

# Princeton Symphony Orchestra

## Our Vision for Equity, Diversity, Inclusion and Antiracism

The Princeton Symphony (“PSO”) is deeply committed to a thoughtful, honest, and ongoing self-examination of how we are applying principles of equity, diversity, and inclusion (“EDI”) and antiracism within our organization.

### What do Equity, Diversity, Inclusion and Antiracism mean to us?

**Equity** – Allocating resources proportionally to achieve a fair outcome. Our goal is to view all situations and decision-making through the lens of equity.

**Diversity** – A measure of difference. A diverse group of people brings vibrancy and creativity. We believe that a focus on equity and inclusion will lead to greater diversity within our organization and in our audiences.

**Inclusion** – Creating a culture that values and respects difference. Our goal is to support this culture of inclusion for our internal and external community, as well as for our artistic and administrative staff, musicians, board of trustees, and advisors.

**Antiracism** - the practice of opposing racism and promoting racial equity. Identifying and dismantling systemic racism is the very core of EDI/Antiracism efforts.

### Why is this important?

- EDI/Antiracism is a social imperative. We must support and stand with those who have been marginalized
- EDI/Antiracism is essential for a truly thriving organization, enhancing effectiveness, innovation, and long-term sustainability
- EDI/Antiracism is the foundation for building better relationships, both in the workplace and in the community

### The Past

Historically, symphony orchestras have not been accessible to everyone. Not all have felt welcomed to the stage, the offices, the boardroom, or the audience. For some, a lack of resources prevented the ability to listen, volunteer, work, or perform; for others, it was a clear message of not belonging.

### Today

We are dedicated to authentic and transformative change. We are well into a collaboration begun in June of 2020 with Orchestrate Inclusion, an EDI consultancy firm that has initiated meaningful dialogue between staff, board, advisors, and musicians. Through educational workshops, an internal EDI audit, and monthly meetings, we are in the process of examining all aspects of our operations for opportunities for growth and improvement. While this work challenges our comfort zones, it is inspiring to see stakeholders from across our organization working together toward the shared goal of a more equitable, diverse, and inclusive PSO. Bias and inequity cannot be righted overnight, and we acknowledge that real and lasting change will take dedicated time, persistence, and resources, and we will remain steadfast in our pursuit of EDI and antiracism.

### Going Forward

While we acknowledge this is an ongoing process, we also pledge to keep the momentum going and push for improvements in hiring, auditioning, and governing that ensure that all people have a seat at the table and all voices are heard and respected. We strive to become an organization that:

- is aware of and responsive to the interests and needs of the community
- considers and applies EDI /Antiracism principles in every decision we make
- is, at every level, a reflection of the community we serve, and
- is viewed as a shared resource for community enjoyment and enrichment, like a park or a library, that is welcoming and accessible to all