

Chamber Music America

2017 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 outcomes in 2017.

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.

2017 Diversity Goals and Indicators and Results:

1. *Increase the racial diversity of the membership by adding a minimum of 50 ALAANA ensemble and/or presenter members. – Accomplished.*

We added 50 new ALAANA members, primarily through grant opportunities. We realized that increasing individuals rather than organizations was the appropriate metric to use.

2. *Increase the number of ALAANA conference registrants by 50 individuals. – Accomplished.*

Staff was diligent in reaching out to ALAANA musicians and organizations to promote the conference. We instituted a \$100 first-timer offer to make it more possible for newcomers to attend. And our NextGen \$10 offer to people 25 years of age or younger attracted young artists of color.

3. *Increase the number of ALAANA conference speakers and panelists by 15 individuals over the previous five-year average. – Not accomplished.*

We were not satisfied with the outcomes of this indicator as they related to panelists and General Session speakers at the 2018 Conference.

We had 10 fewer sessions at the 2018 Conference than we had at the 2017 Conference, which led to fewer rather than more panelists. In addition, we did not specify on the Session Request for Proposals that greater ALAANA participation was an organizational goal; therefore, many proposals were not inclusive of ALAANA participants.

Greater ALAANA participation in the conference has been included in the 2018 indicators.

Inclusion

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

2017 Inclusion Indicators and Results:

1. *Develop a process to capture the racial identities of CMA members. – In Progress.*

We have developed a procedure to capture this data in our grant and showcase applications, but are still working on our member renewal forms (digital and hard copy).

2. *Create procedures that result in 1/3 of the showcasing ensembles at the 2018 conference being ALAANA member-ensembles. – Accomplished.*

There were 18 showcasing ensembles; seven were ALAANA. We used a 50% rule: if at least 50% of the ensemble were ALAANA musicians, we counted the group as an ALAANA group.

3. *Assure that 20% of CMA's communications to the membership pertain to the organization's diversity, inclusion, and equity beliefs and goals. – Accomplished.*

This indicator created challenges for the communications team as they were uncertain as to how to measure 20 percent. The goal—to challenge ourselves to create more equitable magazine content, web content and member-photos, Facebook and Twitter posts—was successfully met. We measured this by comparing similar content from years prior to 2017.

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

2017 Equity Indicators and Results:

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

For FY19 beginning July 1, 2018, the Board is 50% ALAANA with 12 women and 15 men.

2. *Increase the racial diversity of CMA's grantees by 5 above the previous five-year average. – Accomplished.*

From 2012 to 2016 the average number of grants given each year was 41.6; the average number of ALAANA grantees was 10.6, or about 25 percent of the whole. The goal was to award 15 grants to ALAANA recipients.

In 2017, CMA awarded 51 grants in the following programs:

- *Presenter Consortium for Jazz* 15
- *New Jazz Works* 15
- *Residency Partnership* 9
- *Classical Commissioning* 12

Of the 51 grantees, 18 were awarded to ALAANA grantees (in some cases, the ALAANA ensemble was counted toward the total if a presenter was the grantee) or composers as follows:

- *Presenter Consortium for Jazz* 4
- *New Jazz Works* 8

- *Residency Partnership* 2
- *Classical Commissioning* 4

The number of ALAANA grantees increased by eight, raising the actual percentage of ALAANA grantees by 10% to 35%.