



## Regional Orchestra Players' Association (ROPA) Executive Board Statement on Anti-Racism

The recent murder of George Floyd by police officers has shocked the world in its brutality and blatant disregard for the rights of a Black man: a human being. This horrific incident is not an isolated occurrence, but one that plays out regularly in our nation. This crime received the attention of people around the world; unfortunately, this scenario is all too familiar here in the US to the Black and minority communities. Enough! We are angered and saddened that we, as an organization, have not done enough to create equity in our field and promote a diverse and inclusive workplace for the musicians of our orchestras.

### What will we do?

- We will encourage awareness and understanding of racism in all its forms in our organizations, through training in Diversity, Equity, and Inclusiveness (DEI) - not just for musicians, not just for staff members, not just for boards of directors - for everyone.
- We will continue to strive to support audition and tenure processes that make auditions and hiring into orchestral jobs “implicit bias proof”.
- We will encourage performance and programming practices that provide a safe and welcoming space for all musicians of color, and audiences that embrace all the diverse cultures in our communities.
- We will build on our promise to provide harassment-free ROPA meetings and conferences and work towards building an inclusive environment for our members which is safe for all and that helps to erode the systemic racism in our industry and our country.

The systemic racism and white privilege that permeates our society must change. We hear the wake-up call and strive to do better. The outrage we are feeling today must drive us forward. The ROPA Executive Board, serving and representing nearly 6,000 professional orchestral musicians, stands with our brothers and sisters in the American Federation of Musicians in condemning racism. **BLACK LIVES MATTER.**