



Ensemble/Arts

IDEAS Impact Report

Inclusion, Diversity, Equity, and Access Strategies

Sept. 2022 — Aug. 2023

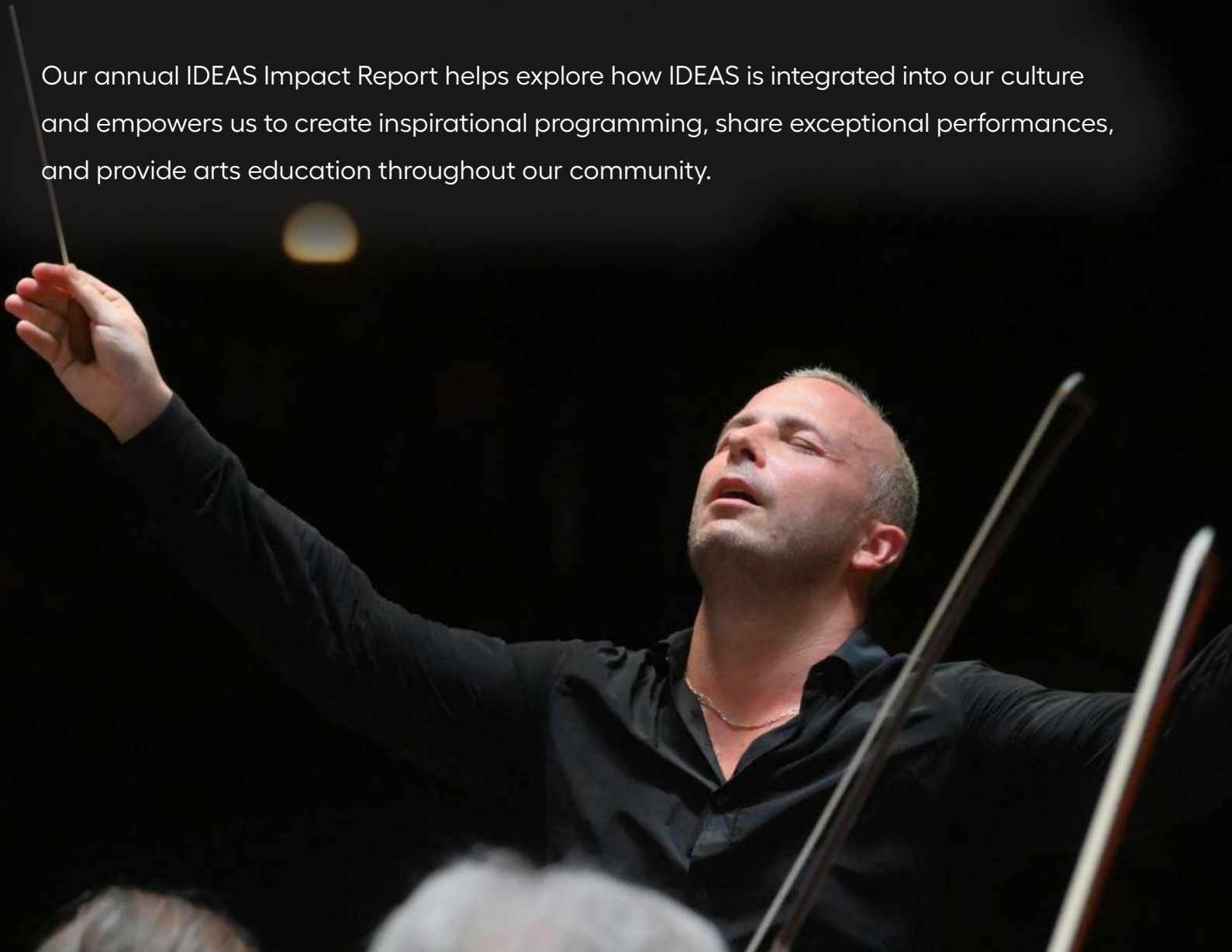


About this Report

The Philadelphia Orchestra and Ensemble Arts is committed to creating an inclusive, diverse, equitable, and accessible culture. The diversity of our region is our strength and we are dedicated to creating a welcoming cultural community, reflecting our commitment to inclusion, diversity, equity, and accessibility.

IDEAS—Inclusion, Diversity, Equity, and Access Strategies—is the foundation for everything we do. Guided by our vision and values, IDEAS is a comprehensive transformation process that aims to assess and improve all aspects of our operations, concerts, and programs, and spur sustainable change. We strive to listen intently, unite purposefully, and respond profoundly to the world around us by harnessing the transformative power of the arts.

Our annual IDEAS Impact Report helps explore how IDEAS is integrated into our culture and empowers us to create inspirational programming, share exceptional performances, and provide arts education throughout our community.



A Renewed Sense of Purpose

The Philadelphia Orchestra and Ensemble Arts adopted a unified mission, vision, and values that guide our work and interactions as we chart a sustainable, visionary future. This new organizational culture was carefully crafted using input from our Board, staff, musicians of the Orchestra, and community members.

Ensemble Arts Philly, our new presenting brand, represents a wide variety of genres including Broadway, comedy, theater, jazz, dance, and family presentations across our three venues: the Kimmel Center for the Performing Arts, the Academy of Music, and the Miller Theater. More than our three iconic buildings, Ensemble Arts Philly brings our great city together and brings talented artists together with experiences as diverse as our region, performing arts with Philadelphia and the world.

Mission

The Philadelphia Orchestra and Ensemble Arts shares the transformative power of the performing arts and arts education with the widest possible audience.

Vision

To inspire and connect humanity with exceptional performances and experiences serving Philadelphia and the world.

Our Values

- **AUTHENTIC:** We communicate openly and honestly and act with acceptance, integrity, and respect.
- **COLLABORATIVE:** We are conveners, bringing people, institutions, and ideas together.
- **EXCEPTIONAL:** We are committed to quality and innovation. We engage our audiences and communities with exceptional experiences.
- **INCLUSIVE:** We seek and value diverse perspectives, modeling equity and access in all we do. We pursue diversity on and off our stages.

Our values are based upon our fundamental principles of IDEAS, Accountability, and Fiscal Responsibility

The Impact of IDEAS

Our IDEAS Ecosystem

IDEAS—Inclusion, Diversity, Equity, and Access Strategies—is not a separate initiative but the core of our voice, perspective, and identity. Since IDEAS is the foundation of our organization, every member of The Philadelphia Orchestra and Ensemble Arts community plays an active, interdependent role in **moving the needle forward**.

We rely on the support of an ecosystem of people—team members, musicians, artists, Board, community partners, resident companies, vendors, and patrons—to achieve our goals. This circular structure of **accountability and engagement** is fundamental to our culturally integrated approach to systematic change.



“In the realm of the performing arts, visibility matters. It’s not just about what the audience sees, but about how diverse representation ignites dreams and aspirations for those who can finally visualize themselves in the spotlight.”

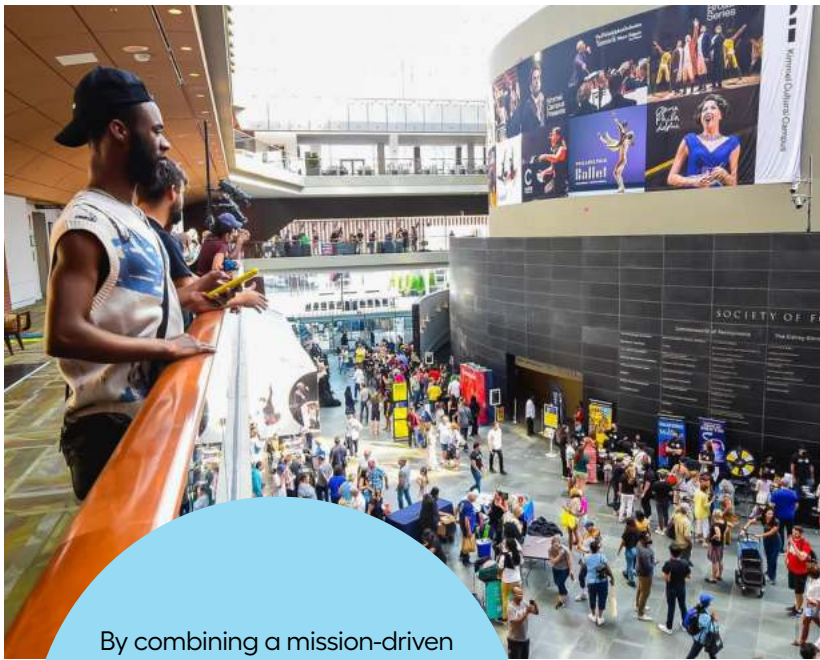
– Matías Tarnopolsky, President and CEO



KEY FOCUS AREAS

During the 2022–23 season, The Philadelphia Orchestra and Ensemble Arts demonstrated its commitment to Inclusion, Diversity, Equity, and Access Strategies by weaving IDEAS throughout performances, programs, venues, activations, and organizational goals. To foster an inclusive environment we continue to build upon our commitment to IDEAS and make **measurable progress** in six key focus areas:

1. Deepen Our Commitment to the Community
2. Improve Overall Accessibility Conditions across all Venues
3. Recruitment and Retention: Diverse Staff, Board, and Musicians
4. Share our Vision of IDEAS Locally, Nationally, and Internationally
5. Vendor Diversity
6. Board Transformation



By combining a mission-driven ethos with a metrics-informed approach, IDEAS becomes a dynamic lens that not only defines who we are but propels us forward on a journey of continuous improvement.



“Everyone is expressing senses of pride, inclusion, excellence, and community at the organization. Couple that with the Orchestra’s magnificent performances that highlight under-recognized, beautiful pieces played by amazingly gifted living artists, and what you realize is the cultural transformation—or rebirth—that Yannick and all of you have been talking about is REAL.”

– An audience member’s remarks at a Philadelphia Orchestra performance.

Sharing our Vision of IDEAS

By sharing our vision of IDEAS locally, nationally, and internationally to create new connections and seek fresh perspectives, we can achieve widespread change within the performing arts industry.

A Community First Model

Our music and education programs are created using a community first model to promote **H**ealth and wellness, champion music **E**ducation, eliminate barriers to **A**ccessing The Philadelphia Orchestra and the Ensemble Arts, and provide **R**esources to the broad Philadelphia region.

Fostering Lasting Relationships

The Student Circle program increases access to the arts for high school, undergraduate, and graduate college students. In 2023, we welcomed close to **1,000 new members** to the Student Circle—a **27%** increase from 2022.

Through our Young Friends membership program, we bring together young adults, between the ages of 21 and 40 with a love for music and a burgeoning interest in exploring arts and culture. With over **7,000** members, our Young Friends program increased by **25%** since last year.

In appreciation for our teachers, administrators, and staff of the School District of Philadelphia, we provide free tickets to performances through **APPLE: Appreciation Program for PhilaSD Leaders in Education**.

Collaboration with Exceptional Partners

We were honored to host the annual Philadelphia-based BlackStar Film Festival in August 2023. The Festival showcases films celebrating visual and storytelling traditions of the African diaspora and of global communities of color with films by Black, Brown, and Indigenous people from around the world.

International Recognition for American Composers

Following our GRAMMY for Best Orchestral Performance for *Florence Price Symphonies Nos. 1 & 3* on the Deutsche Grammophon label in 2022, Yannick and the Orchestra received the **Diapason d'or de l'Année** for the recording. This comes after continued efforts to set a new musical standard through visionary American works representing inclusivity and diversity, at home and abroad.



Our Resident Companies

In addition to The Philadelphia Orchestra, our venues are also home to six Resident Companies. Together, we are jointly committed to equity and inclusion across our facilities and unified in a goal of offering diverse performances.



Deepening Our Commitment to the Community

To be truly reflective of our vibrant city, we put resources behind diverse and inclusive programming, find different ways to communicate our story, invest in arts education, and work to cultivate and sustain meaningful relationships with community partners, artists, and performers.



Diverse Performances and Programs

With over **12,000** performances and an annual reach of **1.2 million** patrons, we are intentional about the artists and stories we present on stage.

Increasing Access to Arts Education

This season, in-person family programming—including Family Concerts, Sound All Around, and School Concerts, all of which are sensory-friendly—returned for the first time since **2020**.

Welcoming Young Artists

Each year, we provide arts and arts education to **40,000** students in grades K-12 from **198** Philadelphia area schools, **60 percent** of which are Title I schools. For example, *Jazz4Freedom*, exposes **5,000** students to jazz, Black history, and an exploration of social change.

A Revolutionary 1776

In our Broadway series, we welcomed a glorious multiracial cast of female, transgender, and nonbinary actors who **reimagined** the musical production into a thought-provoking reflection of today's diverse America.

Our City, Your Orchestra Season Highlights

In the **third season** of our free digital series amplifying voices, stories, and causes of Philadelphia businesses, we collaborated with numerous organizations including We Are the Seeds, Down North Pizza, and Pathways to Housing.

Our Summer Home at the Mann

Part of our summer series at the Mann Center for Performing Arts—which serves as an accessible entry point to classical music—was a free Orchestra performance of Darin Atwater's *Black Metropolis* with Mann Artist-in-Residence and West Philadelphia rapper Chill Moody to celebrate **50 years** of hip-hop.

Sustained Partnerships

We were delighted to welcome the United Negro College Fund as a community partner in 2023. **A portion of the sales** from DRUMLine Live and Marvel Studios' *Black Panther* directly benefited UNCF's Philadelphia office.

A Soulful Christmas

We continue our storied tradition of hosting *A Soulful Christmas* in Verizon Hall at the Kimmel Center, bringing neighbors, community-based choirs, and instrumental artists together for an annual celebration of faith and music. December 2023 marks **10 years** of this joyful event.



Proud Hosts of Remarkable Productions

Bringing diverse programming to our stages is possible through partnerships with innovative performers and productions. We've also made a portion of these programs sensory friendly.

Avenue of the Arts Activations

Throughout the season, we transformed the Avenue of the Arts into free community festivals, where all are welcome to experience our venue offerings. In September 2022, we hosted the Philadelphia Fall Arts Fest, which brought together over 50 arts and cultural organizations from across the region for a day filled with performances and activities.

Tens of thousands of Philadelphia residents attended our July Avenue of the Arts Block Party, which included a line-dancing demonstration from our friends at The Parkside Experience.



A Musical Naturalization Ceremony

In February 2023, the Commonwealth Plaza at the Kimmel Center was host to a naturalization ceremony, where 68 people were granted U.S. citizenship. The Orchestra celebrated the new citizens with a musical tribute. On other days, the Commonwealth Plaza hosted free programming like Family Fundays, Lunchtime Unplugged, and Kimmel Nightlife.

Civic Conveners

We were pleased to host a free, public Mayoral Forum on the Performing Arts and Cultural Economy, where Philadelphia's mayoral candidates shared their vision and commitment to the creative and cultural economy. We also served as an official City of Philadelphia polling site for the May Primary Election. Opening the Kimmel Center doors not only to patrons but also to voters speaks to the breadth of our role as conveners.



A Season of Change

Since 2018, The Philadelphia Orchestra has undergone an active period of transformation. We have been intentional about the works we present on our stages and the artists with whom we form lasting relationships. A constant through line in our programming is our devotion to reviving revolutionary works and rediscovering neglected American artists who have been historically overlooked. The musicians and conductors beautifully honor these pieces by breathing life into them.

WELCOME NEW ASSISTANT CONDUCTORS

2022–23 Conducting Fellows Austin Chanu and Tristan Rais-Sherman were welcomed into new roles as assistant conductors. Naomi Woo was also named assistant conductor beginning in the 2024–25 season. These **three conductors** will help deepen the connection between the Orchestra and our beloved Philadelphia community.



PRINCIPAL BASS JOSEPH CONYERS

In May 2023, Joseph Conyers was named the Orchestra's principal bass (Carole and Emilio Gravagno Chair). Conyers is also a professor at the Juilliard School, founder and vision advisor of Project 440, 2004 Sphinx laureate, and music director of Philadelphia's **historic All-City Orchestra**.



RENEWED LEADERSHIP FROM YANNICK NÉZET-SÉGUIN

Yannick Nézet-Séguin extended his tenure to the year 2030 in an expanded role of music and artistic director. Through his commitment to IDEAS, Nézet-Séguin has commissioned **37 works** from diverse composers and cultures and routinely inspires audience members and artists alike.



Our Sustained Commitment



A YEARLY TRIBUTE FOR MARTIN LUTHER KING, JR.

First presented in 1991, the Orchestra honors the achievements of Martin Luther King, Jr., with an annual Tribute Concert. In January 2023, the Orchestra performed in Girard College's packed chapel, playing the reflective works of John Rosamond Johnson, Jessie Montgomery, Florence Price, Margaret Bonds, Samuel Barber, and Richard Smallwood.



OUR ANNUAL PRIDE CONCERT

Part of our work of shifting from symbolic actions to more impact and sustaining engagement includes convening artistic partners and community members for dynamic presentations celebrating our diverse region.

Joined by conductor Marin Alsop, we hosted this year's annual Pride Concert in June. Dedicated to Philadelphia's LGBTQIA+ community, performers on this free concert included the ANNA Crusis Feminist Choir, Philadelphia Gay Men's Chorus, and Philadelphia Voices of Pride.

Rediscovering Overlooked Works

Through IDEAS, we've become intentional in sharing the voices, stories, and talent of Black composers who have been historically underrepresented.



Mary Lou Williams, *Zodiac Suite*

This spring, the Orchestra was joined by the Aaron Diehl Trio, which performed composer and jazz pianist Mary Lou Williams's *Zodiac Suite*—a 12-movement piece inspired by musicians born under each of the astrological signs.

Florence Price, *Symphony Nos. 1 and 3*

During Women's History Month and as part of our continued efforts to share the artistry of Florence Price with as many people as possible, we told the story of Price's life as a Black woman composer in a Family Concert conducted by Lina Gonzalez-Granados, titled *Who Is Florence Price?* This is the title of a book written by students at the New York Kaufman Music Center, some of whom joined the Orchestra in the concert.



Margaret Bonds, *The Montgomery Variations*

At the Mann Center for the Performing Arts, audience members filled the open-air lawn to hear Margaret Bonds's *The Montgomery Variations*, a work inspired by Martin Luther King, Jr.



William Dawson, *Negro Folk Symphony*

Following the world of premiere William Dawson's *Negro Folk Symphony* with The Philadelphia Orchestra and Leopold Stokowski in 1934, Yannick Nézet-Séguin led the Orchestra once again in an impassioned performance of Dawson's deeply moving work in February 2023, with Dawson's great-niece Jennifer Randolph in attendance. *Negro Folk Symphony* was recorded live and released by Deutsche Grammophon along with Florence Price's *Symphony No. 4*. We will continue our pioneering work of reviving the artistry of Black American composers in the 2023–24 season with performances of William Grant Still's *Symphony No. 4* ("Autochthonous") and Price's *Fourth Symphony*.



Focused on Inclusion

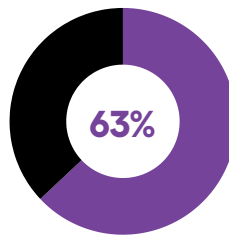
We seek authentic representation of our Philadelphia community within our team and on our stages to include individuals from diverse backgrounds, including various genders, ages, sexual orientations, geographical locations, cultures, religions, disabilities, and veteran statuses.

Beyond representation, we are equally dedicated to fostering a more equitable, inclusive culture where all feel valued, safe, supported, and poised to grow personally and professionally.

In our work towards a full cultural transformation through IDEAS, data is a road marker in our journey, not an end destination. Metrics are a useful measurement for progress, and we use both benchmark data and aspirational goals to inform our actions. Our commitment to IDEAS is the driving force for all we do at The Philadelphia Orchestra and Ensemble Arts.

Composing a Balanced Workforce

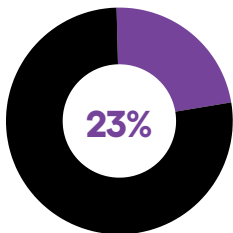
Within the performing arts industry, women have been historically underrepresented, and we have taken action to change this reality. Through our efforts, we have shifted the tide to create a more balanced landscape of female leadership.



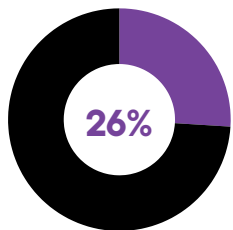
Among our Senior Leadership Group (SLG), **63 percent** identify as female.

Board Transformation

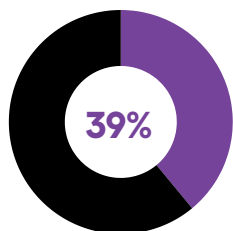
Board transformation is a top priority. Looking beyond ethnicity and gender, we seek candidates who can offer unique insights based on learnings from their diverse professions, life experiences, age, and income levels. We seek a well-rounded Board that is invested in innovation and the interests of our Philadelphia community.



23 percent of our Board who are women also identify as Black or African American.



26 percent of our Board are representative of our Asian, Black, and/or Latinx communities.



39 percent of our Board identify as female.

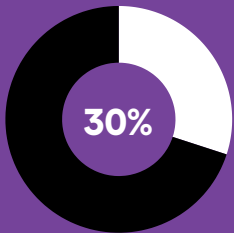


“It is inspiring to be part of an organization that puts IDEAS center-stage.”

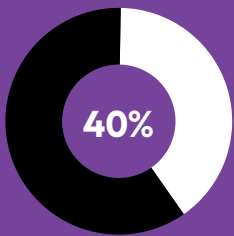
– Adrienne Simpson, Board Member

Musician Diversity

Our commitment to the recruitment and retention of diverse Philadelphia Orchestra musicians is both a matter of equity and about enriching the art form, broadening our audience base, and fostering a sense of belonging and connection to our wider community.



30 percent of our Philadelphia Orchestra identify as African American, Asian, and/or Latinx.



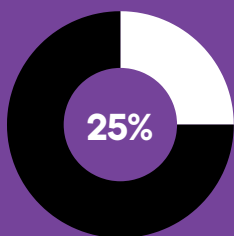
40 percent of our Orchestra musicians identify as female.



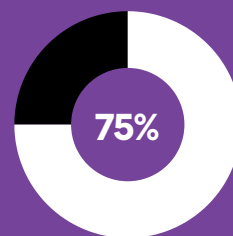
“Without IDEAS, we wouldn’t be presenting the breathtaking repertoire on our stages today.”

– Ricardo Morales, Principal Clarinet
(Leslie Miller and Richard Worley Chair)

Expanding the Musical Canon



One in four composers in our 2022–23 season were women.



Three in four of the female composers in our 2022–23 season were living.

“Though we can’t erase the prejudices of the past, we can work together to build a more equitable future for classical music—one in which all voices are heard, where everyone sees themselves on our stages.”

– Yannick Nézet-Séguin, Music and Artistic Director



Three Major Venues

3 buildings,
9 performance
spaces



Kimmel Center

Multiple venues under one roof

Verizon Hall
2,500-seat concert hall

Perelman Theater
Versatile 650-seat theater

SEI Innovation
Intimate “black box” theater

Commonwealth Plaza
Stage for free public events

Hamilton Garden
Rooftop atrium capable of
accommodating 200 guests

Rendell Room
150 seats



Miller Theater

1,800-seat proscenium theater
Formerly the Merriam Theater



Academy of Music

2,900-seat historic theater
Recently renovated

Creating Dynamic Community Spaces

The Kimmel Center, thoughtfully designed to be open and accessible to the public, welcomed a new café to its space. The Garces Trading Company Café invites community members to gather and create in a setting crafted for comfort, connection, and discovery.



Increasing Overall Accessibility Conditions

Making our venues fully accessible is a main priority for us. To ensure the experience of our spaces is exceptional for all people, we conducted an independent assessment of the Kimmel Center, the Miller Theater, and the Academy of Music to determine an overall level of physical and sensory accessibility and identify areas for improvement. The goal is that every aspect of our physical, virtual, and online presence feels welcoming to all patrons, staff, and audiences.

Championing IDEAS

The success of IDEAS is only as strong as the commitment our leaders have to building a more equitable and inclusive future. To sustain transformative change, every member of The Philadelphia Orchestra and Ensemble Arts must activate Inclusion, Diversity, Equity, and Access Strategies—and our leaders eagerly model the way:



Yannick Nézet-Séguin | Music and Artistic Director

Music and Artistic Director Yannick Nézet-Séguin's unwavering support and endorsement of IDEAS provides great momentum in our organizational evolution. With Yannick at the helm, the Orchestra's presence exudes a sense of pride, inclusion, and community that is authentically connected to IDEAS.



Matías Tarnopolsky | President and CEO

President and CEO Matías Tarnopolsky's vision for The Philadelphia Orchestra and Ensemble Arts is intrinsically rooted in IDEAS—innovation and excellence are spurred from diversity, equity, and inclusion (DEI). Matías's genuine investment and direct involvement in IDEAS relays the powerful message that DEI is a top priority for The Philadelphia Orchestra and Ensemble Arts.



Doris Parent | Chief IDEAS Officer

Chief IDEAS Officer Doris Parent serves as an accountability partner, working to ensure the full organization is engaged in living our values and activating our IDEAS action plans. The Philadelphia Orchestra was the first in the industry to create a DEI-focused position on the executive leadership team.

Connect

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Visit

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The
Philadelphia
Orchestra
Yannick Nézet-Séguin
Music and Artistic Director

EnsembleArts