

Inclusive Stages

A program of the League of American Orchestras

Music Director and Conductor Engagement

This document provides some preliminary guidance for orchestras seeking to engage their Music Director (MD) or Conductor(s) in their work as part of the Inclusive Stages coalition.

Sample Actions for Engagement

This list of sample actions is not intended to be an exhaustive list, but merely a starting point to inspire further ideation. Engagement for the MD or Conductor may include the following actions:

- Communicate the importance of this work.
- Participate in meetings with musicians, staff, and board.
- Make personal efforts to recruit musicians of color to auditions.
- Attend or review recordings of the Sphinx Orchestral Partners Auditions or other recruitment event.
- Learn about and address bias in hiring and tenure processes.
- Participate in Coalition meetings.
- Participate in trainings, as relevant.

Music Director Transitions

If your orchestra is currently experiencing a transition with your MD, **you can still join the coalition.**

We will be asking each orchestra to work on their MD Engagement Plan shortly after the first coalition convening in January. Below are some guidelines for how we recommend approaching the MD engagement plan:

- If your current MD will be continuing to make any hiring or tenure decisions, then they should be involved in at least some aspects of your Inclusive Stages work.
- If your next MD has not yet been selected, you can outline how your Inclusive Stages goals will inform the search process and the onboarding process for the new MD.
- If your next MD has already been selected, then you can outline at what point and in which ways you intend to involve them in your Inclusive Stages work.
- If at any point, there will be a different person, group of people, or entity who will be making the hiring, selection, and retention decisions that are typically made by an MD, you can outline how they will be involved.

The League is not requiring or prescribing any specific actions for your MD, but we will expect your orchestra to clearly state how your MD will be directly involved in and contributing to your Inclusive Stages work.

Orchestras without Music Directors

If your orchestra does not have an MD, **you can still join the coalition.**

We will be asking each orchestra to work on their MD Engagement Plan shortly after the first coalition convening in January. Since your orchestra does not have an MD, your Engagement Plan should outline how the person, group of people, or entity who makes the hiring, selection, and retention decisions will be involved in your Inclusive Stages work.

Orchestras without Auditions

If your orchestra does not have auditions, please outline your goals related to your recruitment and/or selection processes in your MD Engagement Plan.

Youth Orchestras

Youth orchestras will not be required to provide an MD Engagement Plan; however, if your orchestra has an MD, you are encouraged to outline how they will be involved in your Inclusive Stages work.

If your orchestra does not have an MD, you are similarly encouraged to outline how your conductor(s) will be involved in your Inclusive Stages work.