

# Inclusive Stages

A program of the League of American Orchestras

## Fact Sheet for Individual Musicians and Institutions\*

**\*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.

This Fact Sheet is only for Individual Musicians and Institutions: **Orchestras** interested in Inclusive Stages should refer to [this Fact Sheet](#).

Are you a musician who is unsure if your orchestra is joining the National Coalition? Please discuss this opportunity with your orchestra personnel staff and if they're not joining as an organization, you can participate as an Individual Musician.

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**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

We want to hear *your* perspective! The four data projects will solely be comprised of League member orchestras, but **individual musicians and institutions are welcome to join the National Coalition.**

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## Convening Participation

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 and two in-person meetings 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 **there is no fee for participation in the coalition**.

There are many benefits to participating:

- Coalition members will have the opportunity to influence the changes made by orchestras across the country.
- Coalition members will be able to share their perspectives and hear about orchestras' successes and challenges.
- Coalition members will receive **free access** to all trainings developed through Inclusive Stages.
- Coalition members will help establish a new benchmark for change in our field.
- Individual musicians can apply for travel support for in-person convenings.

To join the coalition, **Individual Musicians** agree to:

- Attend and participate in all coalition-wide convenings (2 virtual convenings and 2 in-person convenings annually). Individual musicians may apply for travel support for in-person convenings.
- Participate consistently in a minimum of 1 virtual working group (see description below).
- Maintain a League of American Orchestras membership – [join here](#).

To join the coalition, **Institutions** agree to:

- Attend and participate in all virtual coalition-wide convenings (2 convenings annually).
- Participate consistently in a minimum of 1 virtual working group (see description below).
- Share successes and challenges throughout Coalition convenings.
- Communicate relevant project information internally to all necessary stakeholders.
- 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 join the Coalition](#)**.

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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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