



Diversity and Equality Report June 2021

## **Orchestra for the Earth Diversity and Equality Report 2021**

At Orchestra for the Earth, we believe that classical music is for everyone and that a greener future is a fairer future. We have pledged to improve and intensify our efforts to build a diverse and inclusive orchestra. Climate change is linked to social inequality, disproportionately affecting BME communities and underrepresenting their voices, and classical music continues to suffer from a major lack of diversity at every level.

As an orchestra, we are committed to taking action to improve diversity within classical music. We acknowledge that our musicians and collaborators are still predominantly white and middle-class, and that, while symptomatic of the industry at large, this is a failing on our part. We are striving to intensify our efforts to improve diversity in our orchestra and hope that as a younger organisation we will be able to build from the grassroots up.

We know we have work to do. As part of our efforts to build an orchestra that reflects our society, we will publish an annual diversity report to remain transparent and accountable on our progress. We hope that year on year the report will show the progress we make through our efforts to improve our diversity, including:

- reaching out to BME, LGBT+ and working-class musicians in our recruitment;
- monitoring our fixing processes;
- learning from musical organisations who are building diversity and inclusion into their practices; and
- consulting those with expertise.

It is also important to OFE that diversity is represented in our repertoire. BME and female composers past and present suffer from profound under-representation in classical programming. We are committed to programming works by historical BME and female composers in our own concerts and ensuring balanced representation among the living composers whose music we perform and commission.

### ***Notes on our data***

We have collected our data via an optional survey sent to all musicians who worked with OFE in 2020. We received 24 self-reported responses which are reflected here, please note that there may be some discrepancy in reporting due to the 10 musicians we worked with who chose not to respond to the survey. It is also worth noting that, due to the pandemic, we commission no new works from living composers. We intend to begin commissioning again in 2021, and will therefore include diversity data in this respect in future reports.



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**Gender**

	<b>Male</b>	<b>Female</b>
<b>OFE Orchestral musicians</b>	48%	52%

**Ethnicity**

	<b>White</b>	<b>Asian</b>	<b>Black (Caribbean)</b>	<b>Arab</b>	<b>Mixed</b>	<b>Prefer not to say</b>
<b>OFE Orchestral musicians</b>	69.5%	0%	21.7%	0%	0%	8.8%

**Sexuality**

	<b>Heterosexual</b>	<b>Bisexual</b>	<b>Gay</b>	<b>Prefer not to say</b>
<b>OFE Orchestral musicians</b>	65.2%	26%	8.7%	0%

**Religion or belief**

	<b>Atheist</b>	<b>Not religious</b>	<b>Christian</b>	<b>Buddhist</b>	<b>Agnostic</b>	<b>Prefer not to say</b>
<b>OFE Orchestral musicians</b>	39.1%	8.7%	30.4%	4.3%	8.7%	8.7%

**Age**

	<b>18-24</b>	<b>25-29</b>	<b>30-34</b>	<b>55-59</b>
<b>OFE Orchestral musicians</b>	39.1%	8.7%	30.4%	4.3%