

# Symphony Chorus of New Orleans

## Strategic Plan 2023 - 2026

### Vision

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Building a world where beauty, creativity, and expression are experienced, valued, and nurtured.

### Mission

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Making a difference in the lives of our singers, our audience, and our community through the power and beauty of choral singing.

### Values

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- Artistic Excellence
- Respect (for the dignity, worth, and creative potential of every individual)
- Continuous Improvement
- Collaboration
- Civic Engagement

### Positioning Statement

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Symphony Chorus of New Orleans makes a difference in the lives of our singers by offering opportunities for life-long learning, continual improvement, and the joy of shared musical experiences. We make a difference in the lives of our audience by dedication to high standards of artistic excellence. We make a difference in the lives of our community by programming masterworks of the choral repertoire, along with new music that addresses the issues of our own time and place.

Symphony Chorus of New Orleans' hallmark is creating rehearsal and performance experiences that are friendly, collegial, welcoming, and encouraging, and that bring performers, audience, and community together to experience the power and beauty of choral singing.

Symphony Chorus of New Orleans speaks with a strong and unified voice to increase recognition of singing together as an essential part of society, health-promoting activity, and a valuable means of community engagement.

## Strategic Goals

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Goal One: Recruit and retain excellent singers to stabilize the size and balance of the chorus. (15-20 sopranos, 15-20 altos, 10-15 tenors, 15-20 basses)

Goal Two: Produce, market, and present at least four excellent concert programs with professional vocal soloists and instrumental or orchestral accompaniment as appropriate.

Goal Three: Seek out and develop opportunities to collaborate with area arts, education, and civic organizations.

Goal Four: Promote and demonstrate progress in addressing issues of diversity, equity, inclusion, and access.

Goal Five: Increase Symphony Chorus of New Orleans' capacity to accomplish its goals and model best practices to ensure effective management, operations, and governance.

## Diversity, Equity, Inclusion, and Access Definitions

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As Symphony Chorus of New Orleans strives to advance our commitment to diversity, equity, inclusion, and access, we will base our work on the following definitions. [Sourced from artEquity.org unless otherwise noted]

- Diversity is the extent to which an organization has people from diverse backgrounds represented throughout. It is recognition of individual differences. These differences can be along the dimensions of race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background and other areas of identity.
- Equity is the systems, protocols, practices, and policies that allow everyone to be treated fairly within an organization. Equity is the implementation of processes and actions that produce outcomes that are fair and just.
- Inclusion is the active, intentional, and ongoing engagement of the diversity of an organization and its organizational culture in order to create equal access, well-being, and a sense of belonging for all members of the organization. Inclusion is closely tied to the culture of an organization.
- Access is the ways in which arts organizations provide equal and equitable opportunities for people to take full advantage of participating in arts experiences and creating art. Factors such as race, religion, gender, sexual orientation, disability, English-language ability, and family income or educational-attainment levels—in addition to factors such as relative community affluence, or geographical location—may contribute to certain people having less access than others. [Derived from edglossary.org]

*Approved by the Symphony Chorus of New Orleans Board on May 30, 2023*