WOMEN'S OPERA NETWORK:
TAKING CONTROL OF OUR NARRATIVE
4:30 p.m. – 6:30 p.m.
WOMEN’S OPERA NETWORK:
NEWS FROM THE FIELD
Laura Lee Everett
**GOALS**

**OPERA America’s Women’s Opera Network** works to:

| Increase awareness of and discussion about diversity and gender parity in the field. | Create action plans to promote the advancement of talented women. | Become a source of support for emerging female professionals. |
Join the discussion and news on the Facebook group: OPERA America | Women’s Opera Network

WON WEBPAGE AND RESOURCES –
Join the listserv
https://operaamerica.org/content/about/won.aspx

Regional Phone calls – participate in the discussion.

Backstage Brunch – dedicated fundraiser gathering to support WON initiatives

Surveys and data participation – take the soft skills survey at the Sched WON session link

Survey Link:
https://www.surveymonkey.com/r/26TDSWW

#OperaConf
So how are we doing as opera leaders?

**Female Leadership at Opera America Professional Companies in 2015**

<table>
<thead>
<tr>
<th>Budget 1: 15+ million</th>
<th>14 / 1 company run by women 7%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget 2: 3-15 million</td>
<td>21 / 6 run by women 22%</td>
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<tr>
<td>Budget 3: 1-3 million</td>
<td>20 / 3 run by women 13%</td>
</tr>
<tr>
<td>Budget 4: &lt;1 million</td>
<td>40 / 38 run by women 49%</td>
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</tbody>
</table>

**Current Female Leadership at Opera America Professional Companies (2018)**

<table>
<thead>
<tr>
<th>Budget 1: 15+ million</th>
<th>9 / 0 companies run by women 0%</th>
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</thead>
<tbody>
<tr>
<td>Budget 2: 3-15 million</td>
<td>30 / 7 run by women 23%</td>
</tr>
<tr>
<td>Budget 3: 1-3 million</td>
<td>26 / 7 run by women 25%</td>
</tr>
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<td>Budget 4: 250,000-1 million</td>
<td>46 / 22 run by women 47%</td>
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<tr>
<td>Budget 5: &lt;250,000</td>
<td>38 / 24 run by women 63%</td>
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Women who Work for Companies with Under 40% Women vs. Women who Work for Companies with Over 40% Women

- Are most likely to believe there is a salary difference for men and women
- Are most likely to say men and women are treated differently
- Are least likely to say their workplace has a culture of women helping women
- Are least likely to say their workplace is supportive of women
- Are least likely to say they highlight other women
- Are least likely to say their company provides development resources
- Are most likely to be willing to relocate
- Are least likely to see room for growth in their current position
- Are most likely to be actively networking and looking to advance
The following three protégé/mentor pairings have been selected for this first year of OPERA America’s Mentorship Program for Women:

Protégé: **Piper Gunnarson** | Executive Director, On Site Opera (New York, NY)
Mentor: **Annie Burridge** | General Director and CEO, Austin Opera

Protégé: **Katie Preissner** | Director of Production, Opera Colorado
Mentor: **Clare Burovac** | Director of Artistic Operations, Portland Opera

Protégé: **Mitra Sadeghpour** | Director of Opera, University of Northern Iowa
Mentor: **Stacy Brightman** | Vice President, Education and Community Engagement, LA Opera
Anti-Harassment Tools and Resources

https://operaamerica.org/Content/About/antiharassment.aspx
Additional Resources for Women in Opera

https://www.women-database.com/

To be added to the database, email admin@women-database.com.

Composer Diversity Database

https://composerdiversity.com/

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