

Ten DEI Action Items for Professional Orchestras*

1. Track data. The NAAS (National Alliance for Audition Support) Orchestra Advisory Group is creating a form that can be used by orchestras to collect audition data. This form should be available by late summer.
2. Each season, strive to program 25-35% works by living composers, 15-25% works by women composers, and 15-25% works from underrepresented heritages. These numbers assume overlap between these categories. (www.composerdiversity.com/programming)
3. Commit to hiring people of color in upper management
4. Commit to hiring soloists and conductors of color
5. Partner with black for-profit and non-profit businesses, especially black-run arts nonprofits
6. Implicit bias training for ALL hires (administration, musicians, ushers...)
7. Culture audit of the entire organization
8. Adjust mission statement to include serving and engaging communities of color
9. Adjust job posting to convey to an applicant the organization's commitment to inclusivity
10. Create a budget for DEI initiatives

Feel free to contact me if you have any questions or suggestions.
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*Some of these items are suggestions from Weston Sprott, trombonist with the Metropolitan Opera Orchestra and Dean of the Preparatory Division at the Juilliard School.