



TAPESTRY  
OPERA

# WOMEN IN MUSICAL LEADERSHIP



**A new multi-year,  
partnership-based fellowship  
to cultivate the next generation  
of female and non-binary  
conductors in Canada.**

“ I remember asking a friend twenty-five years ago if she thought that my university would consider taking a woman into the conducting program. Thankfully, times have changed since then, but seeing a woman on the podium is still rare enough to be considered a novelty. This fellowship will help to change that perception and show that conducting is not exclusively a male profession. ”

Conductor Rosemary Thomson  
(Artistic Director, Opera Kelowna)

## THE PROGRAM

Facilitated by Tapestry Opera, this five-year pilot supports **conductor training** and **placements** with orchestras, opera companies, and ensembles across Canada. Two Conductors are chosen each year, and complete their fellowship over the course of 3 years.

Conductors will **mentor** with top conductors across the country, build **professional experience** and expand **their networks** with a range of organizations in symphonic, chamber, operatic, and contemporary repertoire. In addition to hands-on musical experience, Conductors also receive **leadership skills** training, which will help prepare them in their roles as music directors and/or artistic leaders of professional companies in the future.

This innovative, multi-faceted approach is one path to addressing the historic gender imbalance in classical music and opera, and is a unique infrastructure to give promising female and non-binary conductors the time, experience, and relationships they need to take the podium anywhere in the world.

## BE PART OF THE CHANGE

**PARTNER ORGANIZATIONS** are the backbone of the program. Their role is to expand the frame of experiences and networks the Conductors have access to by:

- Making financial contributions to the overall project budget on a sliding scale
- Creating placement opportunities for Conductors
- Identify opportunities for learning and mentorship over the course of placement, including engagement with artistic and administrative leadership, staff, community, and other key stakeholders
- Sharing promotional materials to emerging conductors in their networks
- Participating in national fundraising and awareness-raising initiatives

**TAPESTRY OPERA** is the lead producer of the program, responsible for:

- Directorship of the overall program and training curriculum
- Working with partner organizations to coordinating Conductor placements
- Acting as financial agent for the project; all shared costs will flow through TO
- Hiring Project Managers, Mentors, and any auxiliary staff
- Overseeing application and intake process

**PROGRAM MENTORS** provide training for Conductors, and are selected for their first hand knowledge, expertise, and depth in musical knowledge. Mentors can often be musical authorities within partner organizations. Their role includes:

- Supervising training for Conductors related to upcoming placements, general repertoire study, rehearsal techniques, and technical skills
- Contributing knowledge, networks, and expertise to program structure
- Share information on the program and participate in the application/selection process

