



OMAHA SYMPHONY

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Commitment to Inclusion, Diversity, Equity & Access

In December 2019, the Omaha Symphony Board of Directors passed the 2019 – 2022 Strategic Plan. This plan articulates a strategic vision of being an adaptable, innovative, and relevant resource for our community and fostering a culture of inclusion. **A strategic imperative identified in the plan is a commitment to creating an organization-wide IDEA (Inclusion, Diversity, Equity and Access) initiative.** While delayed initially by the pandemic, the Omaha Symphony began work on this imperative in earnest in the spring of 2021.

This work is being led by a cohort representing all facets of the Omaha Symphony – musicians, staff, board, and governing members – known as the IDEA Committee. The committee’s first step was to establish a diversity Statement of Intent and identify action items rooted in this belief. The statement has been reviewed by the board, governing members, and the orchestra committee.

Statement of Intent

The Omaha Symphony’s mission is to enrich people’s lives through the experience of live orchestral music. We recognize that we must continue to evolve in order to represent the people we serve. We are focused on creating a welcoming space, nurturing connections to ensure the Omaha community experiences and participates in music in a way that serves, reflects, uplifts and entertains. Through equitable, anti-racist, and anti-oppressive work within our organization, we are committed to review our history with rigor and honesty to learn and build a better, more just future.

The Omaha Symphony intends to be anti-racist and anti-oppressive by systematically addressing the barriers for full participation from musicians, staff, governance, and the community. We intend our approach to be proactive in creating an inclusive environment.

2022 – 2023 Priorities

In Our Administration/Governance	In Our Programs	In Our Orchestra	In Our Community
Engage in a comprehensive equity audit Evaluate handbooks and recruiting processes to address potential biases	Establish metrics for growth for featuring composers and artists of historically excluded identities	Implement NAAS audition guidelines, and participate in national data collection for a more equitable road to the audition	Invest in community programming to ensure long-range planning with new and existing partners
Enlist consultants to facilitate anti-bias conversations Implement a more holistic approach to onboarding to address community connection beyond the workplace	Generate a rubric by which all programming is evaluated to ensure alignment with the IDEA statement	Continue using more gender-inclusive language and making permanent changes to address dress code and locker room spaces	Address accessibility barriers to engaging in programming (such as patron guides in English and Spanish for neurodiverse and ESL audiences, recorded descriptions for the visually impaired, and financial barriers like ticket price.)