

## **Association of California Symphony Orchestras' Equity & Inclusion Commitment**

*approved by ACSO Board June 23, 2025*

### **BELIEFS**

The Association of California Symphony Orchestras (ACSO) believes that music is an integral part of the human experience. We value and celebrate the diverse musical traditions and cultures found throughout California and the Western United States. We believe that the principles of diversity, equity, inclusion, and belonging make for more meaningful shared experiences between orchestras and their communities.

### **COMMITMENT**

ACSO supports orchestras in their work to bring music into the world that uplifts, challenges, educates, and unites. We deliver training, information, and resources that support orchestras in the pursuit of diversity, equity, inclusion, and belonging in their own organizations and communities. ACSO is committed to educating ourselves and our membership network about historic inequities within classical music and how we can break down current and future barriers to participation for all people.

### **STRATEGY**

As such, we will:

- Preserve a shared understanding and importance of the use and evolution of the principles of diversity, equity, inclusion, and belonging.
- Encourage and foster open and safe communication channels within the orchestral field.
- Model and encourage organizational culture that uplifts diversity.
- Advocate for policies that support artistic expression by diverse voices and artistic participation for all.
- Recognize that this is an organic commitment that will be examined and revised on an ongoing basis.