

Denver Philharmonic Orchestra's Statement on Equity, Diversity, Inclusion, and Accessibility (EDIA)

The DPO Board is committed to addressing inequities faced by marginalized communities within the art form of orchestral music. We recognize that for too long, certain communities have been excluded, and we actively seek to change that by fostering an inclusive, accessible, and equitable environment. This commitment reflects our intention to address the systemic inequities that have historically shaped the arts and to ensure that people of all backgrounds, identities, and abilities have access to the opportunities and experiences within the DPO.

We acknowledge the historical and ongoing underrepresentation of non-white, non-European composers, performers, and cultural contributions in classical music. The DPO is dedicated to amplifying underrepresented voices, integrating diverse musical traditions, and expanding the representation of marginalized communities in our programming. Furthermore, we are committed to ensuring accessibility for all individuals, recognizing that accessibility is integral to inclusion.

MISSION

To continue the important work of the EDIA and Community Outreach Committee, which serves as a space for respectful dialogue on issues of equity, race, diversity, and accessibility, and to implement initiatives that further our commitment to these values across all aspects of the organization.

GOALS:

1. To create a more diverse board and orchestra,
2. To increase outreach to and build relationships with diverse communities,
3. To establish measurable goals for diversity, equity, inclusion, and accessibility,
4. To actively involve the Music Director in the process,
5. To gather and evaluate data on race, equity, and accessibility among the DPO board and orchestra,
6. To integrate EDIA principles into the DPO's mission and practices,
7. To ensure that DPO events, performances, and communications are accessible to individuals of all abilities,
8. For the EDIA and Community Outreach Committee to communicate frequently and transparently about EDIA issues with the DPO board, volunteers, and musicians.