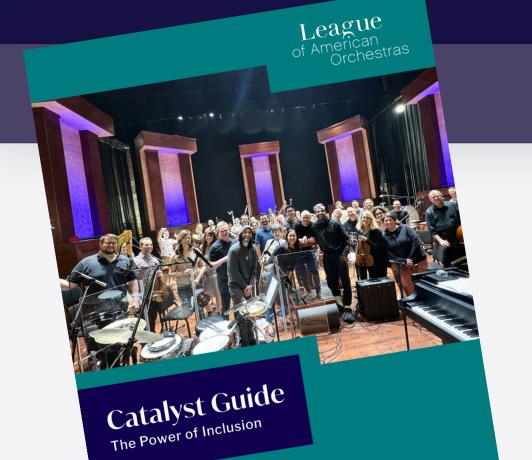


Discover The Power of Inclusion in Orchestra Culture

November 2025





By Theodore Wiprud and Dr. Karen Yair with Pratichi Shah



Today 's Webinar

Top 10 Characteristics of Inclusive Orchestras

Panel Discussion and Q&A



3 Benefits of an Inclusive Culture

Retention

Contribution

Resilience

Top 10 Characteristics of Inclusive Orchestras

Top 10 Characteristics: A Culture of Trust and Care

1. A strong sense of internal community

2. Safety in sharing thoughts and disagreements

3. Care in making each person feel supported

4. Respect and recognition



Top 10 Characteristics: Structures that Support Inclusion

5. Collaboration across functions

6. Professional development opportunities

7. Accountability at all levels



Top 10 Characteristics: Sustaining Inclusion over Time

8. Communication that bridges silos

9. Empowerment and agency

10. Persistence and consistency



Panelists and Chair



Kevin BrownPrincipal Bass, Van
Dusen Family Chair

Detroit Symphony Orchestra



Maribeth Baker Human Resources Counselor

Charlotte Symphony Orchestra



Christina Littlejohn
Chief Executive
Officer

Arkansas Symphony Orchestra



Pratichi ShahFounder and President

Flourish Talent Management Solutions

Panel Discussion

Detroit Symphony
Orchestra



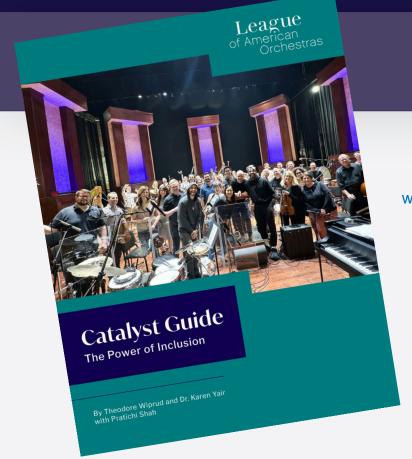
Charlotte Symphony
Orchestra



Arkansas Symphony
Orchestra







More Practical Guidance

www.americanorchestras.org/catalyst-guide-the-power-of-inclusion

