

HSO Town Hall Meeting

Tuesday, February 15, 2022; 7-9pm

Zoom Meeting

Welcome

- Wonderful performances of “Firebird” (MW5)
- Online video access to the Saturday, 2/12/22 performance 2/28 – 3/29
 - Free to the orchestra

Outlook for Second Half of 2021-22 Season

Health Safety Protocols

- Thank you for your support of MW5 protocols
- The Bushnell may change venue protocols in the coming months, HSO will assess our options & work with the player's safety committee
 - Orchestra feedback

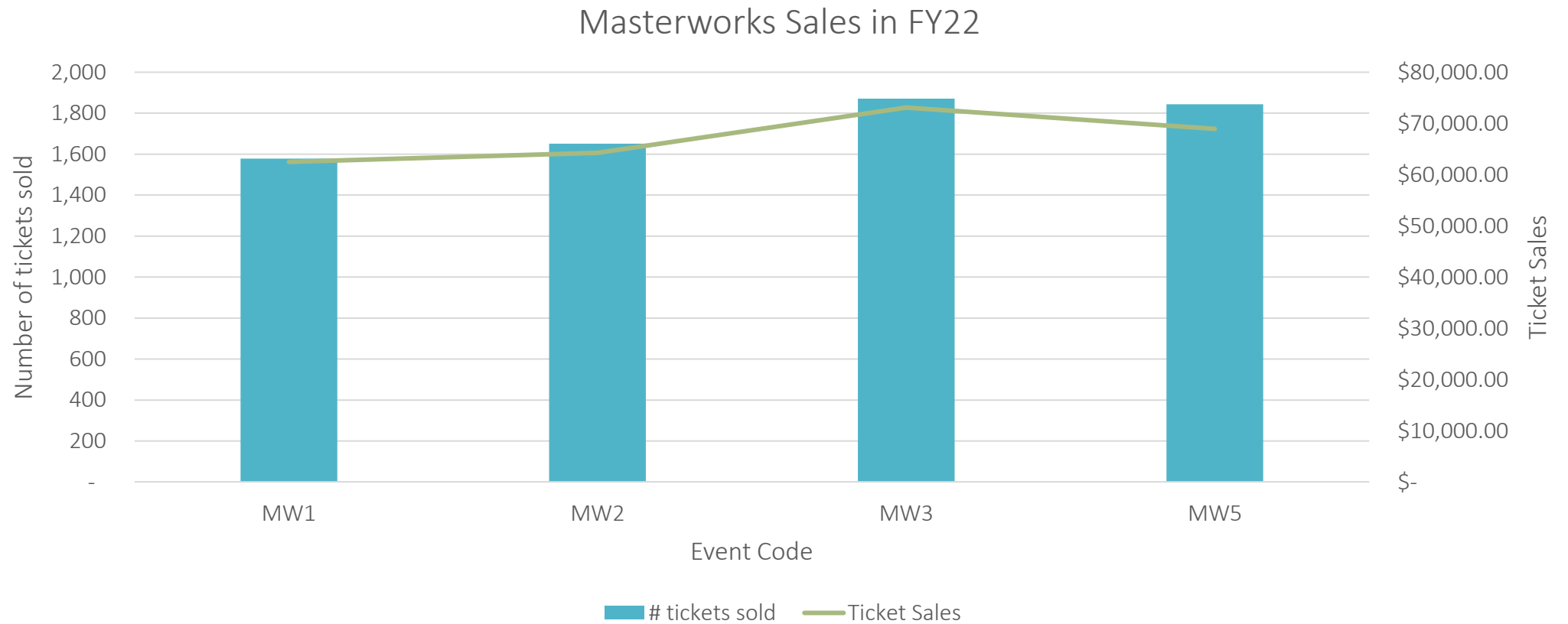
“From the New World” Reschedule (MW4)

- Reschedule to one night only in Mortensen Hall, Thursday, May 26, 7:30pm.
 - Thank you for your flexibility
 - Public announcement coming soon
 - We will maintain commitment to honoring MLK day
 - Do not anticipate needing to reschedule or cancel any additional performances due to COVID

Box Office Performance Data To Date

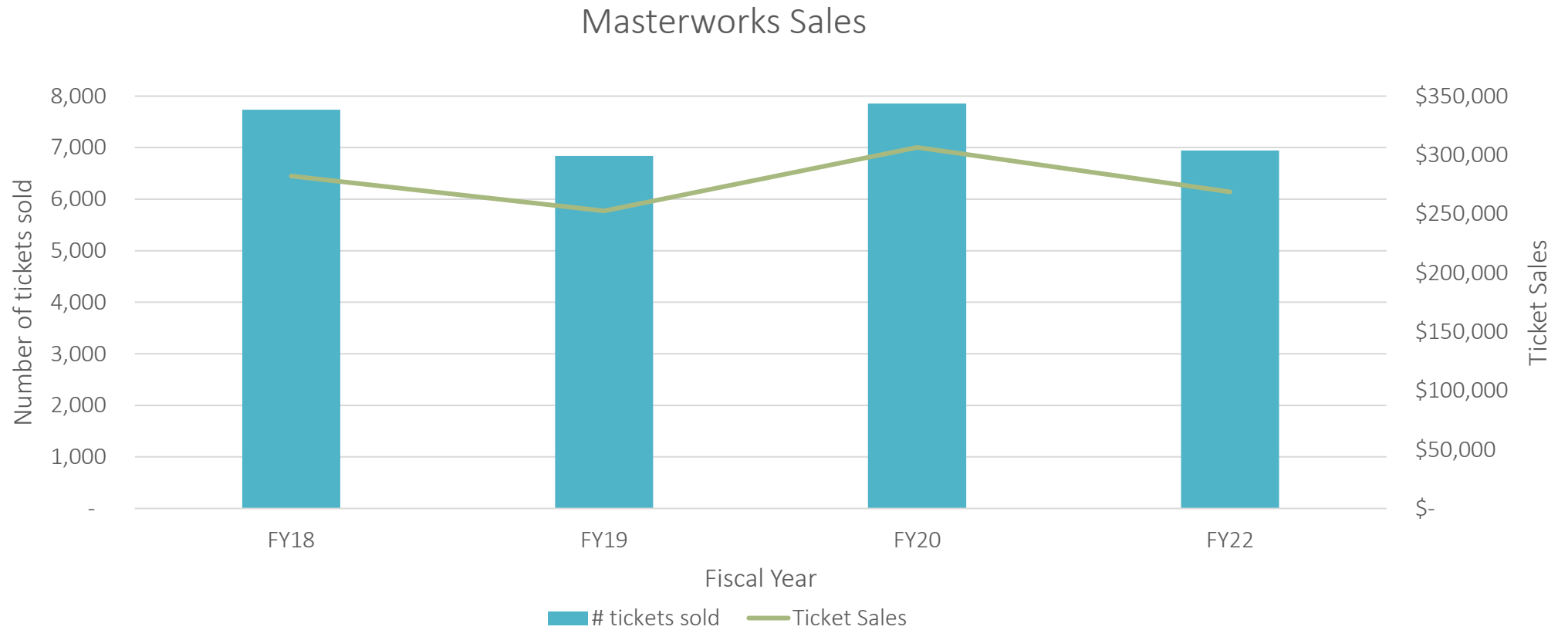
- Masterworks 1-5: Small but steady gains October through February (January program rescheduled)
- Holiday Cirque: Expected performance but lagging previous years (family audience sensitivities)
- Sunday Serenades 1: Excellent performance, typical or better than average, SS2 is sold out to reduced capacity

Masterworks Sales FY22

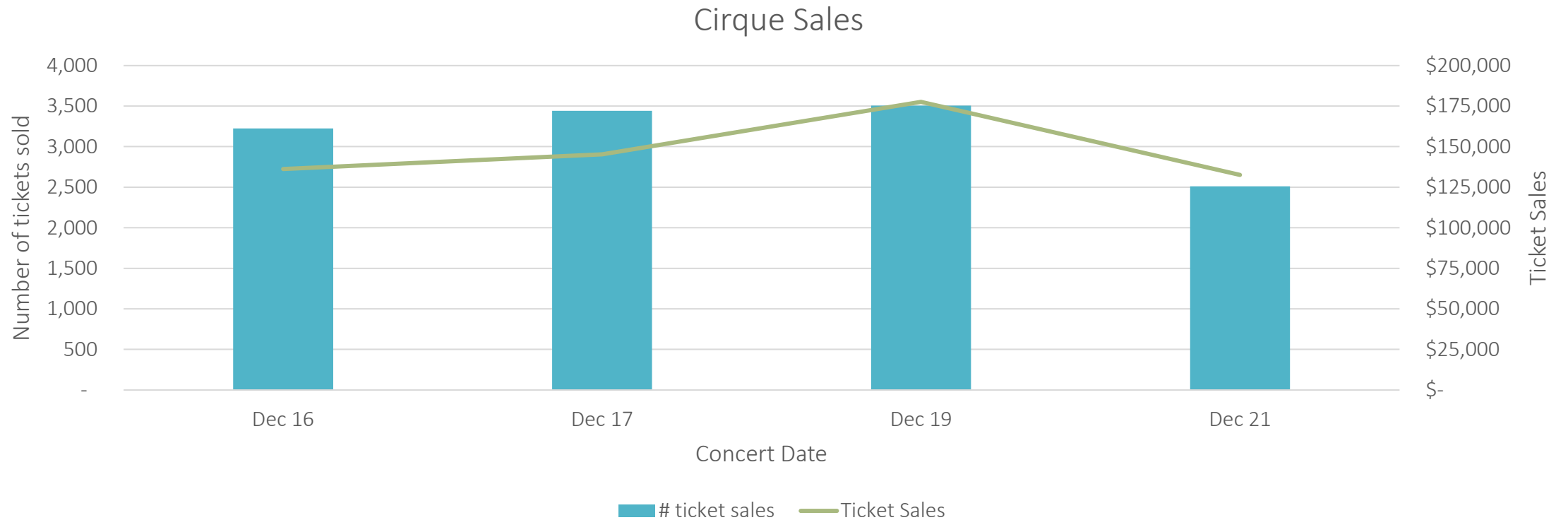


Masterworks by Fiscal Year

(First four completed programs)



Holiday Cirque Sales



Administration & Personnel Updates

EdCE is now Learning and Social Impact

- Department of Learning and Social Impact

- More inclusive and better reflects our vision to positively impact the community
- Elevates Diversity, Equity, and Inclusion throughout all aspects of the HSO
- Reflects our commitment to traditional music education and music as a vehicle for other types of learning (Social/Emotional Well-being, Health & Wellness, Creating Community, etc.)

New Hiring

- Now hiring a P/T Executive Assistant and F/T Development Coordinator (learn more: [Administrative | Hartford Symphony Orchestra](#))
- Orchestra auditions, assessing options for this spring/early summer
 - Help needed recruiting candidates

Increasing Racial Diversity within the HSO

Timothy Brown

Director of Learning & Social Impact

Our Goals

- To increase the visible racial diversity within the HSO
- To increase the representation of Black and Latinx musicians in the orchestra

Opportunities for Impact

- I. Joyce C. Willis Diversity Artist-in-Residence
- II. HSO Recruitment Strategies
- III. Musician Fellowship Program

I. Joyce C. Willis Diversity Artist- In-Residence

- Open to early-mid career Black composers
- HSO would commission the Artist to compose works for both small ensembles and full orchestra
- Artist would lead occasional education and community engagement programs
- Funding from Roberts Foundation to support a new Artist-in-Residence each season for next 3 seasons

Joyce C. Willis Diversity Artist- In-Residence (cont.)

Timeframe

- Finalize program details March 2022
- Artist Selected June 2022
- Residency to begin 2022-23 Season

II. HSO Recruitment Strategies

- Audition Procedures Committee
- NAAS (National Alliance for Audition Support)
- Schools of Music/Conservatories
- Professional and Personal Networks



III. Musician Fellowship Program

What is a Fellowship?

- A short-term opportunity designed to provide training, support, and experience onstage and in the community for highly qualified musicians at the beginning of their careers.
- Fellows are defined by their advanced artistry, command of their instrument, and commitment to outstanding musical experiences.



Examples of Orchestral Fellowships

IRIS Fellows – IRIS Orchestra

University of Memphis/Memphis Symphony Orchestra

Colton Fellows – New Jersey Symphony Orchestra

VSO African American Fellowship - Virginia Symphony Orchestra

Harmony Fellowship – New Haven Symphony Orchestra

Why do we need a Fellowship?

- Strengthens our organization by increasing the diversity of musicians in our orchestra
- Creates pathways for Black and Latinx musicians to perform with a professional orchestra
- Reinforces our DEI commitments through representation
- Institutional funders are adopting requirements for racial diversity within an organization's workforce

Fellowship Structure

- Open to Black or Latinx early career string musicians
- Fellows selected through blind audition and interview
- Fellows would be offered the opportunity to play with the orchestra on Masterworks, POPs, Discovery/Link-Up, YAC, Gala, and TMMF Concerts
- Fellows would be additive to the HSO
- Lead occasional education and community engagement programs
- Fellows earn \$136.52 per service (HSO section rate)

In addition, Fellows will...

- Be assigned an HSO musician mentor
- Receive professional development support such as mock auditions, attending Sphinx Connect, etc.
- Attend DEI Committee and Education Committee meetings
- HSO would provide housing for concert weeks
- Auditions to be held Spring 2022
- Musician Fellowship to begin 2022-23 Season

Why co-sponsor a Fellowship program with New Haven?

- Recruit more highly-qualified applicants
- Provide more performance opportunities on stage
- Participate in a variety of education and community engagement programs
- NHSO has an established Fellowship Program

Impact

- Increases the overall competitive advantage of the HSO as an industry leader
- Contributes to the diversification of the HSO and the orchestral industry as a whole
- Creates opportunities for new revenue sources by meeting grant and donor expectations
- Helps to attract a more diverse audience

Preparing for Success...

- Strong HSO musician involvement and support
- Creating a welcoming space Fellows on stage, in the community, and homestays
- Ensure the financial sustainability for the program

Questions?