

To: Diversity, Equity, and Inclusion Subcommittee
From: Voting Members of the Executive Committee

Re: Response to letter from DEI Subcommittee

Dear Members of the IDRS Diversity, Equity, and Inclusion Subcommittee,

On behalf of the voting members of the Executive Committee (hereby referred to as the “Board”), I am writing to address the Statement from the Diversity, Equity, and Inclusion, (DEI) Subcommittee received June 15, 2020.

First, the Board sends its appreciation to the subcommittee for the work they have done not only in creating the letter under discussion, but for your time, energy, and candor since the Subcommittee was created in 2019. The Board thoroughly discussed the letter during Board Meetings this past weekend. Following is a summary of the discussions and action items approved by the Board.

Guiding Statement

The Board is unanimous in acknowledging and accepting the implicit bias of the IDRS Executive Committee, over time, which has allowed for the Society’s leadership team to be made up of mainly white cisgender males. We unanimously agree that “inequity has, over time, challenged the values that we as an organization stand for.” This lack of diversity and inclusivity has resulted in “programming and decision making” that furthers the inequity of BIPOC and women within the Society.

Call for Action

The Board unanimously agrees with the call for action to continue to understand, assess, and address the inequities over time. The Board is unanimous in approving the following actions, knowing that specific policy and procedural work must be done in consultation with the DEI subcommittee to clarify and define specific aspects of these actions:

1. Allocation of funding to bring in a consultant specific to assisting non-profit organizations in working sessions to better understand best practices through the lens of DEI.
2. Allocation of funding to support DEI training for the Board, committees, and staff.

3. Creation of a Diversity, Equity, and Inclusion Committee as a standing committee of IDRS (non paid). The Board is seeking guidance on the following issues related to the creation of this committee:
 - a. appropriate size of the committee
 - b. appropriate demographic balance
 - c. selection/election process
 - d. term length

Note: The Board is recommending that the current members of the DEI Subcommittee continue their service to the Society for a minimum of 6 months to allow for the appropriate transition to the selection of a standing committee.

4. By 2025, the Board unanimously agrees to:
 - a. a minimum of 50% representation of BIPOC on the Society's Board of Directors
 - b. a maximum of 50% cisgender males on the Society's Board of Directors

Note: The current 8-member Board will conclude their terms on December 31, 2021. In January 2020, the Board approved an expansion of the Board of Directors to ten (10) members to begin on January 1, 2022 (pending membership approval of the Code of Regulations which will replace the Constitution).

5. Fully integrate the members of the newly-created DEI committee into the functioning of the Society. The Board suggests a specified number of DEI committee members be placed on the following committees as part of the working groups, rather than as an oversight board:
 - a. Gillet Fox Oboe Competition Artistic Advisory Committee
 - b. Norma Hooks Young Artist Competition Artistic Advisory Committee
 - c. Conference Artistic Advisory Committee
 - d. Honorary Member Selection Committee
 - e. Commissioning Committee (currently, this is a subcommittee mainly for the 50th Anniversary Project)
 - f. Other committees to be created

We look forward to further discussion and to working with the DEI Subcommittee on these initiatives and policies.

Sincerely,



Eric Stomberg
President