

# Chamber Music America

## 2020 DIVERSITY, INCLUSION, AND EQUITY INDICATORS

### 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.

**CMA's Diversity Goal** is to increase the number of ALAANA artists, ensembles, presenters, managers, and others in CMA's membership, staff, board, conference attendees, grant applicants, and awardees, and to deepen the existing relationships between CMA and these populations.

#### Indicators:

- Assure a minimum of 25% ALAANA registrants for the 2020 Conference.
- Assure greater diversity among Award nominees and recipients.
- Assure greater diversity among Conference exhibitors.
- Assure greater diversity among applicants to all grant programs.

### Inclusion

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

**CMA's Inclusion Goal** is to increase the ability of ALAANA artists and ensembles to impact the environment and decision-making of the organization.

#### Indicators:

- Develop a mechanism to capture the racial identities of CMA members in the member acquisition/renewal process.
- Assure the number of ALAANA conference keynote speakers and panelists at a minimum of 50% of the total number of speakers and panelists for the 2021 Conference.
- Assure that a minimum of 50% of the showcasing ensembles at the 2021 Conference are ALAANA member-ensembles.

### 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.

**CMA's Equity Goal** is to deliver outcomes in every area of its operations to assure that equitable practices have been identified and are being implemented.

#### Indicators:

- Assure that a minimum of 50% of the Board is made up of ALAANA musicians/presenters/managers and others.
- Assure that a minimum of 50% of the grantees in each of CMA's grant programs are ALAANA.
- Assure that a minimum of 50% of the staff is made up of ALAANA individuals.

- Continue to revise CMA print and digital materials to better reflect the organization's commitment and approach to racial equity.