

# Inclusive Stages

A program of the League of American Orchestras

## Fact Sheet for Orchestras\*

\* *Individual Musicians and Institutions 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.

**Institutions** are professionals representing organizations connected to the orchestra field, including musician union leadership and staff members; League organizational partners; orchestra pathways programs; higher education institutions; 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 two primary areas of work:

- The building of an expanded **National Coalition** aligned around change, with two goals:
  - To see measurable progress in coalition orchestras within the 3 years of the program, and
  - To see an increase in the field-wide adoption of best practices piloted by coalition orchestras.
- **Data Collection**, to provide a more comprehensive understanding of the current state of the field. Throughout the next three years, this will include:
  - *Inclusion Index*, a 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
  - *Orchestra Demographics Survey*, which seeks to track changes in racial/ethnic and gender diversity within orchestras' musicians, staff, conductors and board members

**Orchestras may participate in any or all of these opportunities, and all are free of charge (Inclusion Index will be free for the first 75 orchestras).**

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## Participation Details for Orchestras

### **Coalition Member:**

The League is gathering a group of orchestras, musicians, and institutions that are poised to take action and want to work collectively and collaboratively. The coalition will meet on a regular basis through a variety of facilitated and constituent-led meetings. In each year, this will include virtual meetings, one regional in-person meeting and one national in-person meeting for musicians, music directors, executive directors, board chairs, other orchestra staff, union representatives and other institutional representatives. The coalition's primary facilitation partner is Leading ChangeMakers and the coalition will hold its first virtual meeting in January, 2025. **There is no fee for participation in the coalition.**

There are many benefits to participating:

- Orchestras will be leaders in this historically significant 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).
- Coalition members will receive the highest level of access to findings from all four data projects.
- Coalition members will receive **free access** to all trainings developed through Inclusive Stages.
- Group 3-8 orchestras and youth orchestras will be able to receive travel support for in-person convenings.

To join the coalition, orchestras agree to:

- Participate in all coalition-wide virtual meetings and trainings.
- Participate consistently in a minimum of one virtual working group (see description below).
- Participate in all data projects, as relevant.
- Send a minimum of one representative to one national in-person convening and one regional in-person convening annually. (Travel support available for group 3-8 orchestras and youth orchestras.)
- Set goals, determine actions, track progress, and share their results.
- For adult orchestras: Develop and execute specific plans to engage their Music Director and their musicians in this work.
- Provide regular progress updates.
- Designate one person as the primary contact.
- Maintain a League of American Orchestras membership – [join here](#).

**Working groups** will be constituent-led groups, providing peer-to-peer support focused on specific themes. Themes will be identified early in Year 1 based on the goals specified by Coalition members and will be maintained during Years 2 and 3. The frequency of each working group's meetings will be decided by each group during Year 1 but will meet virtually a minimum of four times annually.

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

## **Data Partner:**

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

- **Inclusion Index** (at no cost for up to 75 orchestras): Offered through a partnership with Accordant Advisors, the Inclusion Index offers 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. The Inclusion Index provides data-based support to orchestras as they seek to provide the best possible work environment for every member of their organization. Coalition members will receive priority for no-cost participation; 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): Developed in partnership with the Inclusive Stages Pilot Year Coalition and the American Federation of Musicians of the US and Canada, this survey seeks to deepen our understanding of the current audition and tenure landscape in our field and aims to identify existing strengths and measure the prevalence of certain practices.
- **Orchestra Demographics Survey** (no cost): The Orchestra Demographics Survey compiles race/ethnicity and gender demographic data for orchestra musicians, administrative staff, board of directors, conductors, music directors, and executive directors. The data collected provides a snapshot of the demographics in League member orchestras and contributes to the League's ongoing reports on racial/ethnic and gender diversity trends in the field.

Data from all four projects will be publicly 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, the Audition & Tenure Practices Survey, and/or the Orchestra Demographics Survey agree to maintain their League of American Orchestras membership – [join here](#).

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

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For more information about Inclusive Stages, visit the [Inclusive Stages website](#). For any questions, email us at [inclusivestages@americanorchestras.org](mailto:inclusivestages@americanorchestras.org).

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