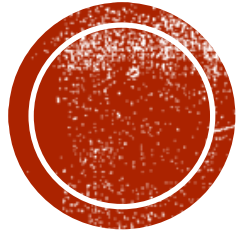


# EQUITY



The promotion of justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

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**OVER THE PAST SEVERAL DECADES, ORCHESTRAS  
HAVE STARTED CHANGING THE WAY THEY HIRE  
MUSICIANS. ONE OF THESE CHANGES WAS  
DESIGNED TO ELIMINATE BIAS AGAINST WOMEN.**

**A VISION FOR CHANGE**

**IT WOULD BE HARD TO DENY THAT THERE WAS SUCH A BIAS IN THE COMPOSITION OF ORCHESTRAS. AS LATE AS 1970, THE TOP FIVE ORCHESTRAS IN THE U.S. HAD FEWER THAN 5% WOMEN.**

**ASSESSMENT**

**IN THE 1970S AND 1980S, ORCHESTRAS BEGAN USING BLIND AUDITIONS. CANDIDATES ARE SITUATED ON A STAGE BEHIND A SCREEN TO PLAY FOR A JURY THAT CANNOT SEE THEM. IN SOME ORCHESTRAS, BLIND AUDITIONS ARE USED JUST FOR THE PRELIMINARY SELECTION WHILE OTHERS USE IT ALL THE WAY TO THE END, UNTIL A HIRING DECISION IS MADE.**

## **IMPLEMENTATION OF NEW POLICIES & PRACTICES**

**EVEN WHEN THE SCREEN IS ONLY USED FOR THE PRELIMINARY ROUND, IT HAS A POWERFUL IMPACT; RESEARCHERS HAVE DETERMINED THAT THIS STEP ALONE MAKES IT 50% MORE LIKELY THAT A WOMAN WILL ADVANCE TO THE FINALS. AND THE SCREEN HAS ALSO BEEN DEMONSTRATED TO BE THE SOURCE OF A SURGE IN THE NUMBER OF WOMEN BEING OFFERED POSITIONS.**

**POSITIVE IMPACT – MEASURABLE RESULTS**

**BY THE WAY, EVEN A SCREEN DOESN'T ALWAYS YIELD A GENDER BLIND EVENT. SCREENS KEEP JURIES FROM SEEING THE CANDIDATES MOVE INTO POSITION, BUT THE TELLTALE SOUNDS OF A WOMAN'S SHOES ALLEGEDLY INFLUENCED SOME JURY MEMBERS SUCH THAT ASPIRING MUSICIANS WERE INSTRUCTED TO REMOVE THEIR FOOTWEAR BEFORE COMING ONTO THE STAGE.**

**FROM EXPLICIT TO IMPLICIT**