

Chamber Music America

2018 DIVERSITY, INCLUSION, AND EQUITY INDICATORS

Following is a listing of each indicator that was articulated in CMA's Statement of Commitment, and a brief assessment of its 2018 outcomes.

Diversity

Diversity is representation, and is recognizable when a full range of races, genders, and ages are together in a place or for a purpose.

2018 Diversity Indicators and Results:

1. *Reach a renewal rate of 80% for ALAANA members.* —**Unable to determine**

We were not able to calculate the rate of renewal because we have not yet incorporated the data collection mechanism into our membership renewal procedures.

2. *Increase the conference registration to 25% ALAANA for the 2019 Conference.* —**Unable to determine**

As of December 31, 2018, 22% of the registrants identified as ALAANA or mixed race. However, because we did not ask on-site registrants to complete the full online registration form, we were unable to confirm whether we reached our 25% goal.

3. *Increase the number of ALAANA conference keynote speakers/panelists to 25% of the total number of speakers and panelists for the 2019 Conference.* —**Accomplished**

Thirty of the 54 conference speakers—55%—(keynotes and individual sessions) were ALAANA.

4. *Assure greater diversity among Award winners, particularly the Richard J. Bogomolny National Service Award.* —**Accomplished**

The Association for the Advancement of Creative Musicians (AACM) was presented with the Richard J. Bogomolny National Service Award and the PUBLIQuartet received the Visionary Award.

Inclusion

Inclusion is participation, and is achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

2018 Inclusion Indicators and Results:

1. Develop a process to capture the racial identities of CMA members. —In process

Racial identity questions have been incorporated into conference registration, showcase and conference session applications, and all grant program applications, but not into general membership forms. The questions of racial/gender identity have made data collection for individuals possible, but an adequate system for collecting data on presenters/festivals/training programs has not been established.

2. Assure that a minimum of 50% of the showcasing ensembles at the 2019 Conference are ALAANA ensembles. —Not accomplished

CMA defines an ALAANA ensemble as having a minimum of 50% of its members identify as ALAANA. Eight of the 20 ensembles (40%) showcasing at the 2019 conference identified as ALAANA.

Equity

Equity is fairness in procedures, processes, and the distribution of resources, and is attained when disparities in the outcomes experienced by historically under-represented populations have been eliminated

2018 Equity Indicators and Results:

1. Assure that a minimum of 50% of the Board is made up of ALAANA musicians/presenters/ managers and others. —Accomplished

Fourteen of CMA's 28 Board members in FY19 are ALAANA

2. Assure that a minimum of 50% of the grantees in each of CMA's grant programs are ALAANA. —Accomplished

In calendar 2018, CMA awarded 34 grants in the following programs:

- New Jazz Works - 9
- Classical Commissioning - 11
- Residency Partnership - 10
- Presenter Consortium for Jazz – 4

Of the 34 grants, 22 (64.7%) were awarded to ALAANA ensembles or composers:

- New Jazz Works – 8
- Classical Commissioning - 5
- Residency Partnership - 6
- Presenter Consortium for Jazz – 3

This represents enormous growth from our previous five-year average (2012-2016) of 25%, and 35% in 2017.

It is especially rewarding that the increased percentage of ALAANA grantees is due entirely to the increase in ALAANA applicants. No adjudication procedures were altered to achieve these results.

3. Rewrite CMA materials to better reflect the organization's commitment and approach to racial equity. —Accomplished and ongoing

CMA's grant guidelines have all been rewritten to include portions of CMA's *Commitment to Diversity, Inclusion, and Equity*, and greater effort toward inclusive language has been made in *Chamber Music* magazine as well as in CMA's digital communications. Still to be tackled is CMA's website.