

Chamber Music America

2021 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:

- Ensure a minimum of 25% ALAANA registrants for the 2022 Conference.
- Ensure a minimum of 50% ALAANA Award recipients.
- Ensure a minimum of 15% ALAANA Conference exhibitors.
- Ensure greater diversity among applicants to all grant programs, particularly among Black and Latinx women and Native artists.

Inclusion

Inclusion is participation and is achieved when ALAANA populations have the same opportunities as the dominant culture to impact the policies and practices of CMA.

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

Indicators:

- Ensure the number of ALAANA conference keynote speakers and panelists is a minimum of 50% of the total number of speakers and panelists for the 2022 Conference.
- Ensure that a minimum of 50% of the Board is made up of ALAANA musicians/presenters/managers and others.

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 ensure that equitable practices have been identified and are being implemented.

Indicators:

- Ensure that a minimum of 50% of the grantees in each of CMA's grant programs are ALAANA.
- Ensure that a minimum of 50% of the staff is made up of ALAANA individuals.
- Ensure that a minimum of 50% of the showcasing ensembles at the 2022 Conference are ALAANA member-ensembles.
- Continue to demonstrate the organization's commitment and approach to racial equity in CMA's print and digital materials.