



*Hastings Symphony Orchestra*

## **Diversity, Inclusion, and Outreach Plan**

**THREE YEAR | 2023-2025**

### **GOAL 1: Increase services to rural communities**

#### Steps and Timeline

1. July 2023 Board approves Season 98 programming
2. Aug 2023 Identify three underserved communities
3. Sept-Oct 23 Contact the communities' schools and gauge interest
4. Nov 2023 Apply to NAC bus grants for student transportation
5. ASAP Inform schools of grant awards
6. Feb-Mar 24 Help plan student travel
7. April 2024 Students attend the educational concert
8. April 2024 Get feedback from students and chaperons
9. May 2024 Work feedback into programming and evaluate for next season
10. REPEAT in 2024-25 season

### **GOAL 2: Add diversity to the board of directors**

#### Steps and Timeline

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|---------------|------------------------------|--|------------------------------------|
| 1. May 2023   | Board completes self-audit   | 9. May 2025  | Board updates self-audit           |
| 2. May 2023   | Board defines "diversity"    | 10. May 2025   | Board retreat                      |
| 3. May 2023   | Board sets a goal percentage | 11. July 2024  | Identifies gaps in diversity       |
| 4. July 2023  | Identifies gaps in diversity | 12. Aug-Dec 24   | Identify candidates that fill gaps |
| 5. Aug-Dec 23 | Find candidates to fill gaps | 13. Jan 2025   | Approach candidates                |
| 6. Jan 2024   | Approach candidates          | 14. Feb-Apr 25   | Candidates apply                   |
| 7. Feb-Apr 24 | Candidates apply             | 15. May 2025   | Onboard new candidates             |
| 8. May 2024   | Onboard new candidates       | 16. CONTINUE until goal is met, adjusting as necessary |                                    |

### **GOAL 3: Add underrepresented groups to programming**

#### Steps and Timeline

1. **GOAL 3A: Featured Work**
  - a. May 2023 Board defines "underrepresented groups" for the HSO at the board retreat
  - b. July 2023 Encourage the new conductor to include at least one piece of music composed by a member of an underrepresented group in each concert as well as a diverse group of guest performers
2. **GOAL 3B: Commissioned Work**
  - a. Feb 2024 Raise money at the yearly fundraising gala to fund a commissioned piece by an underrepresented composer
  - b. July 2024 Orchestra Committee identifies and selects composer
  - c. April 2025 Season concludes by showcasing the commissioned work