

DIVERSITY STATEMENT

The Association of British Orchestras believes that it is fundamentally important for it and the orchestral sector in the UK to strive continually for greater diversity in its workforce and activity. We aim to achieve this through the inclusion and involvement of a broad representation of the communities we and our members serve, reflecting its true make-up, including race, ethnicity and cultural background, gender, sexual orientation, age, socio-economic status, disability, education, geography, and religion.

The ABO will

- Promote diversity within its board and staff;
- Promote greater understanding of, and respect for, diversity in its member orchestras; and
- Help orchestras advance their work in the area of diversity and inclusion, including audiences, orchestral and management personnel, repertoire, artists and conductors, boards and governance practice.

To achieve this, the ABO will work in partnership with key stakeholders including national governments, funding agencies, conservatoires, music education hubs, and other music education agencies and representative bodies.

This Statement will inform the ABO's Strategic Plan and will be monitored on an annual basis.