



# 2024 Demographic Report

## Hartford Symphony Orchestra and Comparisons

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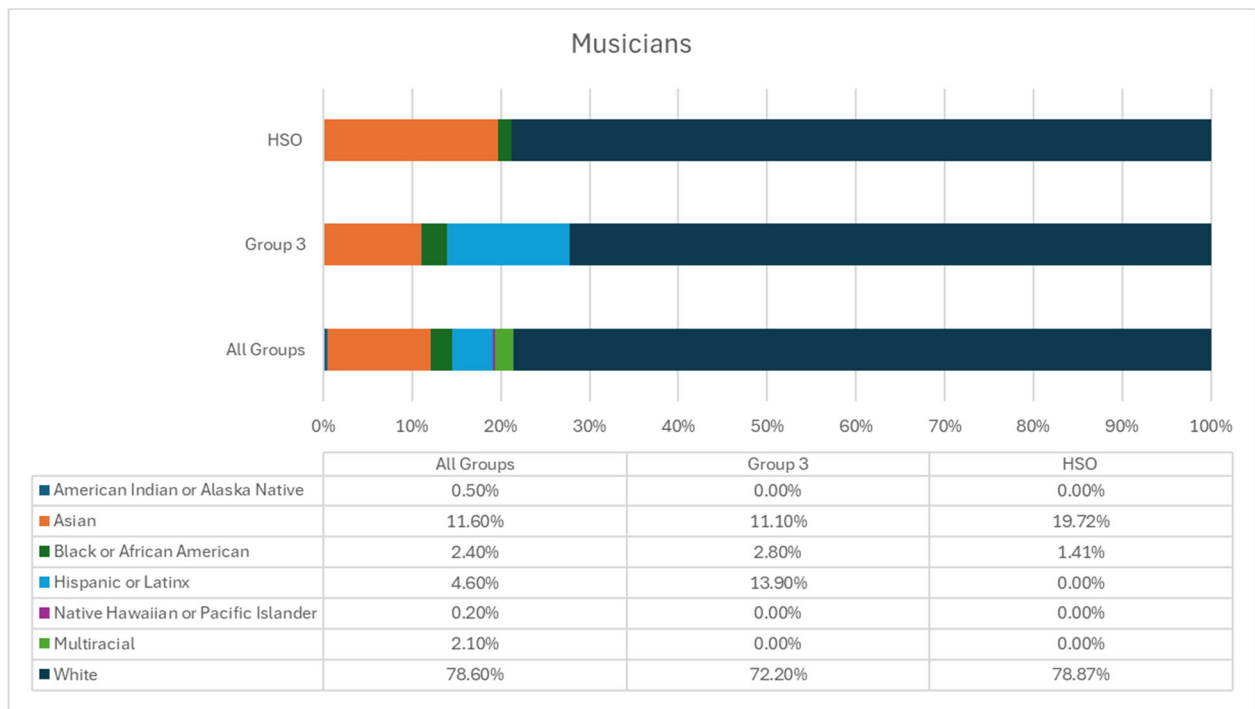
### Introduction

Analyzing the comprehensive demographic data spanning musicians, administrative staff, board of directors, conductors, music directors, and top executives across the Hartford Symphony Orchestra (HSO), other symphonies of similar size (Group 3), and orchestras nationwide reveals both consistencies and disparities in representation. While white individuals predominantly occupy leadership roles at all levels, notable diversity emerges in certain positions. However, there remains underrepresentation of racial and ethnic minorities, particularly at the top executive level. Gender disparities are also evident, with men generally outnumbering women in leadership roles, though there are exceptions, such as the higher representation of women on the board of directors in the HSO compared to Group 3. These findings underscore the importance of ongoing efforts to promote diversity, equity, and inclusion within orchestral organizations, ensuring that all voices are represented and empowered across all facets of leadership and decision-making.

# Musicians

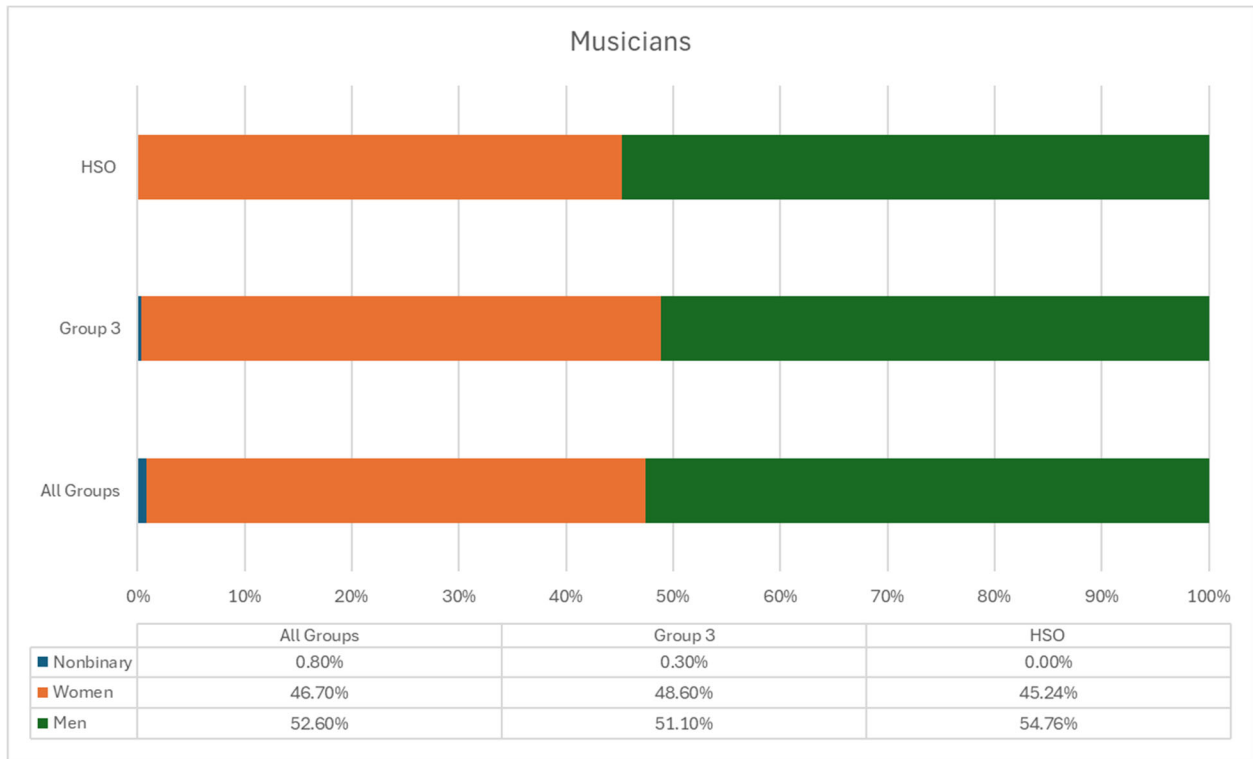
## Race and Ethnicity of Musicians

The demographic composition of musicians in the Hartford Symphony Orchestra (HSO) reveals both commonalities and distinctions compared to other symphonies of similar size (Group 3) and orchestras across the United States. Across all groups, white musicians dominate, with percentages ranging from 72.20% in Group 3 to 78.87% in the HSO. Asian representation is notably higher in the HSO at 19.72% compared to 11.10% in Group 3 and 11.60% overall. Conversely, Hispanic or Latinx musicians are underrepresented in the HSO at 0.00%, a stark contrast to 13.90% in Group 3 and 4.60% overall. Black or African American representation is lower in the HSO at 1.41% compared to 2.80% in Group 3 and 2.40% overall. These disparities underscore the need for targeted diversity initiatives within the HSO and broader orchestral community to ensure equitable representation across all racial and ethnic backgrounds.



## Gender Demographics of Musicians

Across all groups, men constitute the majority of musicians, with percentages ranging from 51.10% in Group 3 to 54.76% in the HSO. Women comprise a significant proportion of musicians, ranging from 45.24% in the HSO to 48.60% in Group 3. Notably, nonbinary representation is minimal across all groups. These findings suggest that while women are well-represented among musicians, implementing strategies to foster an inclusive environment that welcomes individuals of all gender identities remains imperative for orchestras aiming to reflect the diverse communities they serve.



## Administrative Staff

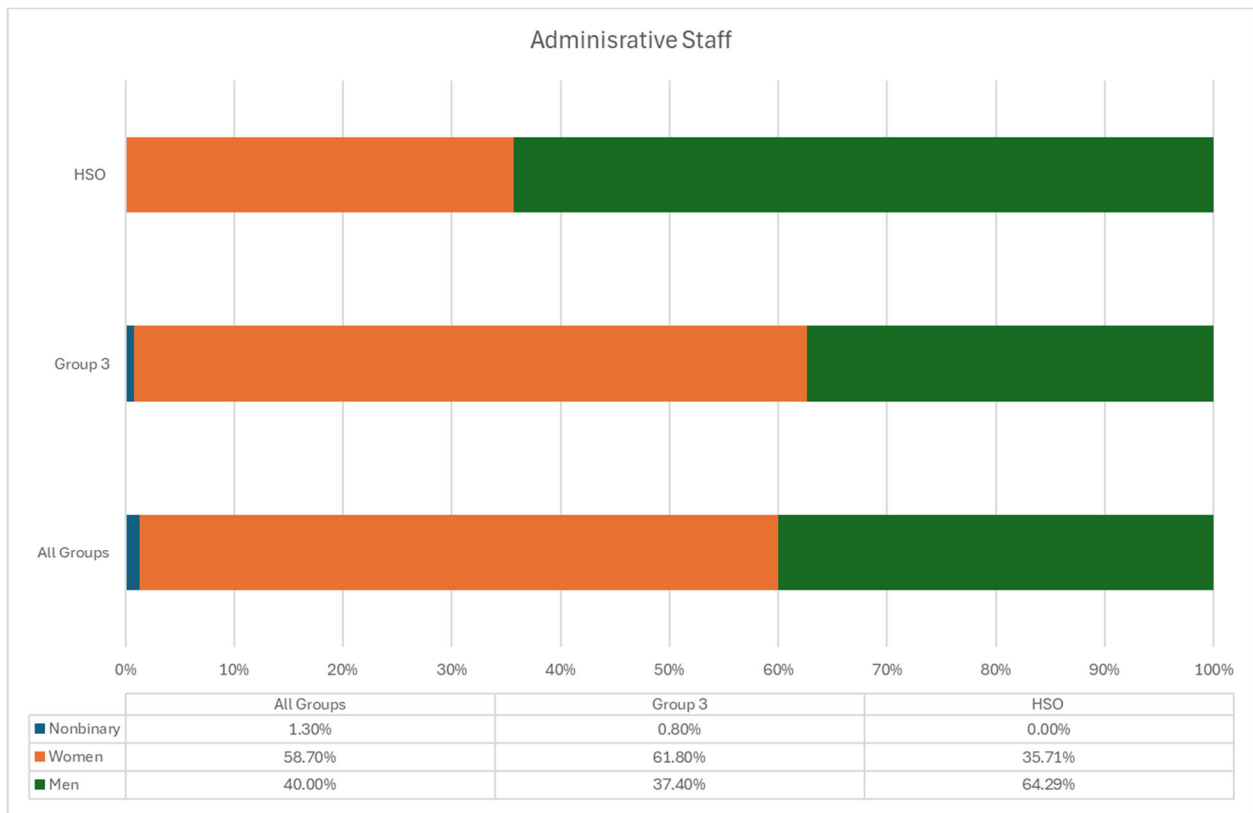
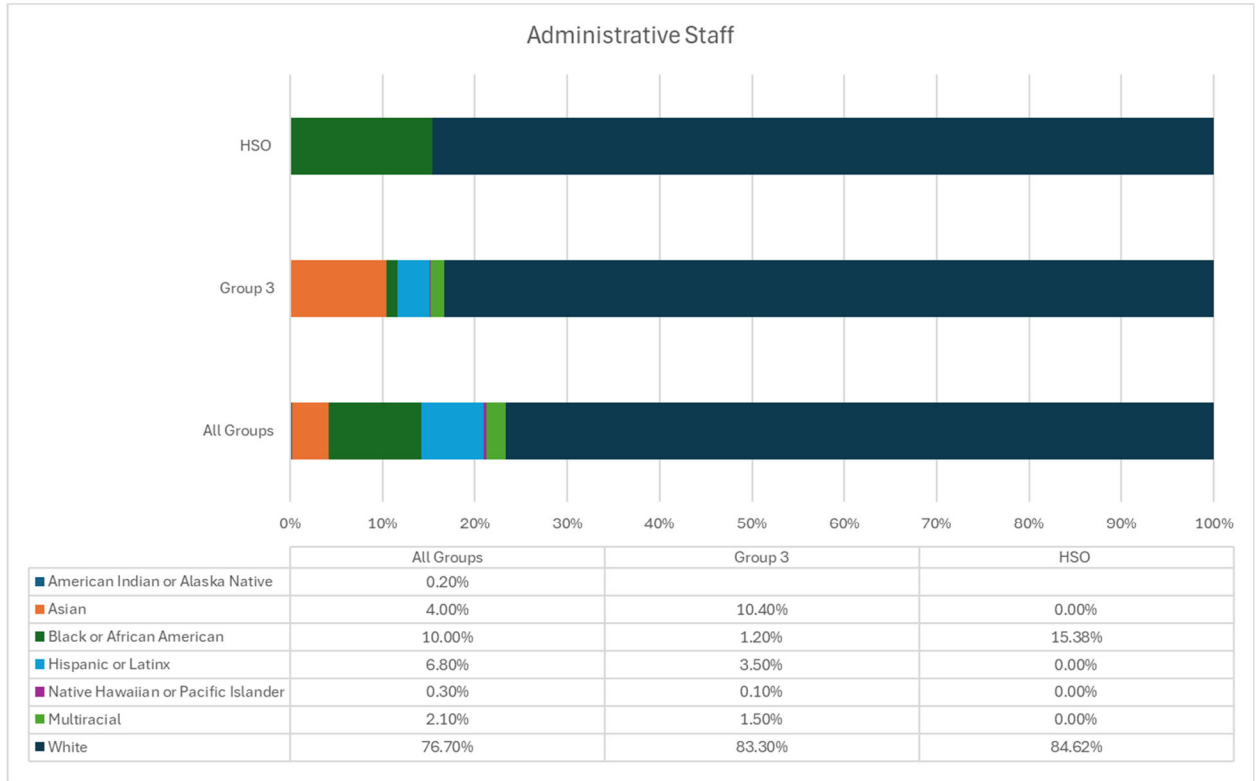
### Race and Ethnicity of Administrative Staff

Comparing the racial and ethnic composition of administrative staff within the Hartford Symphony Orchestra (HSO) to other symphonies of similar size (Group 3) and the broader orchestral landscape in the United States reveals notable similarities and differences. White individuals predominantly occupy administrative roles across all groups, ranging from 76.70% overall to 84.62% in the HSO. However, there are significant disparities in representation among other groups. Black or African American individuals hold a notably higher proportion of administrative positions in the HSO at 15.38% compared to 1.20% in Group 3 and 10.00% overall. Asian representation Hispanic or Latinx representation, absent in the HSO, makes up 10.40% and 3.50%, respectively, of administrative staff in Group 3 orchestras. Implementing inclusive hiring practices and diversity initiatives to ensure equitable representation within administrative roles in orchestras nationwide, including the HSO, remains an important undertaking.

### Gender Demographics of Administrative Staff

Women constitute a significant portion of administrative staff across all groups, albeit somewhat lower in the HSO, ranging from 35.71% in the HSO to 61.80% in Group 3. Men occupy a higher proportion of administrative roles in the HSO at 64.29%, compared to 37.40% in Group 3 and 40.00% overall. Nonbinary representation is minimal across all groups. Efforts to address disparities and create a balanced and inclusive

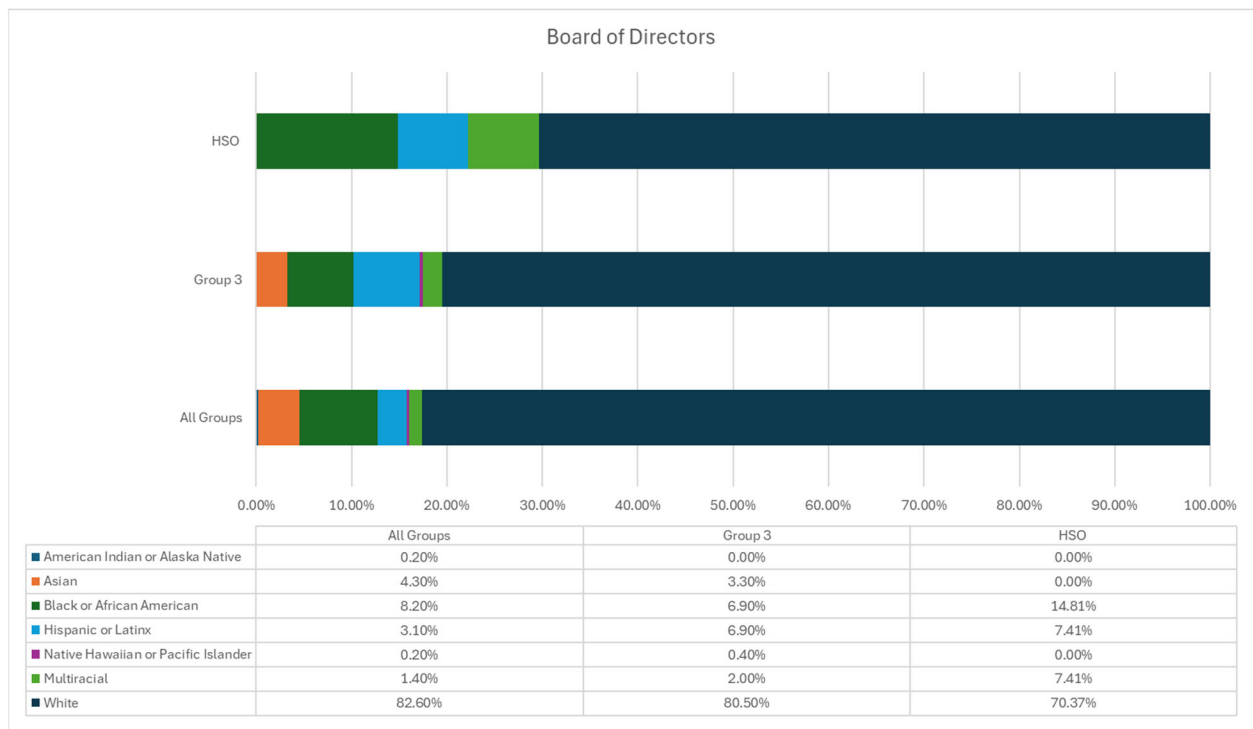
environment are essential for promoting equitable opportunities and perspectives within orchestral administration.



## Board of Directors

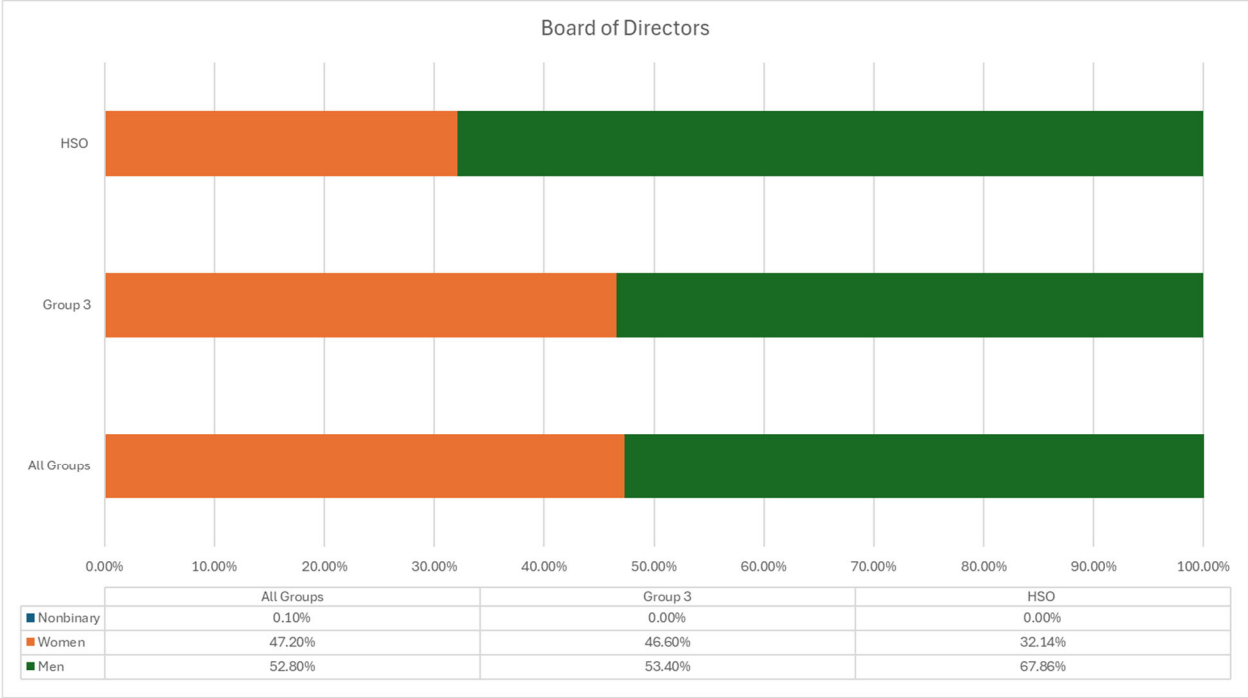
### Race and Ethnicity of Boards of Directors

Analyzing the demographic makeup of board members across the Hartford Symphony Orchestra (HSO), other symphonies of similar size (Group 3), and orchestras nationwide reveals both consistencies and distinctions. White individuals predominantly occupy board positions across all groups, with percentages ranging from 70.37% in the HSO to 82.60% overall. However, notable differences emerge in the representation of other racial and ethnic groups. Black or African American representation is notably higher in the HSO board at 14.81% compared to 6.90% in Group 3 and 8.20% overall. Hispanic or Latinx members are more represented in the HSO board at 7.41% compared to 6.90% in Group 3 and 3.10% overall. Multiracial representation is also higher in the HSO board at 7.41% compared to 2.00% in Group 3 and 1.40% overall. These disparities highlight the need for ongoing efforts to ensure diverse representation on orchestra boards, promoting inclusivity and equitable decision-making processes.



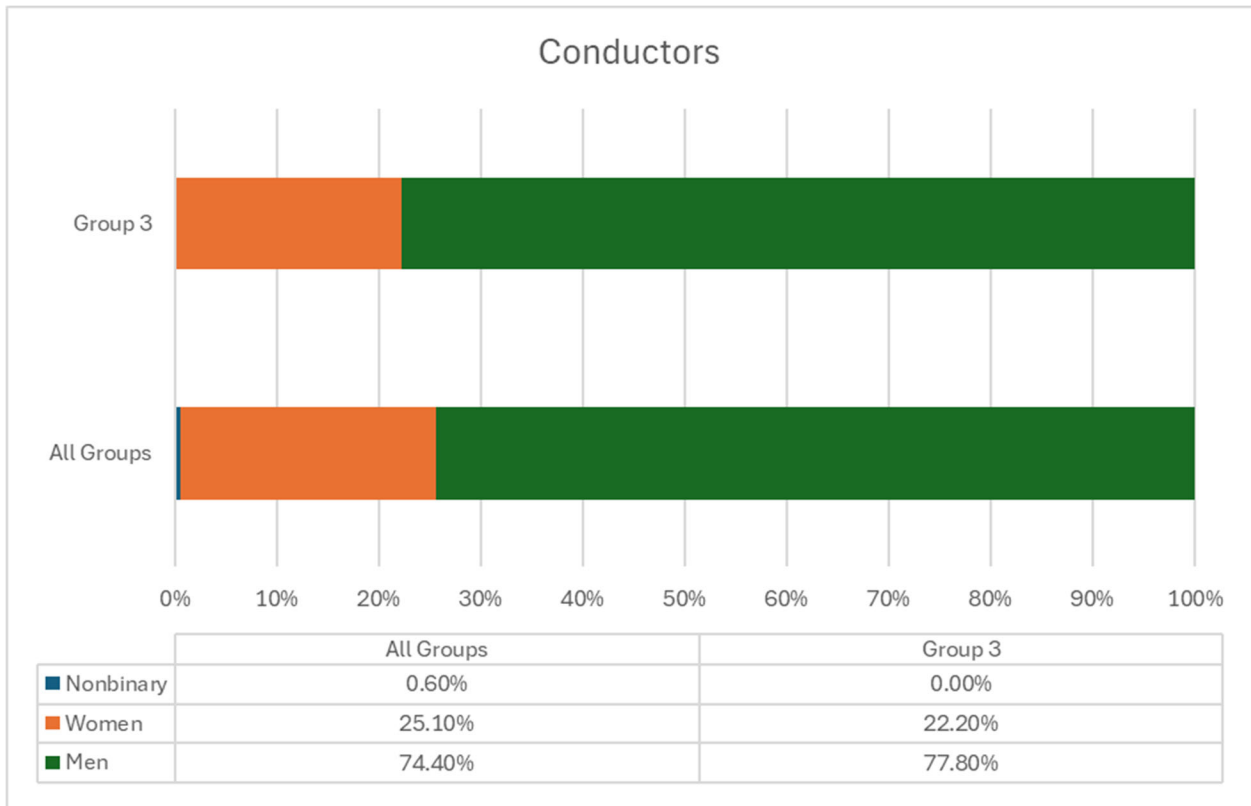
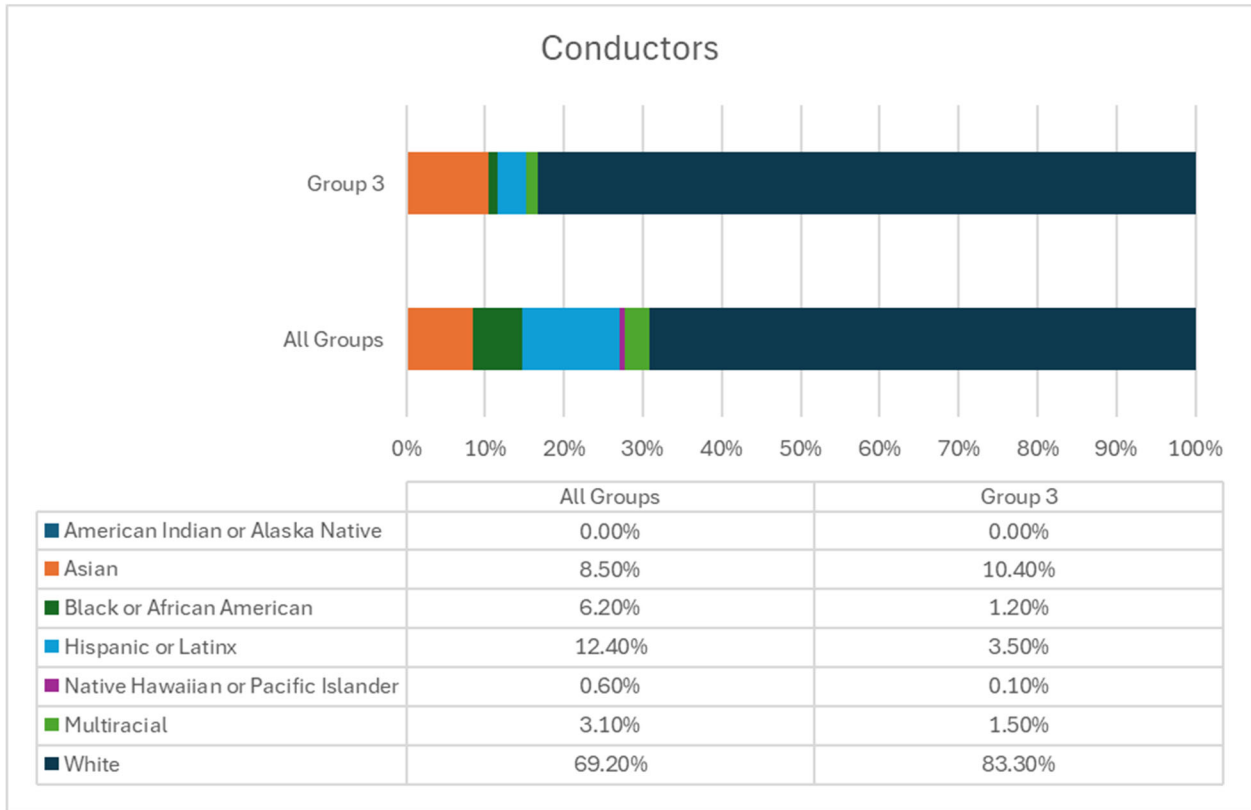
### Gender Demographics of Boards of Directors

Men predominantly occupy board positions in the HSO, constituting 67.86% of board members, compared to 53.40% in Group 3 and 52.80% overall. Women hold a smaller proportion of board positions, ranging from 32.14% in the HSO to 46.60% in Group 3. Nonbinary representation remains minimal across all groups. There remains a need for concerted efforts to promote gender diversity and inclusivity within governance structures. Enhancing opportunities for women and nonbinary individuals to participate in decision-making processes can foster a more representative and equitable board composition, aligning with broader efforts to promote diversity and inclusion within orchestral leadership.



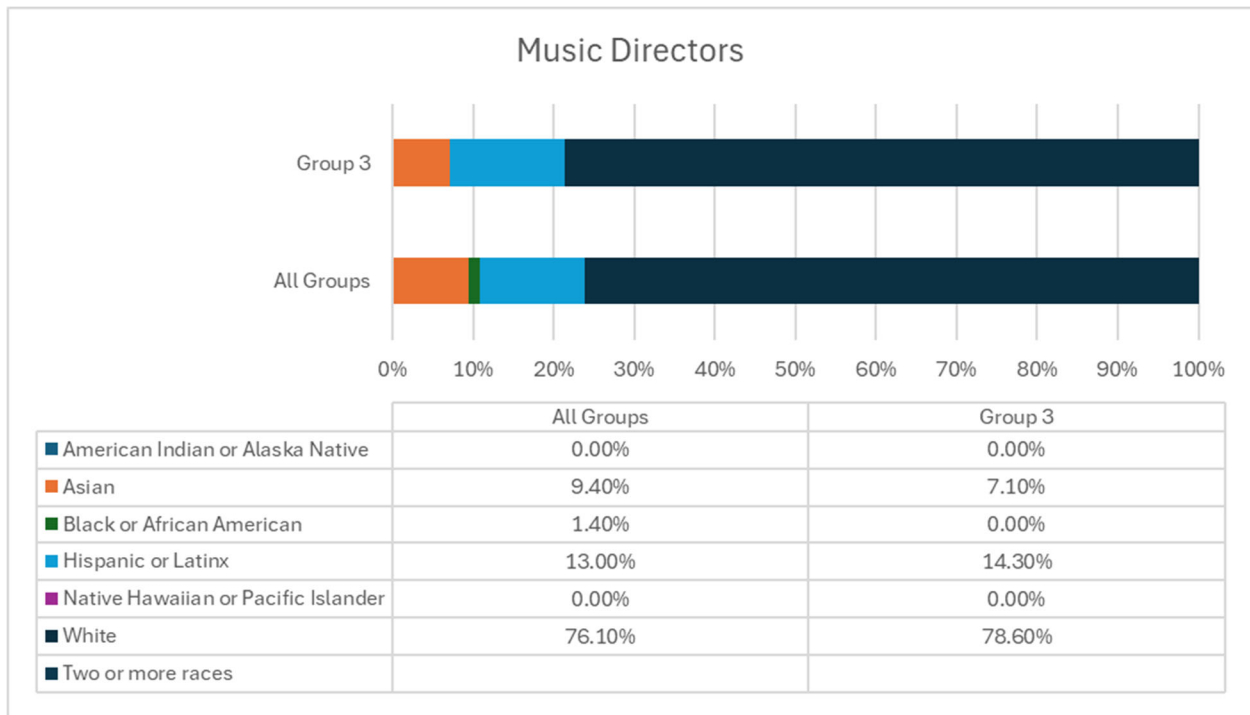
## Conductors

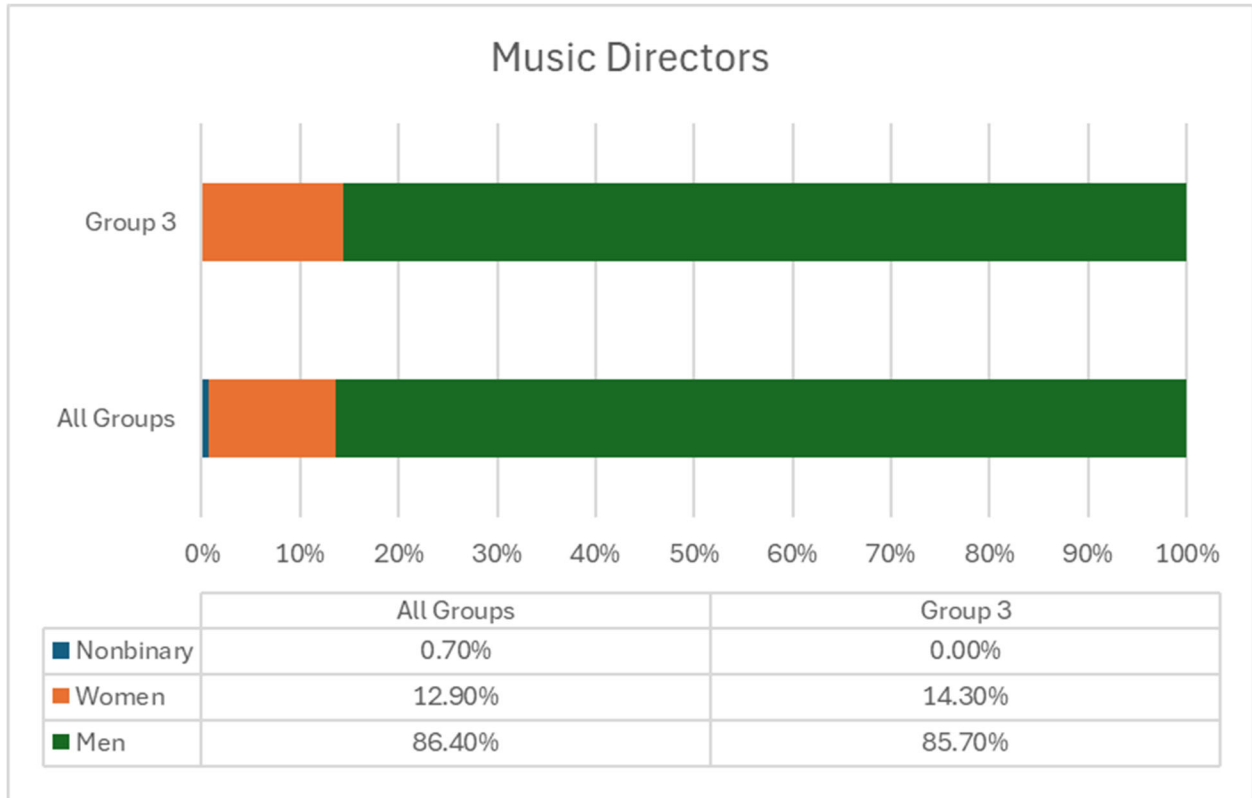
Analyzing the racial/ethnic and gender demographics of conductors within the Hartford Symphony Orchestra (HSO), other symphonies of similar size (Group 3), and orchestras nationwide provides insight into representation within this leadership role. In the HSO, the conductorship is notably diverse, with one white male conductor and one Asian female conductor. Across all groups, white conductors predominate, comprising 69.20% overall and 83.30% in Group 3. Asian representation among conductors is higher than average, accounting for 8.50% overall and 10.40% in Group 3. Hispanic or Latinx and Black or African American conductors are less frequently represented in Group 3 orchestras than in orchestras overall in the U.S. Regarding gender, men overwhelmingly dominate the conductorship, constituting 74.40% overall and 77.80% in Group 3, while women represent 25.10% overall and 22.20% in Group 3. Nonbinary representation remains minimal across all groups. These data highlight the importance of continued efforts to ensure equitable representation across all facets of orchestral leadership.



## Music Directors

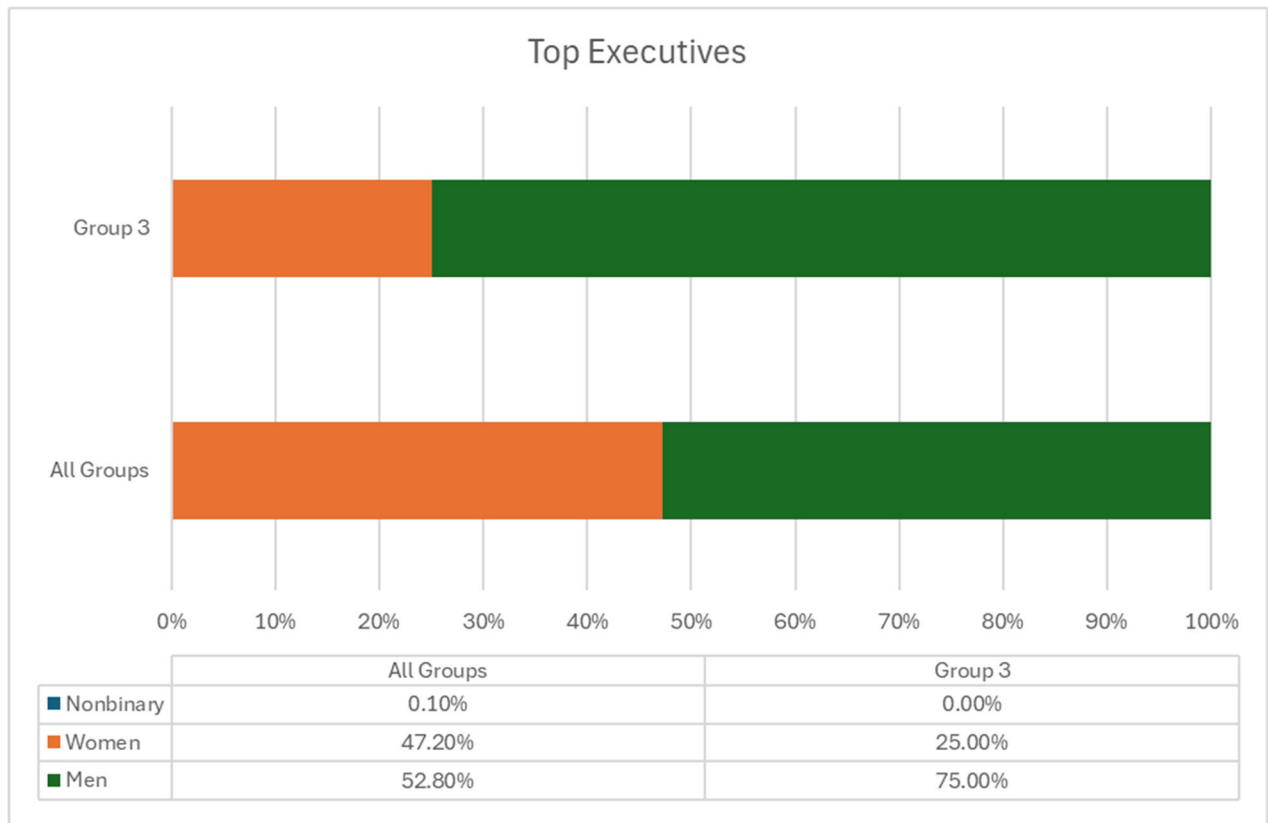
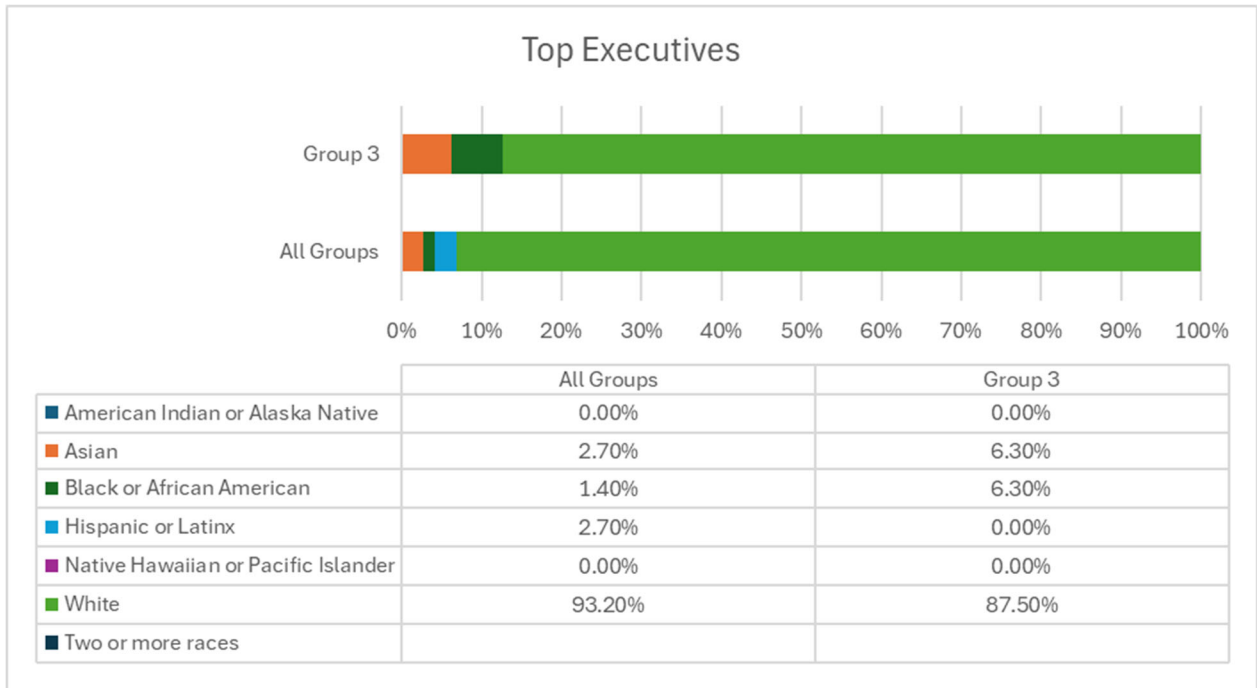
Analyzing the racial/ethnic and gender demographics of music directors within the Hartford Symphony Orchestra (HSO), other symphonies of similar size (Group 3), and orchestras nationwide sheds light on representation at the highest level of artistic leadership. Notably, the HSO's music director is an Asian female. Across all groups, white individuals dominate music director positions, comprising 76.10% overall and 78.60% in Group 3. Asian representation among music directors is higher than average, accounting for 9.40% overall and 7.10% in Group 3, with the HSO's music director serving as a notable example. Hispanic or Latinx music directors also exhibit higher representation, particularly in Group 3 at 14.30%. Black or African American representation remains relatively low, with 1.40% overall and no representation in Group 3. Regarding gender, men overwhelmingly hold music director positions, constituting 86.40% overall and 85.70% in Group 3, while women represent 12.90% overall and 14.30% in Group 3. Nonbinary representation remains minimal across all groups. The appointment of an Asian female music director in the HSO signifies progress toward greater diversity and inclusion in orchestral leadership, emphasizing the importance of continued efforts to foster equitable representation at all levels of artistic direction.





## Top Executives

Analyzing the racial/ethnic and gender demographics of the top executive position within the Hartford Symphony Orchestra (HSO), other symphonies of similar size (Group 3), and orchestras nationwide reveals insights into leadership representation at the highest administrative level. Notably, the top executive of the HSO is a white male, reflective of the predominant demographic in executive leadership positions across orchestras. White individuals overwhelmingly occupy executive roles, comprising 93.20% overall and 87.50% in Group 3, while Black or African American representation remains relatively low, with 1.40% overall and 6.30% in Group 3. Hispanic or Latinx representation is minimal. Regarding gender, men dominate executive positions, constituting 52.80% overall and 75.00% in Group 3, while women represent 47.20% overall and 25.00% in Group 3. Nonbinary representation remains minimal across all groups. The demographic profile of top executives underscores the ongoing need for concerted efforts to promote diversity and inclusivity in orchestral leadership, ensuring equitable opportunities for individuals of all racial/ethnic backgrounds and genders to contribute to organizational decision-making and direction.



## Measures to Promote Diversity, Equity, and Inclusion

As orchestras navigate the imperative journey toward greater diversity, equity, and inclusion (DEI) within their ranks, it becomes paramount to assess and implement measures that foster representative leadership and equitable opportunities across all levels. Recent data from the Hartford Symphony Orchestra (HSO), alongside comparisons with other symphonies and orchestras, underscore the multifaceted nature of this endeavor. While strides have been made, the overarching landscape reveals persistent disparities. From the underrepresentation of racial and ethnic minorities, especially at executive levels, to gender imbalances throughout leadership roles, the journey toward true inclusivity demands concerted and sustained efforts. By recognizing and amplifying these measures, including targeted recruitment, mentorship programs, and fostering inclusive organizational cultures, orchestras can pave the way for a more vibrant, representative, and harmonious future.

Highlighted in yellow are those measures currently undertaken by the HSO, among others.

