

Discover The Power of Inclusion in Orchestra Culture

November 2025

League
of American
Orchestras



Catalyst Guide

The Power of Inclusion

By Theodore Wiprud and Dr. Karen Yair
with Pratichi Shah

League
of American Orchestras



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 Brown
Principal 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 Shah
Founder 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

