



About the Diversity, Equity, and Inclusion (DEI) Task Force

Through its strategic planning process in 2017-18, the Albany Symphony determined the importance of fully embracing diversity, equity, and inclusion as strategic priorities and core values for the organization.

In November 2018, the Albany Symphony Board formed its DEI Task Force, comprising members of the board, orchestra, and staff, and representatives from the broader community.

In February 2019, the DEI Task Force developed its charter, which was approved by the Board of Directors in March 2019.

DEI Task Force Charter

Incorporating diversity, equity, and inclusion best practices in all aspects of the Albany Symphony is a strategic priority to ensure the organization's longevity and its service to the community:

- A diversity of perspectives creates better art, and better dialogue about art.
- Creating inclusive environments helps us better serve and represent our community.
- DEI-friendly environments lead to better business outcomes and financial success.

The DEI Task Force will guide the development of the vision and plan of action to drive the Albany Symphony's DEI efforts in all aspects of the organization and the consumers and community it serves.

The DEI Task Force will examine relevant data, review best practices, review existing conditions, identify challenges and strategies to further the Albany Symphony's DEI efforts.

The Task Force will provide leadership within the organization and out in the community on DEI conversations and initiatives.

The Task Force will assist the organization in finding and allocating the resources (monetary, intellectual, experiential, human) needed for the Albany Symphony to pursue its DEI goals.

Selected DEI Task Force Activities and Achievements

Anti-Oppression Training – for the DEI Task Force and administrative staff with YK Hong. (2018-19)

Catalyst Fund Consultancy – Selection of and collaboration with Troy-based firm, Kaleel Jamison Consulting Group, to assess internal attitudes toward and potential for DEI work; and lay groundwork for a full DEI strategic planning process. Project funded by a grant from the League of American Orchestras. (2019-20)

Short-Term Action Plan – Establishment of DEI goals for the 2020-21 season focused on constituency groups: Board, orchestra musicians, audience, education & community engagement, and artists/concert programming. (Summer 2020)

Board DEI Retreat – Half-day retreat focused on establishing consensus on the organization's Level of Change it will pursue; launch the work of the board committees in developing DEI initiatives within their strategic planning; and launching the DEI Task Force's work on a long-range strategic plan. (September 2020)