



J.D. BURNETT, Artistic Director

Orpheus Chamber Singers seeks to be a choir for all people in North Texas. However, we acknowledge the roles of bias, prejudice, and inequity in society, in our community, and in our industry. Orpheus knows that we have an obligation to examine our own inadequacies and move forward for the good of our art form and all of society. Orpheus has committed to doing this work thoughtfully, seriously, and intentionally.

- Orpheus is dedicated to regularly programming and performing works by underrepresented populations, including women, BIPOC, and LGBTQIA+ composers.
- Acknowledging that the pipeline of choral singers is predominantly white, Orpheus will consciously seek to attract, engage, and retain artistic talent from diverse backgrounds. Since 2020, Orpheus's roster of singers has increased from 5% BIPOC to 20% BIPOC.
- Orpheus will work to inspire the next generation of choral artists by engaging in outreach programs. Orpheus is currently working with Carter High School in Dallas ISD to help them rebuild their choral program after the pandemic. This custom-designed outreach program is specific to Carter and Orpheus will look to expand and engage with other high schools as opportunities arise.
- Orpheus will continue to extend its reach across the DFW metroplex, performing at venues in multiple cities and will search for creative and accessible spaces for performances.
- Acknowledging that ticket prices can sometimes be a barrier to attending performances, Orpheus will continue to diversify funding to provide multiple price points. In particular, Orpheus will ensure that students have affordable access to attend concerts.
- By the 30th anniversary season (2024-2025), Orpheus aims to begin producing concerts in partnership with social service organizations and other area nonprofit organizations.
- Orpheus will adopt a blind resume process when hiring new administrative staff and will seek job applicants from diverse hiring sources. Also keen to train the next generation of arts administrators, Orpheus will hire and train interns when possible.

- As Orpheus continues to expand its footprint across the metroplex, we will consciously seek to diversify our Board of Directors.
- Orpheus will conduct annual, anonymous surveys of the singers regarding the culture of the choir. Because we are a small organization, we will ensure the singers know how to contact the Artistic Director, Executive Director, and/or Board President as appropriate in the case of a formal complaint.

*Adopted as part of the 2022 Orpheus Chamber Singers strategic plan.*