are going to kind of work on actions and metrics, and start to get into the nitty gritty of those goals. How do we accomplish these goals? What are the 1st

281

00:48:33.910 --> 00:48:37.060

Sam Andrew (she/her), League: steps that we take toward our goals.

282

00:48:37.350 --> 00:48:43.340

Sam Andrew (she/her), League: and in the spring we're also going to start establishing some of those working groups that Caen was just talking about.

283

00:48:43.700 --> 00:48:55.579

Sam Andrew (she/her), League: So as our orchestras set their goals for themselves. We're going to take those and pull some themes from them to then create the working group. So we're really going to be establishing that structure in the spring

284

00:48:56.190 --> 00:49:19.319

Sam Andrew (she/her), League: and then in June, in our Salt Lake City Conference, we're going to have our 1st national in-person convening of the expanded coalition. This will be an opportunity for everyone to meet together. Coalition members will be able to share the status of their current work, and then they'll also participate in a workshop that will be led by Leading ChangeMakers.

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00:49:19.520 --> 00:49:22.040

Sam Andrew (she/her), League: So those are the upcoming meetings.

286

00:49:22.544 --> 00:49:39.319

Sam Andrew (she/her), League: And there's gonna be a lot more information. I know we've already given a lot of information to you today. We're not expecting you to remember all of this. So, as Caen said at the beginning, all of this will be available to you through our website. We will be continuing to communicate about this through email.

287

00:49:39.841 --> 00:49:42.249

Sam Andrew (she/her), League: but what are your next steps.

288

00:49:42.390 --> 00:49:56.739

Sam Andrew (she/her), League: There are a few different options, so we highly encourage you to discuss this internally. What is the right level of involvement for your orchestra? Does it make sense right now to be a data partner, or is your orchestra prepared to become a coalition member?

289

00:49:56.870 --> 00:50:07.620

Sam Andrew (she/her), League: If you have specific questions. You'll be able to attend a Q&A session, and these are smaller sessions where you can engage directly with Caen and I. You can ask us questions

290

00:50:07.660 --> 00:50:22.639

Sam Andrew (she/her), League: about how your orchestra might participate. So I've got the the dates and times up here on the slide and in the slide deck that we share. After this session those will be live links. So you can just click on those and go to the registration pages.

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00:50:23.450 --> 00:50:34.479

Sam Andrew (she/her), League: If you're ready to become a data partner. You can also sign up. The audition applicant. Demographic survey is already going on. You can sign up to participate in that at any point in time.

292

00:50:34.530 --> 00:50:46.180

Sam Andrew (she/her), League: and if you decide that you want to participate in the orchestra demographic survey that will start in January, you can sign up now, and we'll make sure that you're on our mailing list to receive those communications.

293

00:50:46.620 --> 00:50:58.130

Sam Andrew (she/her), League: Finally, if you're ready to join the coalition, you can sign up the registration page is live. So if you are ready, if you know that this is the right time for your orchestra to jump in.

294

00:50:58.880 --> 00:51:06.850

Sam Andrew (she/her), League: please please join us. We're excited to have you. We will be sharing more specific details about the commitments.

295

00:51:07.447 --> 00:51:15.853

Sam Andrew (she/her), League: As the recruitment process continues, but we are excited for all of these next steps. And

296

00:51:16.350 --> 00:51:19.810

Sam Andrew (she/her), League: yeah, I think there are, Caen. A couple of questions.

297

00:51:19.810 --> 00:51:30.132

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Caen Thomason-Redus (he/him), League: Yeah, yeah, I can start responding right away. And I can't see the ones before I joined. But I do see the one that Lori just put in. Thank you for raising

298

00:51:30.960 --> 00:51:49.969

Caen Thomason-Redus (he/him), League: the issue of non audition. Orchestras, absolutely inclusive stages, still intends to support non auditioning orchestras in increasing the diversity of their musicians. So auditions are obviously one of the ways. Orchestras find their musicians.

299

00:51:49.970 --> 00:52:02.539

Caen Thomason-Redus (he/him), League: But a lot of what we talk about, a lot of what we have talked about in inclusive stages has focused on recruitment. So whether that's recruitment for an audition or recruitment for direct placement into your orchestra that's completely up to you.

300

00:52:02.550 --> 00:52:19.879

Caen Thomason-Redus (he/him), League: But how you recruit the resources you have for recruiting the organizational culture in which they find themselves once they're there. Everything other than the audition is still entirely relevant. And please do participate. You can help us make sure that we are providing value for you. That's really important for us.

301

00:52:20.720 --> 00:52:31.390

Sam Andrew (she/her), League: And in terms of the data projects. And that piece of it, we're only expecting that orchestras participate in the data projects that are relevant to them. So if your orchestra doesn't do auditions.

302

00:52:31.430 --> 00:52:43.849

Sam Andrew (she/her), League: we're not going to expect that you do the audition applicant demographic survey. That wouldn't make sense. So it's really only you would participate in whichever pieces of the the data collection that makes sense for your orchestra

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303

00:52:45.970 --> 00:52:47.150

Sam Andrew (she/her), League:

304

00:52:47.150 --> 00:52:50.359

Caen Thomason-Redus (he/him), League: Right, seeing the other response. Yeah. So

305

00:52:50.840 --> 00:53:05.989

Caen Thomason-Redus (he/him), League: joining the coalition, can it be done at any time? Short answer is, no, not at any time. There will be times where things are just midstream, and and it's not it's not a workable time to add people in

306

00:53:07.390 --> 00:53:29.280

Caen Thomason-Redus (he/him), League: we are realistic, though, and we acknowledge that not every orchestra can jump on board right now for all 3 years. So we anticipate that annually there will be additional orchestras that want to join. So, for instance, if you feel right now is not the time for you, but you're hopeful that next year around this time it will be the right time.

307

00:53:29.380 --> 00:53:32.749

Caen Thomason-Redus (he/him), League: That would be fantastic. We will find a way to onboard you, then.

308

00:53:32.890 --> 00:53:46.910

Caen Thomason-Redus (he/him), League: that being said, there are also specific projects. Of course, that may work for you. So even if you can't join the coalition right now, you could still take part in some of the data projects or other activities, and then perhaps join the coalition later.

309

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00:53:48.010 --> 00:53:56.459

Caen Thomason-Redus (he/him), League: Next question, can orchestras that include student community and professional musicians be included? Yes, all 3 of those absolutely.

310

00:53:56.810 --> 00:54:01.980

Caen Thomason-Redus (he/him), League: Next will the demographic survey involve youth orchestras at all? Sam, do you want to speak to that.

311

00:54:02.310 --> 00:54:13.220

Sam Andrew (she/her), League: Yes, and we actually have a couple other questions about the demographic survey as well. We do provide the demographic survey. So the way that the demographic survey works. If your orchestra has not yet participated.

312

00:54:13.742 --> 00:54:28.599

Sam Andrew (she/her), League: is in January, we'll be sending out a link to, or an email to everyone that says we're starting the demographic survey. We do encourage orchestras to provide self reported data meaning rather than

313

00:54:28.600 --> 00:54:47.029

Sam Andrew (she/her), League: meaning that you ask your musicians and your staff to identify themselves as they would like to be identified. So really providing that demographic back to you know, a personnel manager or an HR Representative, any staff member like that, and then that person would come back to us and provide

314

00:54:47.180 --> 00:54:49.869

Sam Andrew (she/her), League: essentially the the totals for us.

315

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00:54:49.930 --> 00:55:06.390

Sam Andrew (she/her), League: And what we do is we we collect that information through a platform internally, and then we are able to provide that information back out through our EDI Data Hub that Caen referenced towards the beginning of this session.

316

00:55:07.001 --> 00:55:27.899

Sam Andrew (she/her), League: This survey does include youth orchestras. So if you're a youth orchestra, you can participate in the demographic survey, even if you're not part of the coalition, that is something you're absolutely welcome to do. And if you have not already been on our email list, please feel free to reach out, and we'll make sure that we get you added to our mailing list as well.

317

00:55:29.570 --> 00:55:48.293

Caen Thomason-Redus (he/him), League: And one note about the various ways of participating in inclusive stages. Obviously being a data partner being a coalition member gets you the best access, but there will also be select opportunities where they will be, for instance, subsidized for inclusive stages. Members.

318

00:55:48.720 --> 00:55:59.910

Caen Thomason-Redus (he/him), League: a smaller discount for league members, and then in some cases also available to the public. So as we look at doing different kinds of trainings and making resources available.

319

00:56:00.060 --> 00:56:16.539

Caen Thomason-Redus (he/him), League: it's not exclusively available to inclusive stages, but in all cases inclusive stages will have the priority access, which means it's free or the most heavily discounted, and in cases where capacity is limited. That would 1st go to inclusive stages. Members.

320

00:56:18.730 --> 00:56:19.510

Sam Andrew (she/her), League: Okay.

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321

00:56:20.870 --> 00:56:24.919

Sam Andrew (she/her), League: And I just want to make one more note about the the demographic survey.

322

00:56:25.260 --> 00:56:41.360

Sam Andrew (she/her), League: We do provide the questions. And we, when I said, we do encourage self-reported demographic data. We do also provide some resources on how to collect that data. So we're not just leaving you on your own to do that.

323

00:56:42.793 --> 00:56:43.979

Sam Andrew (she/her), League: But yes.

324

00:56:44.300 --> 00:56:47.789

Sam Andrew (she/her), League: are there any other questions? And

325

00:56:47.870 --> 00:56:59.729

Sam Andrew (she/her), League: I just want to note, we do have 2 Q&A sessions coming up. So if you have more questions, or if you think of more questions, please feel free to sign up for one of those. But if there are any other questions immediately.

326

00:57:02.050 --> 00:57:04.180

Caen Thomason-Redus (he/him), League: So we'll just say Thank you to everyone.

327

00:57:04.190 --> 00:57:10.169

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Caen Thomason-Redus (he/him), League: We've already dropped the website in the chat, Sam, why don't you put the email address in there as well

328

00:57:10.310 --> 00:57:20.550

Caen Thomason-Redus (he/him), League: You can also see the website on the screen right now. It's quite simple. It's [americanorchestras.org/inclusive](http://americanorchestras.org/inclusive) stages. We will make a habit of posting everything there

329

00:57:20.865 --> 00:57:32.769

Caen Thomason-Redus (he/him), League: once you're involved, you'll also have access to our internal communication system, League360, where we'll have a whole library of resources and conversations going. But for right now the public information is at that website.

330

00:57:32.890 --> 00:57:47.250

Caen Thomason-Redus (he/him), League: So thank you so much to everybody. Please send us your questions, your suggestions. Please join if you can, tell others about it, and we are excited and grateful to be at this moment of making some truly incredible change with you.

331

00:57:47.670 --> 00:57:48.540

Caen Thomason-Redus (he/him), League: Thank you.

332

00:57:49.550 --> 00:57:50.489

Sam Andrew (she/her), League: Thank you all.