

Resolution N°. 4

July 27, 2021

Subject: *Resolution Setting Forth ROPA's Work to Increase, Equity, Diversity, and Inclusion Amongst its Member Orchestras and in its Mission*

Equity, Diversity, and Inclusion Resolution

Whereas, Systemic racism affects Regional Orchestra Players' Association ("ROPA") orchestras at every level; and

Whereas, Centuries of American orchestral culture has perpetuated racialized hierarchies in performance, education, and community outreach; and

Whereas, At the 2020 Conference of the Regional Orchestra Players' Association ("ROPA"), which was held virtually, the Conference Delegates adopted a Resolution pledging to form a ROPA Diversity Committee with the goal of exploring how ROPA can help address this systemic problem; and

Whereas, Accordingly, the ROPA Equity, Diversity, and Inclusion ("EDI") Workgroup, was formed during the 2020-21 season; and

Whereas, The ROPA EDI Workgroup has defined its mission as

The ROPA EDI Workgroup strives to move ROPA forward in the areas of awareness, education, and activism for racial and cultural diversity. We work and communicate together to recognize and counteract implicit bias, create a culturally diverse and equitable work environment, and promote systemic change within our industry; and

Whereas, The ROPA EDI Workgroup has identified several goals, including

- becoming a central, reliable resource for the benefit of all ROPA

- orchestras;
- recommending and helping to implement best practices of hiring musicians, music directors, administrators, and board members to affect change at every level;
 - working with ROPA orchestras to achieve measurable ways of diversifying repertoire and programming, and targeting educational, outreach, and community programs; and

Whereas, The ROPA EDI Workgroup continues to meet to discuss ways in which ROPA can assist its member orchestras in engaging in this important work; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby applauds and commends the work of the ROPA Equity, Diversity, and Inclusion ("EDI") Workgroup and encourages participation and contribution from all of its members; and be it further

Resolved, That the ROPA EDI Workgroup is dedicated to addressing and counteracting the effects of these complicated histories and regressive practices with the goal of making the work environment of all ROPA orchestras a safe and equitable place; and be it further

Resolved, That the members of the ROPA Executive Board, as the elected officials of ROPA, pledge to support the work of the EDI Workgroup and further its work in every possible way.

Submitted by: The ROPA Executive Board