

**Statement from the IDRS DEI (diversity, equity and inclusion) subcommittee to the IDRS executive board/leadership:**

Through this statement, the IDRS DEI (diversity, equity and inclusion) subcommittee, appointed in November 2019 by IDRS president Dr. Eric Stomberg, is presenting a call for action to the IDRS executive leadership/board. In light of recent events that have affected the USA and the world, our organization and our members, we stand by the belief that the only way to create change is to look at our history with honesty, recognize the mistakes made, and commit to measurable and specific strategies that will in time bring balance and fairness to all IDRS members. We also understand that it is imperative to IDRS that we invite the inclusion of, and empower, members from marginalized groups. We make our recommendations to support the Society's commitment to "championing and celebrating diversity, equity, and inclusion in the worldwide double reed community."

The IDRS DEI subcommittee trusts that while many factors contribute to strong and effective board leadership, a commitment from our leaders to DEI understanding and practice is indispensable. The executive board has a responsibility to protect IDRS' mission and vision, and to acknowledge that inequity has, over time, challenged the values that we as an organization stand for. Art and music have a unique role bridging differences, and we count on our leaders to be stewards of diversity values and to speak against systems of oppression and policies designed to benefit some groups while marginalizing others. Our governance needs to understand and embrace the full diversity of our organization, and to respond to the social realities that affect all of us.

The International Double Reed Society has historically been implicitly biased and has not been racially inclusive in its programming nor in its decision making. It has been historically a white affinity space, which has led to systemic oppression of people of color. IDRS has lacked representation of people of color in its leadership, and consequently in decisions coming from that leadership regarding representation in repertoire, conference proposal applications/acceptances, and in musicians of color being featured or even mentioned in its magazine. Additionally, we note that, historically, the IDRS leadership and decision makers have lacked gender diversity, and our committee will work diligently to begin to understand the negative impact of this glaring blindspot.

Based on our conviction that a broad and diverse range of leaders and diversity of viewpoints, talents, skills, life experiences and cultural backgrounds strengthens board deliberations, discussion and decision making, there need to be more BIPOC and people who are not cisgender males at the top of the IDRS leadership. Because of the diverse membership body, the DEI subcommittee is recommending that, by 2025, the executive board commit to a change in the make-up of the executive board and in all committee membership from its current configuration to a demographic that has a minimum of 50% representation of BIPOC. While IDRS continues to learn more about its lack of gender inclusivity, we also recommend that IDRS leadership commit to

having a balance in the representation of all genders in leadership positions and in committee membership. We specifically recommend that the demographic balance of the executive board and all committees have a maximum of 50% cisgender males by 2025.

In addition to committing to making the necessary changes to representation, we, as a committee, recognize that representation is not enough. Because of this, the DEI committee recommends that IDRS leadership invest financial resources for the executive board, DEI committee, and any other subcommittees, to engage in racial equity training at a minimum of twice a year.

Please note that the DEI committee is specifically focusing on race and gender, but we are going to continue to explore the negative impact of past IDRS decision making on the following groups:

- Student IDRS members
- Disabled IDRS members
- IDRS members who do not live in the United States
- avocational IDRS members

This is not an exhaustive list. The list above is merely meant to serve as a starting point for us to begin to learn more about how IDRS has marginalized segments of its membership. With that in mind, the committee recommends that there be student representation on the board, on standing committees and on subcommittees. We also recommend that the board reach out to avocational double reed players, include their presence in the DEI subcommittee, and support efforts to include them as members of the executive board.

Understanding the role of the DEI subcommittee as an advisory group, we recommend that this committee become a standing committee with the additional responsibility of oversight of some other committees' decisions. This includes executive board nominations, evening concert programming at concerts, competition repertoire selections, commissions, and conference proposals. Finally, we recommend that artistic decisions within IDRS include a call for uplifting, promoting, researching, and performing music by BIPOC and by people who are not cisgender males.

We appreciate the opportunity to bring these perspectives to the IDRS. All members of the IDRS DEI subcommittee are living proof of advocacy for and commitment to IDRS. We agree that this committee will be charged with supporting future DEI strategies within IDRS and within the institutions of which we are part. We commit to assisting IDRS in minimizing the impact of implicit biases that lead to flawed strategies and tokenism. Finally, we aim to foster an inclusive environment within IDRS that deepens the impact, relevance and advancement of its mission.

Please see the website for the IDRS [mission statement](https://www.idrs.org/about/). <https://www.idrs.org/about/>