

Inclusive Stages

A program of the League of American Orchestras

Sample Orchestra Actions

This document provides a list of potential actions that orchestras may take to help increase the representation of musicians onstage. This list is not intended to be an exhaustive list, but merely a starting point to inspire further ideation.

- Join the **National Alliance for Audition Support** (NAAS).
- Adopt some or all of the NAAS **Recommendations on Auditions and Tenure**.
- Adopt some or all of the Black Orchestral Network's **Ten Steps Toward Equity in the Tenure Process**.
- Adopt some or all of the **Model Standards and Procedures for Probationary Process** by the AFM and the Black Orchestral Network.
- Host an **Audition Intensive** for the National Alliance for Audition Support.
- Develop recruitment plans to attract more under-represented musicians to auditions.
- Participate in the **Sphinx Orchestral Partners Audition** (SOPA).
- Advance qualified SOPA candidates directly to semi-final audition rounds.
- Advance diversity fellows of peer orchestras directly to semi-final audition rounds.
- Implement inclusive hiring training for audition committees, tenure committees, orchestra committees, orchestra personnel staff, and music directors.