



DENVER PHILHARMONIC ORCHESTRA

LAWRENCE GOLAN, MUSIC DIRECTOR

P.O. Box 6074
Denver, Colorado 80206
720.440.0818
f @ @denverphilorch
denverphilharmonic.org

The Denver Philharmonic Orchestra's (DPO) Statement on Equity, Diversity, and Inclusion

The DPO Board commits its energy to address inequities faced by members of EDI communities in our art form. Contrary to excluding EDI community members, this commitment reflects a desire to focus efforts and get more done. It is in part to recognize the history of societal discriminatory practices in America. This includes recognizing orchestral music's record of prioritizing the work of white, European artists over disenfranchised individuals from the EDI community from rosters and programs; and our own organization's shortcomings to reflect the diversity of the community we serve. This is an important opportunity to formally and meaningfully address this disparity and broaden and enhance our ability to contribute to and serve the community.

MISSION:

To create a committee that serves as a space for people related to the orchestra to talk respectfully to each other about equity, race, and other issues of diversity as well as to bring diversity initiatives to fruition.

GOALS:

1. To create a more diverse board and orchestra,
2. To increase outreach to diverse communities,
3. To establish measurable goals,
4. To actively involve the Music Director in the process,
5. To gather data on race and equity among the DPO board and orchestra,
6. To integrate the relationship of EDI to the mission of the DPO, and
7. For the EDI committee to communicate frequently about EDI issues with DPO board, volunteers and musicians.

