

Resolution N°. 9

July 31, 2024

Subject: *Encouraging Participation in the Regional Orchestra Players' Association Equity, Diversity, and Inclusion Workgroup and Recognizing its Progress*

ROPA EDI Workgroup Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") established the ROPA Equity, Diversity, and Inclusion ("EDI") Workgroup ("the Workgroup") in 2020, formally recognizing it by resolution in 2021, to address essential issues related to EDI among member orchestras; and

Whereas, The Workgroup, under the founding leadership of Casey Bozell, made substantial progress in developing a mission statement and making recommendations on best practices for audition protocols and policies, and the Workgroup extends its gratitude to Casey Bozell for her exemplary leadership; and

Whereas, Since the beginning of 2022, Alana Wiesing has served as the leader of the Workgroup, bringing extensive experience and a deep commitment to the role through her staunch commitment to advocacy efforts; and

Whereas, Under Alana Wiesing's leadership, the Workgroup has refined its mission statement: "The ROPA EDI Workgroup provides resources and promotes awareness, education, and activism for furthering racial and cultural equity, diversity, and inclusion in order to recognize and counteract implicit bias and achieve measurable change and representation in ROPA orchestras"; and

Whereas, The Workgroup provides valuable feedback to the ROPA Executive Board, including contributions toward a resolution for the Black Orchestral Network ("BON") and updates to the conductor evaluation surveys, resulting in significant improvements in policies and procedures that implement EDI principles; and

Whereas, The Workgroup is diligently working on developing and compiling resources for unconscious bias training, audition and tenure review guidelines, fellowships, contract language, an EDI data chart, and an EDI advocacy survey that can be referenced, utilized, and/or negotiated into collective bargaining agreements (“CBAs”); and

Whereas, A major objective of the Workgroup is to involve at least one musician from every ROPA orchestra to ensure broad participation and impact; therefore be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) commends the ROPA Equity, Diversity, and Inclusion (“EDI”) Workgroup (“the Workgroup”) for its dedicated efforts, progress, and contributions to advancing EDI within its ranks; and be it further

Resolved, That ROPA encourages all member orchestras to actively support and engage with the Workgroup, promoting awareness of its initiatives and assisting in the collection of essential information to foster fairness and equity in the orchestral industry; and be it further

Resolved, That ROPA urges musicians interested in advancing EDI efforts to contact Workgroup leader Alana Wiesing at alana.drums@gmail.com to join the Workgroup and contribute to its activities; and be it further

Resolved, That ROPA emphasizes the importance of involving at least one musician from every ROPA orchestra in the Workgroup to enhance its effectiveness and reach; and be it further

Resolved, That ROPA reaffirms its commitment to fostering a diverse and inclusive environment within its member orchestras and supporting the ongoing work of the Workgroup; and be it further

Resolved, That ROPA will continue to provide support and resources for the Workgroup, and ROPA encourages all members to participate in this critical

work for the betterment of the regional orchestra community.

Submitted by: The ROPA Executive Board